

2024 ANNUAL REPORT



FIRST PRESBYTERIAN CHURCH of SANTA FE

Our Vision: Growing the Beloved Community
Our Mission: Actively engage society, nurture lives,
cherish creation, and heal the world

The following model is used to visually describe our organization structure. The purpose of the Circles, which have been expanded from the original 4 to 5, is to enhance communication throughout the church and to encourage greater participation from all Members of First Presbyterian Church. The chart illustrates how communication flows between the committees and ministries to the Session, the Staff and ultimately the Congregation.

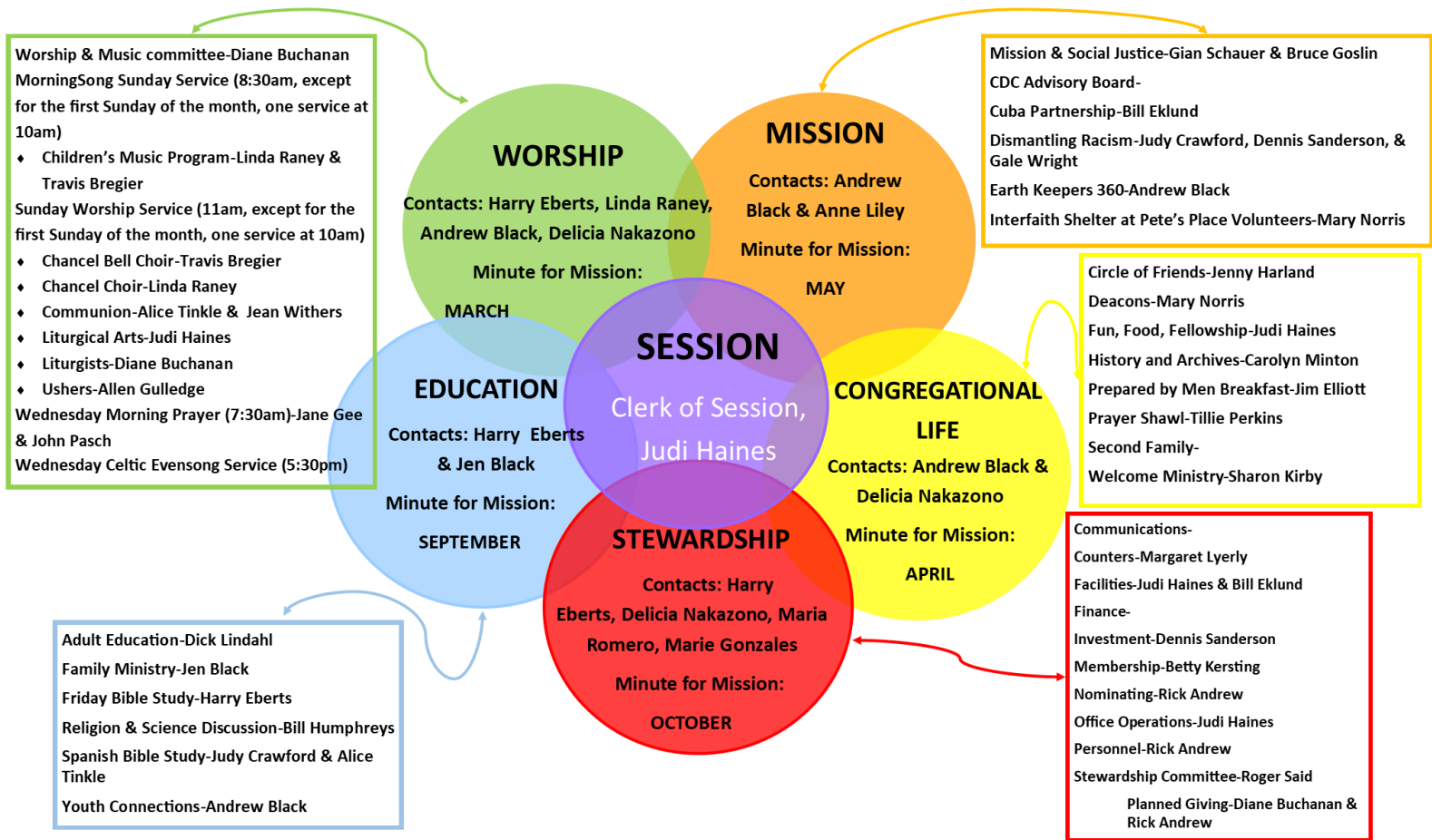


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Agenda

Annual Meeting of the Congregation and the Corporation February 2, 2025

Call to Order	Rev. Dr. Harry Eberts, Moderator
Determining of a Quorum	Mellissa Mitchell, Clerk pro tem
Constituting Prayer	Rev. Dr. Harry Eberts
Business of the Congregation:	
Report on Stewardship 2025 Campaign	Roger Said, Chair of Stewardship
Review of 2024 Financial Results	Dennis Sanderson, Chair of Finance & Investment Committees
Presentation of 2025 Budget (as approved by Session)	Dennis Sanderson, Chair of Finance
Election of Elders	
Election of Deacons	Rick Andrew, Chair of Nominating Committee
Presentation of Terms of Call – Harry Eberts	
Presentation of Terms of Call – Andrew Black	Rick Andrew, Chair of Personnel Committee
Update on Pastor Search and PNC	Rick Andrew, Chair of Nominating Committee
Adjourn the Congregational Meeting & Convene Worship Service	Rev. Dr. Harry Eberts

Celebration of 2024 Ordination and Installation Service Service of Memorial Rev. Dr. Harry Eberts

Corporation Meeting	
Call to order	Bill Eklund, President
Business of the Corporation:	
Presentation of Officers of the Corporation – to serve in 2024:	Melissa Mitchell, Clerk pro tem
• President	Bill Eklund
• Vice President	Dennis Sanderson
• Treasurer	Darryl Bowman
• Corporate Secretary & Clerk of Session	Judi Haines
Adjourn Corporation Meeting	
Closing Prayer & Benediction	Rev. Dr. Harry Eberts

Election of Officers

Election of Elders and Deacons

Members of the Nominating Committee serving this year: Rick Andrew (Session), Sharon Marris (Deacons) Debra Sanderson and Sharon Eklund, Members at large.

Nominations for Elders to serve on Session in 2025

Class of 2026 (Term of 1 year)

Dick Lindahl

Class of 2027 (Term of 3 years)

Gary Murphy

Erin Taylor

Mark Bixby

Gary Schneider

Roger Said

Darryl Bowman

Nominations for Deacons to serve in 2025

Class of 2027 (Term of 3 years)

Arlena Jackson

Steve Stimmel

Elders who served in 2024

Tom Tindall

Madeleine Wright

Dick Lindahl

Gary Murphy

Elizabeth Hook

Mary Gullledge

Juanita Thorne-
Connerty

Melissa Mitchell

Sharon Eklund

Kathy Harris

Janice Mayer

Rick Andrew

Deacons who served in 2024

Mary Norris -
Moderator

Bruce Black

Christina Hill

Heather Weir

Sharon Marris

M'lea Walsh

Kelly Truesdell

Alvin Baca

Bruce Goslin

Leslie Goslin

Tom Mott

George Parr

Ellery Truesdell

Gary Schneider

Carol Schneider

Membership Statistics

Number of Active Members at the beginning of 2024	296
Additions during the year	
Active Members	13
Clergy	2
Losses During the year	
Deaths of Active Members	(9)
Deaths of Clergy	
Transfers	(3)
Removed or Resigned	(13)
Active Members at the end of 2024	284
Other Memberships at the end of 2024	
Affiliates	5
Clergy (HR)	13
Baptisms in 2024	1

Necrology Report

Members

Hilde Howden on January 12, 2024
Barbara Strange on January 30, 2024
Mary Ann Fowlkes on April 7, 2024
Barbara Hutchison on July 24, 2024
Dorothy Karayanis on August 3, 2024
Gordon Wilson on August 6, 2024
Jim Toevs on September 27, 2024
Randy Niss on October 5, 2024
Maurice Trimmer on November 27, 2024

Clergy

Rev. Richard (Dick) Rowe on November 10, 2024
Rev. Dr. Mary Kuhns on November 24, 2024

Friends & Former Members

James McCaffrey (father of Kelly Truesdell) on February 14, 2024
Mike Freeburger (Tilly's husband) on February 27, 2024
Janice Southwick on June 7, 2024

Pastor

This was a year like no other.

This was the year we got out from under the pandemic and it began to feel like church again. Our lobby had more life, more people began to show up at worship and TGIF concerts, and more community groups were using our beautiful space. In addition to all the other programs and ministries and concerts, we brought in two internationally known speakers, Father John Dear in February and Diana Butler Bass in March.

This was the year I went on a sabbatical. For two months across April and June Jenny and I travelled to Australia to see our son, Spain to walk the Camino with our daughters, and we visited our German exchange student son in Germany. This sabbatical, something I had never done before, was a time of rest, rejuvenation, and joy, as we saw and met many friends and cherished places, old and new. Our deep thanks and appreciation goes to all of you for making this possible.

This year showed more signs of the Great Transition. Some call it the Great Search, the Great Emergence, or the New Great Awakening. Call it what you want, the word great gets in there to describe something momentous is happening, and those who study such things tell us we have been in this place since the end of World War II, a time of change, new beginnings, and the accompanying fear and foreboding. I have seen it my entire ministry. God is doing something new and with God involved in the planning I can hardly wait to see what comes next.

In this year of transition many of our members who have provided amazing leadership are now beginning to step down. Other saints (as we are all called in the Presbyterian tradition), who have been so vital to our life and ministry, have passed on or moved away. We have said our goodbyes with great sadness.

This was the year when I announced my retirement. In September I told session I am retiring on June 6, 2025, which would mark a few days more than 41 years of ministry spanning three churches across the country. I gave plenty of notice to allow the transition process to begin now and not wait until I am gone.

2024 was the year when I gained new hope for the Church, ours and across the world. We have a vital role to play. We are gaining our voice back and people are beginning to seek us out again. As the Gospels remind us, Jesus' message can indeed change the world, with God's help, and ours as well.

Thanks be to God for all of you in this year like no other, for who you have been, and for all that is to come.

Harry W. Eberts

Associate Pastor

In addition to regular pastoral duties of preaching, teaching and congregational care as well as attending session and various committees, Pastor Andrew focuses much of his time on community outreach, including to youth and families, social justice organizations, immigrant communities, and leading the Caja del Rio coalition and EarthKeepers 360 (further details about this important mission of FPC is included in the EarthKeepers 360 report). In serving the broader church, Andrew serves as the Co-Chair of the Presbytery's Mission Networking Committee as well as sits on the Synod of the Southwest Personnel Committee. Along these lines, Andrew continues to provide presentations to churches in New Mexico as well as nationally on how to become "Climate Smart Congregations." In serving the broader community, Andrew also serves on the Board of New Mexico and El Paso Interfaith Power and Light, the City of Santa Fe Ethics Commission and the Bureau of Land Management Resource Advisory Council for northern New Mexico.

In the spring, Andrew again hosted the annual Caja del Rio Easter sunrise service with nearly 70 community members, including many families, attending this transformative service. Also in the spring, Andrew hosted a community-wide Earth Day event focused on cleaning up the Caja del Rio. Over 200 people attended the clean-up, including many volunteers from FPC. Each week, Andrew helps with the youth and families of FPC. He can often be found providing a children's message and blessing at the 8:30 worship service or helping Jen Black with the highly successful parent's night out that occurs each month. During Pastor Harry's sabbatical Andrew stepped up to regularly preach and teach Bible study as well as worked with Rev. Mary Kuhns to provide pastoral care to various church members who were hospitalized. This year, Andrew and Jen also organized and implemented "Service Sundays," where on the first Sunday of each month FPC youth and families get to experience firsthand the value of Christian service by providing lunches for the homeless, making dignity kits for kids on the border and hosting the Angel Tree.

This year, Andrew also led a multigenerational service trip for members of FPC to the U.S./ Mexico border in El Paso to work with families and children living in church shelters along the border. Thanks to generous community donations, we took thousands of pounds of medical supplies, food, and clothing to those in need. In addition to working with FPC's Mission and Social Justice Committee (MSJ) on immigration issues, as a co-chair of the Presbytery's Mission Network Committee, Pastor Andrew continues to organize speakers from El Paso and La Frontera to meet with pastors and church leaders from throughout New Mexico to discuss this important issue. Additionally, over the past year, Pastor Andrew has made eight additional trips to the border to deliver vital medical supplies, food, and clothing to church shelters in need. For more about Andrew's work and this vital ministry to the border please check out the Associate Pastor's piece in the Social Justice section of this report.

This winter, Andrew led an adult education series entitled: *Is Christ Divided? Making Sense of Christianity in America Today Through a Biblical, Historical and Theological Lens*. This highly popular class encouraged members to explore a wide variety of relevant spiritual, theological, social, and political questions about Christianity today as well as how these questions were addressed in both Biblical times and in the reformed tradition as well as through the lens of Dietrich Bonhoeffer, Martin Luther King, Jr., Oscar Romero and Desmond Tutu. Sadly, this winter Andrew preached alongside Harry at the funeral of our dear friend and their colleague in ministry Rev. Mary Kuhns.

Andrew continues to help maintain the church's Instagram and Facebook social media pages as well as participate in various church committees and meetings including MSJ, Deacons and the Session. This upcoming year, Andrew is hoping to create more tangible mission opportunities as well as continue to make cost-saving and earth-saving climate reforms throughout our church.

Board Of Deacons

Mary Norris, Moderator

Heather Weir	George Parr	Ellery Truesdell
Bruce Black	Sharon Marrs	Kelly Truesdell
Tom Mott	M'Lea Walsh	Alvin Baca
Christina Hill	Bruce Goslin	Leslie Goslin
Gary Schneider	Carol Schneider	

Deacon meetings were conducted each month this year except June and December. All meetings were "face to face".

Our Deacon roster increased once more in 2024 with the addition of Gary Schneider. THANK YOU to Heather Weir, George Parr, Ellery and Kelly Truesdell, Bruce Black, Sharon Marrs, Tom Mott, M'Lea Walsh, Alvin Baca, Christina Hill, Bruce and Leslie Goslin for returning and Gary & Carol Schneider for joining us. Each of these serve willingly when possible. Their commitment remains a clear indication of God's hand in what we do.

FPC's 2024 Deacons hosted multiple events.

1. 2024 Easter Egg Hunt at Federal Park.
2. Dinner was served at The Interfaith Shelter 11 months in 2024.
3. Eight Memorial Receptions were hosted this year.
Mary Kuhns, Dick Rowe, Randy Niss, Jim Toevs, Dorothy and Plato Karayanis, Barb Hutchison, Harriet Barber, and Michael Freeburger.

Additionally, the Deacons

1. Provided transportation assistance to doctor's and therapy appointments
2. Delivered food to members as needed
3. Delivered Valentine "gift bags", Easter Lillies, pumpkin bouquets and Christmas poinsettias
4. Hosted Ice Cream on the Triangle
5. Assisted in Communion services for members not able to attend services
6. Finally, but certainly one of the most important actions; deacons supported FPC's members not able to attend services by sending cards and e-mails, doing "in person" visits.

PRAISE GOD FROM WHOM ALL BLESSINGS FLOW!!

2025 GOALS are look very much like 2024.

1. Continuing to work in making our in-person visitation program more robust.
2. Assisting Jen Black in FPC's "young family" program.
3. Ensuring that our church freezer includes soup for anyone needing a meal.
4. Provide driving assistance when needed.
5. Continue to host Memorial Services to celebrate the lives of those who have gone before us.
6. Pray that God will use each of us as we are able in support of FPC initiatives.

Submitted by Mary Norris, Deacon Moderator 2024

Session

The Session convened 9 stated meeting and 4 called meetings to receive new members in 2024. Highlights included . . . approval of Harry's plan for services and pastoral care during his sabbatical in April and then in September received his announcement of retirement.

Much of the year was spent in discussions surrounding "welcoming the stranger" and what it means for our doors to be open. A task force 18 members of our church community led by M&SJ and facilitated by Elise and George Packard was formed at a workshop on February 25 to develop a policy to help us respond to persons in need who arrive at the church by welcoming them, identifying their immediate needs, and responding to those needs within certain guidelines. The policy is intentionally broad to address the needs of not just a refugee, migrant/asylum seeker but the unhoused and vulnerable already in our community.

Session approved the following:

Immediate Needs (which may include a combination of a Dignity Bag, Bag lunch, Transportation, Short term financial assistance (i.e. gift cards) in an amount up to \$200. M&SJ will provide funds up to \$500 in this calendar year. *Include bus passes.*

Providing short term shelter (i.e, hotel/hostel) for up to 3 nights/ up to \$300) when other emergency shelter/housing is unavailable. This will require establishing a relationship with a local hotel and/or hostel. Approved up to \$1,200 for this emergency situation; \$300 per stay/1 stay per family. Session also encouraged the task force to continue researching the possibility of providing temporary housing on the church premises.

A facilities task force conducted active shooter training at the church with the assistance of the Santa Fe Police Department. A recommendation was made that the front doors of the sanctuary be closed and locked after the start of any service in that space. After much discussion over several months, the Session determined that the Sanctuary doors should remain open (i.e. unlocked – as they may be shut due to traffic noise) during services, with the stipulation that discussions continue. In particular as respects private security, training of ushers and greeters on effective procedures for evacuating the Sanctuary in the event of any threat.

The Circles concept was reintroduced and expanded from 4 circles to 5 to enhance communication between various committees and ministries and the Congregation.

Session approved the roofing project proposed and implemented by the Facilities Committee. Approved upgrading the sound system mics from analog to digital, approved the office renovation project, and the preliminary budget proposed in October. Session also approved the formation of a task force (led by History & Archives) to develop a policy regarding the acceptance or acquisition of art and artifacts, as well as the disposal of same. The policy has been outlined, and parameters approved.

Submitted by,
Judi Haines, Clerk of Session

Music Director/Organist

Chancel Choir

The choir has been very faithful to rehearsals, sung at church services and performed three TGIF concerts: Morten Lauridsen's *Lux Aeterna*, Mozart's *Requiem* and Gerald Finzi's "In terra pax." The group rehearses on Wednesdays from 4-5 and Thursdays from 5:30-7:30. Singers include Jenny Harland, Jenny Warden, Jill McCormick, Joy Ice, Cathy Deuschle, Nancy Maret, Nina Brown, Margaret Dean, Terrell Falk, Barbara Roush, Gwen Fuller, Elizabeth Roghair, Tim Willson, Jim Toevs, Chris Haynes, Michael Roybal, Travis Bregier, John Pasch, Ralph Fuller, Keytha Jones, Lisa Buckley, Anne Bradley, Chantal Quincy, Elena Guardincerri, and Maggie Odell.

Chancel Bell Choir

Chancel Bell Choir performed two TGIF concerts and played during the early Christmas Eve Service. The 10 ringers are very dedicated and attend rehearsals once a week as well as move all the equipment necessary for bell ringing. Ringers under the direction of Travis Bregier are Jeannie Bowman, Leslie Hancock, Sally Shockey, Campbell Martin, Judy Montano, Cheryl Lockhart, Carol Ketterman, Darryl Bowman, Bill Humphreys, and Barry Rochelle.

Children's Music

During the 8:30 service Travis and I provide music activities for the school aged members of the 8:30 service. We sang songs, play rhythm games using rhythm sticks, and learned familiar melodies on handchimes. Participants included Brook, Hugh, Leo, Oliver, Catherine, Charlotte, Hanna, Harrison, and Quinn.

Music Outreach.

FPC has four outreach programs for the community at large. Each program reaches a different segment of people and attracts them to the church to participate in singing groups, organ education, hearing and performing live music.

TGIF Concert Series

has an average attendance of 82 people for weekly concerts at First Presbyterian Church. The recitals have included local performers and groups as well as others from across the nation. Pianists, singers, organists, string ensembles, flute ensembles, brass ensembles and a symphony orchestra have provided excellent programs. Currently 2025 is completely booked with performers. Weekly attendees appreciate these programs and have been generous with their donations. We have a relationship with the County for parking in their lot for most Friday nights.

Santa Fe Summer Organ Academy

TGIF also sponsors an Annual Organ Academy where organists from all over the country gather to study with Dr. Kimberly Marshall from Arizona State University, who starts the Academy with a TGIF organ recital. Students both participating and auditing hear lectures and masterclasses and participants perform music through the week that ends with a TGIF recital.

Choir Scholars

A new program of Choir Scholars has begun for young, talented high school students. After an audition these students sing on Thursdays and Sundays with the Chancel Choir and receive a small stipend. It has been wonderful to welcome these young people to the choir and to have their participation at the 11:00 service.

Opera Apprentices

During the summer, opera apprentices sang during the 11:00 service. A tradition begun with the beginning of the opera, the congregation continues to be treated to their talent and energy. We appreciate getting to know them and learning of their experiences as they further their music careers.

Thank You's

David Solem

David provides organ music for the 11:00 services and accompanies the Chancel Choir. We grow from hearing his vast repertory of music and appreciate his faithfulness to FPC. He donated four TGIF concerts to the 2024 schedule that gave us the opportunity to enjoy his playing in a concert setting. He also, substituted for me during my summer vacation, giving me much "piece of mind."

Travis Bregier

It also has been my pleasure to work with Travis Bregier. He is cantor at both the Wednesday Celtic and 8:30 and 11:00 services that gives great musical support to the online and live congregations. For the Chancel Choir he is able to sing either bass or tenor, as needed and substitutes for me as needed. At 8:30 Travis sings solos and leads children's music. Travis also directs the Bell Choir that gave two concerts last year and played for the early Christmas Eve service. The group is thriving under Travis' leadership. Travis ushers for TGIF and substitutes managing TGIF when I am gone in August, as well as sends out the weekly eblast to TGIF attenders.

Delicia Nakazono

Delicia prepares bulletins for services and programs for TGIF and updates the website.

Gale Wright

Gale has given our social media and website publicity a complete makeover and sends out weekly reminders about the services and TGIF individually crafted for each concert. We will miss her!

Judy Montano

Judy has been an active volunteer for many years: sorting, filing, etc. the music for the Chancel Choir. Her efforts keep the choir organized and running smoothly. Handling more than two items per week is a huge job that she completes with grace and good humor.

Keytha Jones

Keytha hosted Kimberly Marshall for TGIF's Summer Organ Academy and the Organ Maintenance person from C. B. Fisk in her lovely guest house. Her hospitality is a great savings for the church programs.

Joy Ice

Joy accompanied the Chancel Choir at Wednesday sectionals and substituted for David S. Her keyboard talent and grace is greatly appreciated.

Instrumentalists

We have been treated to trumpet music for Christmas and Easter by the wonderful duo of Jim Toevs and Jan McDonald. Jan McDonald continues to play for festival events and Gary Schneider, percussion and Steven Stimmel, violin, have accompanied hymns and the choir.

It has been and is a pleasure to work with the wonderful musicians, staff and congregants at First Presbyterian!

Submitted by,
Linda Raney

Worship Circle

Worship and Music

Members: Diane Buchanan, chair; Alice Tinkle, communion; Allen Gullede, ushers; Karin Lerew (until fall of '24), liturgical arts; Leah Paalman, Dan Crane, Chris Haynes, Rick Andrew, Session liaison; Linda Raney, Director of Music; Harry Eberts, Pastor

This committee meets monthly and oversees activities related to the worship and music life of the church. Members enlist volunteers to be liturgist on Sunday, to usher for worship and to support the Deacons as needed for memorial services, dress (and undress) the sanctuary and lobby area for various seasons of the liturgical calendar including the Advent wreath and Christmas tree, make recommendations and decisions, in consultation with staff, about the elements of worship services, prepare for communion during worship including recruiting Elders and Deacons to serve it, purchase candles for the prayer boxes and for Christmas Eve, and the elements used for communion.

In addition to this work, the committee recommended this year the following additions/changes:

1. Invited the Morning Choir to wear robes for the 11am worship service and to process during the first hymn.
2. That the singing of the Doxology be included in worship services
3. Worked with Linda to develop a job description for and to commence a Choir Scholar program to support young artists in the community and the Morning Choir. This will consist of the hiring of one additional singer for each of the four sections of the choir. To this point, Linda has interviewed/auditioned and hired two young people, one Soprano and one Bass. She will continue seeking two more singers, an Alto and a Tenor.
4. Reintroduced the Christ Candle to the sanctuary and placed it near the pulpit. This replaces the candle that was previously on the communion table and will be lighted by an usher prior to every worship service.

Submitted with deep gratitude for the dedicated staff and volunteers who commit with great care to providing a rich and fulfilling worship life at FPC.

Submitted by,
Diane Buchanan, Chair

Liturgical Arts

Liturgical Art “is a meaningful way to intertwine the language of the people and the language of faith. Liturgical art is art used in worship. It is art as liturgy”.

Liturgical Arts is often misunderstood. People generally think this ministry is for artists only. NOT TRUE! There are many roles to play but the most important role is participation in the expression of our faith. Our goal is to adorn the church in a way that enhances worship for others.

Liturgical Colors (typically white, purple, red and green) mark the seasons and festivals of the Christian year. White is used for significant days (Epiphany, Baptism, Transfiguration and Ascension) or seasons (Christmas and Easter) in the redemptive work of Jesus Christ, and for other theological commemorations (Trinity, All Saints’ Day and Christ the King). **Purple** marks the seasons of penitence and preparation (Advent and Lent). **Blue** may also be used for Advent. **Red** is the color for Pentecost and is also used for ordination services. **Red or Purple** is appropriate for Palm/Passion Sunday. During Holy week the color is **Purple** until the church is stripped at the end of the Maundy Thursday service. The church remains bare (gray) until the Easter Vigil/Easter. **Green** is used for all other time periods, called Ordinary Time, not marked by a specific festival or season.

During 2024 we continued to enhance and refresh some of our older banners; we created special banners and paraments for a special Sunday in May celebrating Asian American, Native Hawaiian and Pacific Islander cultures. We created overlays for the banners and new paraments that reflect *Kintsugi*. *Kintsugi* is the Japanese Art form of repairing broken pottery by mending it and painting the repairs with gold. The piece is stronger and more beautiful than before it was broken. The philosophy of *Kintsugi* values imperfections, viewing them as something to celebrate, not disguise. It teaches us to embrace our struggles and repair them with patience and love, making us more beautiful and stronger having been broken.

Our small group mourns the loss of Barb Hutchison who died in July and misses Karin Lerew who moved back to Wichita Falls in September. Thanks to Becky Crutchfield who rejoined LitArts in November, having served on the committee back in the day with Betty Graham.

Members during 2024: Malissa Haslam, Barbara Hutchison, Mary Norris, Judi Haines.
Karin Lerew, Becky Crutchfield.

Respectfully submitted by,
Judi Haines, Chair

Mission Circle

Child Development Center

The Child Development Center continues to be rated as a 5-star Nationally Accredited Early Childhood Education program. We served an average of 85 children daily and were at full enrollment with a very lengthy waiting list for the entire year. The CDC continues to serve children ages 10 weeks through 5 years and has one infant classroom, two toddler and three PreK classrooms that are funded by the State of New Mexico Early Childhood Education and Care Department. The FPCDC served 103 students in 2024 with a current enrollment of 79. Every class is fully enrolled.

Currently, the CDC maintains a PreK contract from the State of New Mexico to serve 40 children which makes it possible to offer PreK to all of our students ages 3-5, M-F at no cost to the family. The CDC continues to offer aftercare and year-round care to ensure that working families have the support and consistent care that they need. The school is currently receiving \$630,000.00/year from the state to run these high-quality NM PreK programs which increased from \$350,000.00 in 2023. In addition, a total of 19 children received some form of subsidy (tuition assistance) from the New Mexico Early Childhood Education and Care Department. The state tuition assistance program pays the tuition of any family who is working or taking high school or college courses and is making less than 400% of the federal poverty level. The generous members of First Presbyterian Church through the CDC Scholarship Fund paid almost \$30,000 in tuition to support six children in need. These tuition assistance programs are integral in ensuring that all children in our community have access to our services and a high-quality early childhood education regardless of any socio-economic barriers.

This year Director Liley and the staff were primarily focused on the creation of an infant care classroom on the third floor of the church. This classroom was opened to families in February of 2024, and has served a total of 18 families with infants since opening. This classroom is our most highly sought after and maintains a very lengthy waiting list. We want to thank the City of Santa Fe who provided the CDC with a \$20,000.00 grant as well as the Brindle Foundation who donated \$10,000.00 to the creation of the infant program. There is a dire need for infant care in Santa Fe and we were very thrilled to be able to offer this service to families in our community.

In order to improve communication with parents and to simplify the billing process, the FPCDC began using a childcare management software called Brightwheel. The director and assistant director are able to send messages rapidly to all the parents through the app notifying them of weather-related closures and any safety or security concerns. The teachers are in communication with parents daily sending photos and videos and information on how each child is doing throughout the day. This is especially important for parents and students who are new to the center.

We were also thrilled to be highlighted in an article in High Country News titled, "The Land of Accessible Child Care." The article discussed the different programs that New Mexico has established to make sure that every child in our state has access to high-quality early childhood education and because our program has committed to participating in and accessing every funding source that we can to make sure that as many of our families can attend for free as possible, they featured our school. You can read this article at

<https://www.hcn.org/issues/56-8/how-new-mexico-made-child-care-free-for-most-families/>

First Presbyterian Church continues to provide an excellent childcare program for this city. It does so due to a staff of committed teachers and auxiliary personnel. They are looking forward to another wonderful year serving families in the Santa Fe Community and continuing to meet our mission of being a high-quality community-outreach child development center that is accessible to all families in our community.

Submitted by Anne Liley, CDC Director

Mission And Social Justice

As retiring chair of MSJ I want to thank those on my committee for doing the work of being the hands, eyes, ears, and feet of Jesus. One of our main responsibilities is being good stewards of the funds donated by our generous congregation. We paid particular attention to the concerns the congregation had expressed to us on the survey they took and also in individual conversations. We have been involved in the planning and executing several of the special Sunday services which have honored those who are part of the Asian and Pacific Islander community, encouraged members to participate in this summer's Pride Parade, and helped Madeleine Wright with the organizing of the Juneteenth picnic. We thank the deacons led by the very creative, Mary Norris, for all their help with the food and decorations for these special Sundays.

We were pleased to add new members to the committee -Natalie Skogerboe, Maureen Malaney, Faith Yoman, and Elise and George Packard. They have joined an active committee including Melissa Mitchell, Bruce Goslin, Arthur Neudek, Gian Schauer, Pam Najdowski, Jean Berghoff, Donna Fleetwood, Bill Eklund, and Liz Hinds. Special thanks go to Jean Berghoff who serves as our treasurer. Christina Hill, Arthur Neudek, Pam Najdowski, and Jim Babcock have asked for a leave of absence at this time as they are all so busy with other good work.

I also want to thank staff members who are supportive and helpful with all that our committee does. Muchas gracias to Delicia Nakazono, Gale Wright, Anne Liley, Maria Romero, and Judi Haines. We welcome Kalgaree Fish and bid farewell to David Beatty. A special thanks to Marie Gonzales as she seems to be everywhere all the time meeting needs we didn't even know we had. Her staff, Mike Larranaga and Margarita Lopez are always available for help. Dr. Linda Raney chooses appropriate music for our special Sundays in addition to the beautiful choices she makes each Sunday.

One of our main foci this year has been developing policies that would guide us in welcoming strangers who come to our church for help whether they be immigrants seeking asylum, those seeking permanent housing in Santa Fe, or someone just traveling through our town to another city. We will continue to discuss this topic in 2025.

We were fortunate to have Elise and George Packard facilitate a workshop on Feb. 25 when interested members of our committee, the staff, and members of our congregation met to develop some guidelines and policies that we presented to Session. Session approved four policy statements and encouraged us to continue thinking about the issues involved. Several of us also met with the county's Connect Navigators who are based in the county building north of the church. They are a great

resource who can help us meet some of the needs of those seeking help from our church. Once again, thanks to Elise and George for facilitating this workshop.

In the late winter of 2023, a young family needed housing and work. As customary our church members jumped into action arranging a room on the 3rd floor for them to sleep, providing food, meals, and clothing, preparing Daniel to take the driving test, finding work for Daniel, working with them on Anair's (Anna's) asylum case, finding a space for their little Hannah in our CDC, and anticipating every one of their needs. Having them in the church and at a welcoming church member's guest house helped us realize what hospitality means, and at times how hard it is to know what decisions we, as Christians, should make.

We continue to visit and take funds to our sister church in Sagua la Grande, Cuba. This year Judy Crawford, Faith Yoman, and Carolyn Raar led by Bill and Sharon Eklund went in March for a 4-day visit to Cuba. Bill continues to raise funds for this church and to help the congregation find ways to be in relationship with the Sagua church. (See Bill's Cuba report)

The People in Mission fund, which was established many years ago, is set up to bring mission co-workers or special guest speakers to our church, and to send church members to do mission in another city or state. This fund was used by Rev. Andrew Black to take 2 different groups to the border in order to begin to better understand the issues of immigration.

In order to better develop relationships with some of the non-profits we fund each member of the committee chose several agencies to "adopt" contacting them for specific information about the work their group does. This has proved successful in helping the committee learn in depth about the various beneficiaries. Our primary mission has been to continue to be good stewards for the congregation's donations and pledges toward mission.

We continue to work with Westminster Presbyterian to aid them in their Matthew 25 funding. Donna Fleetwood serves on the Matthew 25 board as First church's representative. People applying to this fund are first vetted by the Navigators at the county. Donna has also kept us updated on the Afghan Girls Rescue program.

The Pentecost Offering went to Sky Center of NM Suicide Intervention Project as the Pentecost fund is aimed at helping youth.

Rev. Black opened our October meeting inviting us to participate in the Caja Peace and Prayer Pilgrimage to support the Caja del Rio groups that are protesting the recent approval of the Los Alamos National Labs electric transmission line that will run through the sacred land of the Caja. MSJ will again be supportive of the Navajo Women's sewing project when last year church members and the community donated sewing materials and machines that were taken to the reservation.

The status of Anuar Peraza, an immigrant was discussed. He was helped by some of our church members, but has now returned to Honduras, but wants to return to the U.S.

The co-chairs of MSJ will reach out to the Transition Team to understand how to best position MSJ for the new FPC leadership as Rev. Eberts retires in June. We will also be considering eliminating some of

the agencies we have funded in the past, in order to be more generous to the others we will continue to fund, and to add new groups as beneficiaries.

Jean Berghoff, who has served as the treasurer of MSJ for a number of years will be retiring from that position the end of the year. We are so grateful for her work with Maria Romero, our church bookkeeper, over the years which has made the work of MSJ so much easier. Many thanks, Jean! We are fortunate to have a new member, Maureen Malaney, volunteering to take Jean’s place. Maureen is the master of spreadsheets and will be invaluable to our committee. We are grateful for Bruce Goslin and Gian Schauer who have volunteered to co-chair MSJ. The committee looks forward to doing some interesting work in 2025 under their leadership.

Submitted by,
Judy Crawford, Chair

The following list shows which agencies were funded this year using mission funds.

	2024
TIER 1 (50%)	
<i>Gun Violence</i>	
New Mexicans to Prevent Gun Violence	\$3,000.00
Presbyterian Peace Fellowship	\$398.25
<i>Subtotal</i>	<i>\$3,398.25</i>
<i>Homeless, Sheltered Housing, and Affordable Housing</i>	
Chaplain Joe's Street Outreach	\$1,000.00
Interfaith Community Shelter	\$4,000.00
Matthew 25 Fund	\$2,500.00
Salvation Army	\$1,500.00
St. Elizabeth Shelters	\$2,500.00
Youth Shelters and Family Services	\$2,000.00
<i>Subtotal</i>	<i>\$13,500.00</i>
<i>Hunger and Food Insecurity</i>	
Bienvenidos Outreach Inc.	\$2,000.00
Food Depot	\$3,000.00
<i>Subtotal</i>	<i>\$5,000.00</i>
<i>TOTAL TIER 1</i>	<i>\$21,898.25</i>

TIER 2 (30%)	
Climate and the Environment	
EarthKeepers	\$3,000.00
Reunity Resources	\$1,000.00
Subtotal	\$4,000.00
Domestic Abuse and Family Issues	
Esperanza Shelter	\$3,200.00
Gerard's House	\$500.00
Subtotal	\$3,700.00
Education for Children and Adults	
Communities in Schools / New Mexico	\$500.00
Reading Quest	\$1,500.00
Youth Works	\$1,000.00
Subtotal	\$3,000.00
Health Care	
Faith Roots Reproductive Action (formerly NM Religious Coalition for Reproductive Choice)	\$1,000.00
Medical Debt Relief Presbytery of Santa Fe	\$500.00
National Alliance of Mental Illness Santa Fe	\$1,000.00
Planned Parenthood of the Rocky Mountains	\$1,000.00
Sky Center of NM Suicide Intervention Project (Also gave \$1,044.40 from Pentecost offering for a total of \$2,000.00 in 2024)	\$955.60
Subtotal	\$4,455.60
Immigration and Border Issues	
Frontera de Cristo	\$2,000.00
Las Placitas Presbyterian Church / Dignity Mission	\$2,000.00
Tres Rios Border Foundation (formerly University Presbyterian Church Border Ministry Project)	\$2,000.00
Subtotal	\$6,000.00
Racism	
Subtotal	\$0.00
TOTAL TIER 2	\$21,155.60

TIER 3 (20%)	
Advocacy	
Lutheran Advocacy Ministry - New Mexico	\$1,000.00
Subtotal	\$1,000.00
Native American Issues	
Santa Fe Community Foundation Native American Advised Fund	\$2,000.00
Subtotal	\$2,000.00
International Mission	
Afghan Scout Relief Fund	\$1,000.00
Tomorrow's Women	\$3,000.00
Village Health Partnership	\$1,000.00
Subtotal	\$5,000.00
Substance Abuse Education and Prevention	
The Life Link (also provides housing assistance and mental illness support)	\$1,000.00
Subtotal	\$1,000.00
TOTAL TIER 3	\$9,000.00
TOTAL 2025 ALLOCATIONS	\$52,053.85

Our Cuba Partnership

Our Church maintains a long-term partnership with a Cuban Presbyterian church in the city of Sagua La Grande (SLG), Cuba, located on the north coast of Cuba 90 miles south of Florida. SLG is an old Spanish colonial city that was once a major seaport and a primary outpost of the Spanish empire in Latin America for centuries.

In February of 2024, five of us from FPC travelled to Sagua La Grande - myself and Sharon Eklund, Faith Yoman, Carolyn Raar and Judy Crawford. We flew directly to the small airport in Santa Clara, Cuba, bypassing the traditional route in past years of landing in Havana and then purchasing highway transportation to SLG, due to the difficulties of finding assured sources of gasoline since the power failures in the past year. We were taken in and received with a warm welcoming by elders and other members of the congregation, and by the husband and wife pastoral team of Dargel Leyva and Yailen Regueiro. We brought duffel bags full of clothing, medical supplies, a printer, and other items requested by the SLG church.

The special relationship between FPC and the SLG church goes back about 25 years. SLG is essentially a "mission church" of FPC. Established Presbyterian churches in the US have been sponsoring mission churches in the US for over 150 years, providing financial support and hands-on guidance to individuals willing to establish new Presbyterian churches.

Presbyterian churches were first established in Cuba after the Spanish-American War of 1898, during which US military assistance was instrumental in resulting in Cuba's independence from Spain. US businesses and investors soon followed. They built railroads, sugar refineries, port facilities, power plants, utility systems, and other infrastructure of all kinds. With that came American families, who established Presbyterian churches. Native Cubans were assimilated into those thriving churches over the following two generations.

But with the violent communist revolution of 1959 and the rise of Fidel Castro, almost all Americans fled Cuba, leaving behind the Presbyterian churches in the hands of their native Cuban members. With the resulting isolation of Cuba from the US, those churches were isolated from all communication with US Presbyterian churches for decades.

Then, in the later years of his half-century rule, Fidel Castro relented from his initially hostile views of organized churches. With his approval, Cuba began allowing US citizens to visit Cuba on special religious visas, thus restoring communications between US churches and their Cuban counterparts.

Our FPC, with the generous support and leadership of our own Dr. Joe Armbruster and others, soon initiated visits to the SLG church, and enabled it to purchase and restore an old colonial building as a beautiful Presbyterian church. We have since supported that congregation for the past 20+ years.

In addition to the goods we took to the SLG congregation last February, on our departure we left behind \$7,000 to support particular specified projects at the church.

Now the widespread power outages in Cuba in the past few months have resulted in most Cubans not having sufficient electrical power to even refrigerate food. All transportation, communications and other essential services have also been seriously impaired. For these reasons, most Presbyterian churches in the US are not travelling to Cuba this winter, and we now have now suspended our plans to visit the SLG church this winter. We are still looking into the possibility of sending a financial contribution from our Cuba Fund to the SLG church with another church that may be travelling there this winter.

We will remain optimistic and hope we can visit our sister Church next winter.

Respectfully submitted by,
Bill Eklund, for the MS&J Committee

Earthkeepers 360

In 2024, EarthKeepers 360 continued to build on the foundation laid in 2023 for First Presbyterian Church of Santa Fe to become a Climate Smart congregation and become a leading example of what it means to be good stewards of God's creation. Our efforts can be broken down into three main categories; reducing waste, lowering our carbon footprint, and providing educational resources.

In 2023, First Presbyterian Church of Santa Fe partnered with EarthKeepers 360 and Reunity Resources to compost food, coffee, cups and paper products. EPA estimates that each year, U.S. food loss and waste embodies 170 million metric tons of carbon dioxide— equal to the annual CO2 emissions of 42 coal-fired power plants. This estimate does not include the significant methane emissions from food waste rotting in landfills. EPA data show that food waste is the single most common material landfilled and incinerated in the U.S., comprising 24 and 22 percent of landfilled and combusted municipal solid waste, respectively. In 2024, we continued to educate the CDC and congregation on how to reduce food waste and proper composting techniques. We still have a long way to go to make this a natural process, but the benefits will be well worth the efforts.

Did you know First Presbyterian now recycles old tennis shoes, children's clothing, and food pouches? Through EarthKeepers 360 we now have a bin in the basement by the elevator to recycle items that are traditionally difficult to recycle. When you throw these items into the garbage, they end up in a landfill. As they slowly decompose, chemicals leak into the soil and can eventually contaminate drinking water. This process has a significant impact on humans and wildlife. Recycling these everyday items prevents this process, thereby protecting the environment! Recycled sneakers are broken down into parts and repurposed. Sneakers contain several different materials, including rubber, fabric, foam and leather. These materials can be salvaged and used to create and resurface playgrounds and courts used for playing sports. Additionally, they can be repurposed into new shoes, insulation and carpet padding just to name a few! This year at First Presbyterian Church, we have increased our recycling numbers. We recycled nearly 150 pairs of shoes, 90 pounds of children clothing, and 25 pounds of food pouches. EarthKeepers 360 also expanded this recycling program to the Santa Fe Children's Museum and the Albuquerque Isotopes where we also received 50 new or slightly used baseball cleats that will benefit local baseball players and teams.

In 2023, with the help of New Mexico Interfaith Power and Light, we were able to perform a very thorough Energy Audit for the church. After three months of analyzing the church building and energy bills, we have created an extensive report full of constructive steps to reduce our energy consumption and lower our utility bills.

We began to tackle the easy and low or no cost tasks including; Training staff to manage and regulate the Heating & Cooling system and regulate the thermostats We installed UV/Heat Reducing tint on south and west facing windows on the first and third floor in 2023 and tinted the south facing windows in the CDC this last year. With the help of Rob Lochner from Habitat of Humanity and Marie Gonzales, we began replacing fluorescent lights with energy efficient LED lights and installed light motion sensors in several bathrooms, closets and pantry, however there is a lot more to tackle. Unfortunately, in 2024, our energy consumption and cost reversed course and not only started to increase but is higher than when we ended 2023. EarthKeepers 360 will reconvene a meeting to reexamine the energy audit recommendations, our progress and next steps. We will need the help of the session and the facilities committee to continue to make mindful energy efficient choice for the continued replacement of outdated fixtures and to tackle more complicated sources of energy and resource waste.

We look forward to addressing additional Energy Audit suggestions in 2025, including utilizing energy efficiency programs offered by PNM and continuing the discussion on going solar. The cost savings alone for these measures can and will be significant and can be used to support other missions and ministries of the church.

Finally, in 2023, First Presbyterian Church of Santa Fe was recognized for its amazing natural landscaping and conservation efforts with EarthKeepers 360 that promotes healthy wildlife habitat and benefiting our community and future generations. The National Wildlife Federation's Sacred Grounds program recognizes congregations, houses of worship, and faith communities who both create wildlife habitat and actively link faith practices and caring for the environment. As a recognized site, our church acts as a model for responsible stewardship of God's creation. Thanks to Marie, Mike, Suzanne and Bob Davis, Owen Van Essen, Bill Ecklund and the Crawfords for all their great work with our facilities. In 2025, we will continue to work with our energy auditors to make sure that our church plumbing and irrigation system remains efficient and effective for the needs of the building and the native landscape. We will create and implement plans to identify and fix any leaks and plumbing issues that not only cost the church financially but wastes water during this persistent and critical drought in New Mexico.

Submitted by,
Andrew Black, Associate Pastor

Education Circle

Adult Education

Members in 2024: Gale Wright, C.C. Wright, Allen Gullledge, Dick Lindahl and Pastor Harry.

We continued our theme of ACTS II-we strive to become the new apostles in our thinking, actions, and deeds. Some presentations in 2024 were the following:

We had a “DACA debrief” with Ruby Bixby from the SF Dreamers project

We studied the John Dear book “The Gospel of Peace”, and John preached in person on Feb. 5. We learned from him and his book, and what should we do as individuals and as a Church. Pastor Harry talked about what do we do now about nonviolence.

Diana Butler Bass presented and preached on March 4-5, and discussed her books “Freeing Jesus” and “Grateful”. Pastor Harry led discussions about her book and what we have learned and what should we do as individuals and as a Church.

In the Spring we had an Earth Day Series. We had a presentation by Lee Zotloff about the Clean Energy Coalition for Santa Fe. We also had a guest speaker Michael Stewart, an environmental activist, about a proposed lithium battery storage project in Santa Fe County. Pastor Andrew updated us on our Church energy audit and energy consumption.

In May, we had follow-up discussions of “white supremacy characteristics”, based on classes held in 2023, as part of our dismantling racism series. In early June, we had a presentation by Bill Eklund and the group who went to Cuba to visit our sister church Sagua la Grande.

During the summer months, Pastor Harry led a Bible study series.

In the Autumn, with the national elections pending, we focused on the “Politics of Jesus” book by Obery Hendricks. We looked at the roots of Jesus’ political consciousness. We had a presentation on various types of traumas by Victor Nelson. San Williams examined the Lord’s Prayer and what that revolutionary prayer means to us. Carolyn Raar presented on exposing the workings of oppression and discussed ‘turning the other cheek’ and how we apply this teaching today. David Solem led two conversations about the recent election. Mary Kuhns discussed how we should save our anger for the mistreatment of others. Jim Brown led a discussion about Abraham Lincoln and ‘our better angels’. We finished the year with presentations by Rev. Andrew on prophetic theologians and a discussion entitled “Is Christ Divided’?

This concluded our Adult Education series for 2024. We always tried to education and inform our congregation and then ACT as the new apostles in our Church, Santa Fe, and the world.

Submitted by,
Dick Lindahl, Chair

Family Ministry

2024 was a year of growth, service and community building. We kicked the year off with our annual parent/grandparent group meeting to discuss how we can continue to grow, engage in meaningful service and have fun building an authentic community.

Growth and Transformation

This last year was a year of growth and transformation as we welcomed new families into our congregation, developed and a wonderful new music program with Linda and Travis, and unveiled a new youth space for our growing youth group. We welcomed three new families into our growing and vibrant program enhanced by a wonderful music class that Linda and Travis have so cleverly crafted to help our children learn the foundational skills of rhythm and melody as they learn to play the bells and sing new songs.

Our dynamic new youth space is called "The Mountaintop." For on the mountaintop Jesus delivers his greatest set of teachings forever shaping and transforming his followers in faith, hope and love. On the mountaintop, Moses and Elijah encounter the loving presence of the living God. The ascent and descent to the mountaintop represent a journey of spiritual growth where we seek greater vision, perspective, and self-awareness of how we can better live into healthy relationship with God, community, and creation. Through teaching, fellowship, and service we help our youth and teens attain these mountaintop experiences. Our mountaintop program for children 3-12 includes a robust interactive Sunday School curriculum. Through art, music, cooking and fun experiential learning we share stories from scripture that bring lessons of love, wisdom, joy, acceptance and gratitude to life. We explore Biblical stories within the context of God's presence in our daily lives and examine the small and large questions these stories inspire. We encourage kindness, service, love of neighbor, spiritual growth, and respect and care for God's good creation.

Learning Through Service

Every first Sunday of the month we have a Family Ministry Service Sunday Project where our children and youth learn about members of our community in need and how we can serve them. We started our Service Sunday projects close to home by creating cookie and candy filled Valentine gift bags to show our love for our homebound members. Throughout the year our deacons helped deliver to our homebound members the baked cookies, special blessing snack bags, and carved pumpkins that were then filled with flower created by our children and youth. The youth also made bright and cheerful suncatchers that the deacons and pastors could deliver to our church members who were in the hospital. Our children also learned about the needs of our brothers and sisters outside of our church community and assembled over 200 brown bagged lunches for the homeless at the Interfaith Shelter.

Our older youth and young adults helped gather hundreds of pounds of shoes, clothing, medicine, toiletries and toys that made their way to various shelters in El Paso to help aide the humanitarian crisis of migrants in need. Many thanks to leadership and support of Judy Crawford and the Mission and Social Justice to help make our two young adult mission trips to the border a great success. We are also incredibly grateful for the generous donations from the congregation that truly helped make an enormous difference in the lives of these migrant families. Our church remains committed to continuing work with La Placitas Presbyterian Church, Eva Moya and the Dignity Missions, as well as

various organizations and shelters in El Paso as well as encourage more of our youth and congregation to learn, volunteer and support this important mission.

Our final service project of the year was decorating the Angel Tree and helping church members select gift for the Santa Fe Youth Shelter. Thanks to your generosity we filled several carloads of gifts for young families in need. The Angel Tree generosity remains amazing, touching hearts and changing lives. What a perfect way to celebrate the birth of Christ.

Building Community

This Easter, our amazing deacons spent an afternoon stuffing hundreds of Easter eggs in anticipation of hiding them in the Federal Park for the return of our annual Easter Egg hunt. Led by Mary Norris, the deacons warmly welcomed dozens of families, tots and teenagers to enjoy a beautiful and brisk morning hunting eggs and enjoying treats. After the hunt, our children and youth were able to enjoy the unavailing of our new youth room.

In late May, we honored our graduating seniors and welcomed the summer with our annual spring ice cream social. Many thanks to our amazing deacons for hosting the social. All children, young and old had a great time celebrating and supporting our children and youth in all of their accomplishments!

In late June, we had two youth members travel to Ghost Ranch for the annual Youth Week where youth from around the state came to explore the theme of “Layers of Faith” and enjoy an activity-packed week. This year’s Young Adult Sunday Service was thoughtfully crafted and led by Diego, Drew and Ruby. In this service, these three young adults shared glimpses of their passions, inspirations and the next stages of their life journey.

We ushered in the fall with a warm night of stories, as our awesome youth group met and listened to the legendary story teller Joe Hayes at Reunity Resources. From Snakes who chew bubble gum to Little Corn Girl, Joe weaved tales of the American Southwest that gave joy, delight and wisdom to all ages. This fall we started one of our most exciting community building activities, Parents’ Night Out! Wildly successful, Parents’ Night Out gives our parents the opportunity to take a well-deserved break. They might choose to have a quite date night, run errands, or have a few hours of self-care. Most importantly, the children have a fun-filled evening of activities, games and food while bonding with different church members. Special thanks to Mary Norris and the deacons for all of their time and creativity with our kids.

We ushered in the holiday season with the return of our annual holiday party where the deacons helped create a joyful holiday celebration. Our youth decorated sugar cookies and made gingerbread houses, enjoyed holiday treats and warm drinks and helped build farolitos. On Christmas Eve, we had a wonderful crew place over 200 farolitos around the church, helping light the way of Christ for our evening services.

Submitted by,
Jen Black, Family Ministry Director

Spanish Bible Study

The Spanish Bible Study class is for all levels of Spanish learners. We use the Presbyterian Women's annual study book, translated into Spanish. This is an excellent resource that provides thought-provoking ideas and questions. This year's study was "Encuentros Sagrados", (Sacred Encounters).

We continue to meet as a hybrid class on Zoom and in person at the church on first and third Saturdays at 9:00 am. Church member, Margarita Lopez, leads us in lively discussions and the reading of the study book. We always welcome new members. This group is for men and women from beginners to fluent Spanish speakers. If you have questions, call Judy Crawford at 505-660-2629, or Alice Tinkle at 505-986-1741.

Submitted by,
Alice Tinkle, for bible study class

Religion and Science Discussion

The church sponsored Science and Religion discussion group continues to meet on the first and third Monday evenings of each month. We have continued the "pandemic" practice of gathering by zoom, and have steadily declined from a usual 15 of us to a more recent usual of 6-8 faithful participants, ever gracious with each other and completely welcoming of newcomers! We pick a book or subject to read and sometimes discuss what we've read. What's the difference between "brain" and "mind"? Let Bill Eklund know that you'd like to zoom in and he'll quickly admit you to the discussion!!

-Bill Humphreys, identified contact person for this group.

Congregational Life Circle

Circle Of Friends

Circle of Friends (COF) is an open, inviting gathering of women, new or old to the church and community, who seek spiritual growth and a deeper connection with other women. COF was founded in 2012, originally as a means to introduce new women, or women feeling disconnected, to other women in the church. In the following years a book study was added to the gatherings. In 2024 we continued to meet via Zoom at 11:15am every second Saturday, and our last gathering was hybrid, in person and on Zoom. We begin with prayer, a “check-in” with each person present, a moment of silence to gather all expressed, then move to a discussion around our book, which can journey far and wide. We end with an uplifting prayer or poem. Our 2024 book (usually one chapter each month) was *All About Love: New Visions*, by Bell Hooks. We begin 2025 with *A Heart as Wide as the World: Stories on the Path of Lovingkindness* by Sharon Salzberg, in person and on Zoom. Gatherings are meaningful, lively, contemplative, informative, and confidential. For more information, or to be put on our mailing list, Jenny Harland, on behalf of the COF women, would be happy to hear from you at harlandjn@gmail.com.

Submitted by,
Jenny Harland, facilitator

Journaling As A Spiritual Practice

Journaling as a Spiritual Practice continued to meet monthly for its seventh year, meeting at the home of Jeannie Bowman on the first Friday afternoon of each month. Ten members were faithful to our meetings as we followed creative writing prompts and discussions of our readings, using two local writers from Santa Fe for our baseline. In the summer, after working with Julia Cameron’s *Finding Water*, the group found the practices suggested in the Artist’s Way to be worth following while working on individual projects – poetry, art, writing projects, etc. – and shared what they were doing in the monthly meetings. In September, Natalie Goldberg’s *Writing Down the Bones* was accepted as the baseline for discussion and writing prompts for the remainder of the year. New members of the group have been welcomed throughout the year, and a notice in the FPCSF calendar appears each week on the website and in the E-News.

Submitted by,
Jeannie Bowman, facilitator

History Committee and Archives

The purpose of the History Committee/Archives 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 this committee: Betty Kersting, Leslie Miller, Esther Milnes and Carolyn Minton.

One of our duties is to present topics of historical significance in one of the lobby display cases. This year we displayed the FPC Santa Fe Church buildings over the years beginning with the adobe church and on through to the present. There is also a pot sherd display at the bottom of the history display case. The next one was titled "History of FPC Mission Trips" which included Cuba, the Border and Colombia. The last one is of the Chrismons—these are church related icons. There is a description and meaning of the symbols by each Chrismon.

We have been scanning and digitizing the worship Bulletins beginning in the early teens of the 20th century. We are now into the 1990's. We have ordered archival notebooks and folders to keep the hard copy for a while longer.

The committee has also done research on the furniture donated or purchased through the years to the church. There are pictures and descriptions that summarize the current state of our knowledge. The research is in chronological order by year.

We have copied the Official Records of the Session minutes from 2021 and 2022. The Annual Reports were copied from each of those years. The archives keeps the copies and the Official Records will be sent to Philadelphia Historical Society. The records are sent in 5 year bundles.

Respectfully submitted by,
Carolyn Minton, Chair

Food, Fun, And Fellowship

Our small group grew substantially over the past year, as did our activities.

Members: Sharon Marrs, Diane Buchanan, Kathy Harris, Jeannie Bowman, Janis Gonzales and Melissa Mitchell, Marie Gonzales and Delicia Nakazono.

In 2024 we continued the First Sunday lunches – and have had a great deal of fun planning, preparing, and serving these meals. Even the cleaning up – though we hire Karina and Hector to manage the kitchen. We planned and prepared a special meal for celebrating Asian American, Native Hawaiian and Pacific Islander cultures. We continue to develop a theme for each first Sunday lunch and invite the congregation to participate in the potluck. We did take the summer off, not returning until October.

Submitted by,
Judi Haines, Chair

Prepared by Men's Breakfast

The Prepared by Men's Breakfast program has continued to prosper in providing opportunities for fellowship, communications, and community building for all. It also provides a venue for the men of the church to develop their culinary skills. The kitchen crew has been led by John Whitcomb and also Mark Bixby who have provided us nourishment while we participate in fellowship and enjoy the presented programs. Allan Hook, John Vanderhagen, George Parr, and Ed Barker among others have assisted in the kitchen. Wallace Bettes has assisted in arranging programs. Ideas for new programs should be directed to Wally or me.

The programs were:

January 13, Fred Friedman: Santa Fe's Railroad History

February 10, Ruby Bixby: Dignity not Detention

March 9, Mohammad Ghweir: The Palestinian-Israeli Conflict. The Palestinian Perspective

April 13, 2024, Rev. Joene Herr: Lutheran [Church]'s Save Outdoors Spaces project

May 11, Grace Korthuis: CASA Program

September 14, 2024, Harry Eberts III: The Once and Future Church

October 12, 2024 Ana Bee Gonzales: Dance as a Way to Balance

November 9, *Jeff Levine*: Vocational Rehabilitation: Meaningful Employment for Every New Mexican

December 14, Mariel Nanasi: A Poisoned Well is Forever

Submitted by,

Jim Elliott, Co-chair

Prayer Shawl Ministry

We meet the 1st and 3rd Tuesday mornings of each month at 10:00 in the Rendon Room. At our gatherings we knit, we share with one another life experiences, discuss the world and local problems support one another and bless the shawls we have made. We present to the pastor at both church services on the third Sunday of the month for their blessing. We then share our shawls with members, friends and those we hear of who are going through a difficult time. We also share shawls for life celebrations. The Prayer Shawl Ministry shared over 645 shawls from 2008 to 2023. We gave 17 in 2024.

This past year the yarn, gift wrapping and cards for the shawls was purchased by knitters, gifted from others and purchased from funds in the church budget. A church budget of \$360 is projected for FY2025.

Submitted by,

Tillie Perkins, Prayer Shawl Ministry member and scribe

Second Family Ministry

This Ministry started in the fall of 2017 initiated by four people who requested the Session approve a ministry of care for some members of our congregation who were not able to be independent as they once were. Since the beginning of this ministry we cared for 9 elderly members with over 40 in our congregation actively involved. The elderly (Care Partners) who participated in the program did not have family in town and were living in their home.

When we started the ministry, the level of involvement included grocery shopping, medical appointments, house maintenance, computer assistance, assistance with TV and phone problems, outings to see the fall leaves, trips to the museums, out for lunch, problem solving, Birthday parties, and family dinners. Beyond these activities the friendship and companionship were gifts that could not be measured.

The Pandemic required special creativity. All participants becoming more careful during visits. Wearing masks to protect one another, sitting outside, and using zoom with those who were able.

As our Care Partners aged, the leaders of the ministry assisted in finding resources in the community by becoming familiar with agencies who could provide part- or full-time care at home. This was done in conjunction with the Care Partner and their out-of-town families if they had any family.

The community has become aware of this ministry. The Methodist Church has come to us for guidance in starting this program. The agencies we have worked with have become acquainted with us and became partners in caring,

The gift of friendship and companionship this congregation has given cannot be measured. The care and commitment to the Care Partners has been outstanding and the Care Partners a gift to this congregation.

At this point of time, we have one Care Partner who has 24 hour care and continues to be able to attend worship. There is a small team of church members who continue their ministry.

As this church plans for the future, a decision needs to be made as to whether the Second Family Ministry will continue. As leader I believe as I approach my 89th year I cannot take responsibility for the program. However, I can offer support and share the knowledge I have gleaned from this ministry. I have seen this ministry as Christ's hand of love and blessing passing from members of the congregation to one another. We are family.

Thank You,
Betty Kersting

Welcome Ministry

After eight years of dedicated service Betty Jones stepped aside from her leadership role of the Outreach Committee, now the Welcome Ministry, joining other team members in their mission to connect with and embrace visitors and potential new members... a warm thank you to Betty for her many years of reliable, dedicated service.

Along with Julia Hudson, Alice Tinkle, Betty Kersting, Wally Bettes and the Ministry's new leader Sharon Kirby, Betty and the team agreed to change the name of the Outreach Committee to The Welcoming Ministry and adopted the following mission statement:

"The Welcoming Ministry strives to create a warm and inclusive environment that fosters a sense of belonging and connection for both visitors and new members. The Ministry Team welcomes visitors, sends personal notes to those who have attended more than once, follows up with phone calls, and invites interested visitors to Inquirers Gatherings."

Following the recently initiated Inquirers Gathering, those interested in joining First Presbyterian Church are invited to attend a second meeting with Pastor Harry and members of the Welcoming Ministry Team. This is a time for questions and answers, for completing new member forms, and for learning about the many ways they can become involved in our church. Photographs are taken, which along with a brief biography, are included in the worship bulletin on the first Sunday when new members are received at the combined 10am service after their meeting with Session.

During the past year 13 new members have been welcomed into the family of First Presbyterian Church, most recently five at the end of the year 2024. More Inquirers are expected to join on February 2 following gatherings on January 19 and 26.

Respectfully Submitted,
Sharon Kirby

Stewardship Circle

Communications

In 2024, we fully executed the suggestions made last year by a group gathered to make suggestions on communications. We made our electronic newsletter more inviting and easier to navigate and launched the new design in December of 2023. We produce three letters each week: one on Tuesday with general announcements, one on Friday with what is happening on Saturday and Sunday, and one on Saturday devoted to Pastor Harry's Letter to the Saints. We have continued this practice throughout 2024 and tied the newsletter entries to articles on our website that are on our home page, our news page, with topical articles on the relevant pages. In addition, Jen Black publishes an electronic newsletter each week that goes to families with young children. Other communications activities included publishing weekly and special ads in the Santa Fe New Mexican, continuing social media posts, and publishing videos of our worship services, adult education classes, and other special presentations. Those who have been most active in our communications efforts have been Gale Wright, Delicia Nakazono, Judi Haines, Jen Black, Pastor Harry, and Pastor Andrew.

Respectfully submitted by,
Gale Wright

Tech

Members: C. C. Wright (chair), Harry Eberts, Jim Toevs, (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 major accomplishment was the replacement of the old analog wireless sound system with a new digital sound system.

The second accomplishment was the purchase and installation of a new router to better support the livestream capability of the church.

The third accomplishment was the hiring of a part time A/V contractor to handle the church's livestreams and Zoom sessions for the church's Adult Ed classes.

Personnel

Members from the Congregation: Joy Ice, Sharon Eklund, Gary Schneider, Tom Tindall, and Rick Andrew
Members of Staff: Harry Eberts and Anne Liley

The Committee meets as needed to review staff performance and staffing needs of the Church, which includes reviewing and recommending changes to job descriptions created by the Office Committee and regular conversations with Harry as Head of Staff and Anne as Director of the CDC about their Staff.

The work on the Human Resource Manual and Job Descriptions continued through 2024. We anticipate the publication of the HR Manual early in 2025. Our HR Consultants are gathering the final edits. As we had a couple staffing changes and shifts late in the year, a couple Job Descriptions are being revised or written and approved as we further clarify the needs of the Church and how Staff can best support those needed.

FPC currently has 28 members of Staff: 2 Pastoral Staff, 8 Church Staff (with one open position) and 14 Staff for the CDC.

Respectfully submitted by,
Rick Andrew, Chair

Office Committee

The office was kept quite busy in 2024, as one of our primary responsibilities is managing the church calendar, booking events, meetings and numerous other activities that take place within these walls.

Some highlights: We rented space to musical groups – Santa Fe Women’s Ensemble and ProMusica. We hosted the O’Keefe Art & Leadership program and the Georgia O’Keefe Quarterly Board meetings. C.G. Jung Institute was back conducting training seminars the second weekend of each month – September through May. Chamber Music Festival uses Pope C for their rehearsals during July and August. We do not charge a fee for ad hoc board meetings, or for member sponsored use. We do charge fees for concerts and seminars conducted by third parties. And weddings. In 2024, revenue was more than \$15,000.

The office is responsible for publishing: Bulletins, special program, eNews, Faith Directory ads and other promotional activities; and for many other administrative tasks such as paying bills, opening the mail and answering the phone.

With David Beatty’s departure mid-year, Delicia has assumed the responsibility for the bulletins, special programs and much more. We owe thanks to Gale & CC Wright and Ben Adams for the continued support of the Sunday livestream as well as the eNews and Website. And to Marie and Anne and Mike who support the office in facilities use. And our faithful Front Desk Volunteers. Judy Montano, Jim Babcock, Anne Maglisceau, Beth Bruner, Wally Bettes, Kathy Harris, Sharon Marrs.

Respectfully submitted by, Judi Haines, Chair

Facilities

Notable activities of our Facilities Committee in 2024 were the following:

Roofing

New roofing was installed on all the exposed roofs of the Church, consisting of those of both the 1939 Sanctuary and the 2006 Annex. The project excluded only the roofing underlying the synthetic grass lawns on the second and third floors. (The roofing on the lawn areas has been covered with rubber tiles since it was installed in 2006, and was found on inspection to still be relatively free of sun damage.)

The new roofing is a two-layer spray-on product manufactured by Triton Incorporated, an Iowa corporation now selling roofing products worldwide. The product consists of a proprietary waterproof neoprene base layer, and a white acrylic top layer for durability and protection from sun damage. It is warranted for 20 years by both the manufacturer and the installer, Green Mountain Roofing, Inc. Each warranty covers both defects in product manufacture and defects in installation. The three bids we solicited were each for over \$300,000, but the final price was only \$163K, after we pointed out that the NM building code does not require pre-existing roofing to be first removed before the installation of new roofing, so long as no more than two previous roofing layers has been installed on the building roof.

Handrails

We completed the installation of wrought iron hand rails on both the chancel steps and the exterior flagstone steps at the south entrance to the Sanctuary. Casual monitoring of actual use indicate that they are now used by about half of all users of the steps.

Cooling Tower Repairs and Enhancements

Our cooling tower in the basement mechanical room is one of two major components of our building refrigeration system - the other component being our chiller. The cooling tower functions like a common 'swamp cooler.' It blows air through a shower of a first volume of water, thereby cooling the water by evaporation.

The cooled water is then pumped to the chiller, which functions just like the refrigeration mechanism in a household refrigerator (but it is as large as a small car). Like all refrigeration systems, it includes a compressor that condenses a gaseous refrigerant; and an evaporator that subsequently evaporates the liquid refrigerant.

The cooled from the cooling tower cools the compressor and the refrigerant passing through it, withdrawing heat that is released during the condensation of the refrigerant. The cooled liquid refrigerant then circulates through the evaporator, where it evaporates and chills a second volume of water to around 40 degrees F. The chilled water is then circulated throughout the building. The cooling tower and the chiller work thus together in sequence to produce the chilled water that cools our building in warm weather.

The cooling tower includes a float valve that feeds tap water into an open holding tank, much like a bathtub. A pump pumps the water to the top of the tower to feed the shower, which falls back into the

tank. Because of the low humidity and high altitude of Santa Fe, the cooling tower is relatively effective. However, one downside of this efficiency is that the shower consumes as much as 1-3 gallons of water per minute during the summer months, which is lost to evaporation. The float valve functions to maintain a continuous flow of tap water into the tank to compensate for the water lost to evaporation.

In 2024 the float valve began leaking continuously due to buildup of mineral deposits inside the valve, resulting in continuous overflow of water out of the holding tank and into the sewer. This increased our total building water consumption so much that it brought daily complaints from the City water department about our high rate of water consumption. So we replaced the float valve. In addition, we installed enhancements to the cooling tower that included a dedicated water meter, so we can determine what portion of our total monthly water bill is attributable to the cooling tower, as opposed to other water uses, such as our landscaping irrigation. A pressure controller was also installed, to stabilize the highly variable water pressures occurring in the City water supply; and also a pressure meter to measure the actual water pressure of the water entering the float valve.

General Chiller Deterioration

Our chiller is the most expensive single piece of equipment in the Church (not counting our pipe organ). It has an average lifespan of 20 or 25 years, depending on which of the two major professional engineering publications on this subject are consulted. The chiller will be 19 years old this year. In the past few months, it has been slowly leaking refrigerant from more than one source. The refrigerant consists of a mixture of lubricating oil and a form of "Freon." Freon is now prohibited in new refrigeration systems, which now utilize more environmentally friendly refrigerants. We are 'grandfathered in' and can still purchase Freon (and are required to use Freon, per the specifications of the chiller manufacturer). The cost to us has risen to over a thousand dollars per gallon because Freon is slowly going out of production, as Freon-based chillers are gradually being abandoned across the country.

Also, we believe our chiller was not properly maintained during the first 5 years of its life, due to the lack of professional servicing or inspections. This was because during those first years the church had only a single custodian, who had little or no experience in the maintenance of a modern HVAC system.

For this reason, we should be preparing for a major capital replacement expense of replacing our chiller in the coming few years, which will take us to our next item.

Garage Door Replacement

In the fall of 2024, the vehicle garage door in our basement garage was damaged when a car exiting the garage collided with the garage door as it was being automatically lowered. On assessment of the damage, it was found to be necessary to replace the roll-up door and some related components of the door assembly. The full repair of the assembly is presently planned for completion in January of 2025 at a cost of \$30,000.

This will be the fourth door assembly that we have had to install, including the original door assembly, since the construction of our Annex in 2006. To our knowledge, only the most recent incident was caused by a collision; the previous failures were apparently caused by our heavy usage and resulting failure of the door, with every entry and exit by a vehicle triggering the operation of the door

assembly. We estimate that the door has been raised and lowered as many as 100-200 times per day on weekdays.

Consequently, we are planning to initiate a new practice of leaving the new door assembly open all day long, from early in the mornings until sometime in the evening, while closing door all night. With the current door replacement, we are acquiring the capability to program the opening and closing of the door automatically, on a programmable schedule of our choice.

Depletion Of Our Building Reserve Fund

Our Building Reserve Fund (Account 33211) will be depleted this year. It is a donor-restricted Special Purpose Fund that was created in 2020, as the result of what was identified then as a 10-year capital campaign. The Fund is now expected to be depleted in 2025. Among other things, we really need to refurbish the stucco and woodwork of Annex in 2025, (and also potentially some of the woodwork of the Sanctuary). We have already postponed this project for several years. It will cost over \$300,000 (we solicited bids for this work in 2024, but have not yet acted on one of them, in deference to completing our reroofing project first). The Facilities Committee has recommended that the Session consider and ultimately decide whether to authorize a new capital campaign to commence in 2025, for the purpose of raising sufficient donor-restricted funds to supplement the existing fund over the next 5 years, or over some other period of time designated by the Session. Without additional contributions to the Building Reserve Fund, it will be necessary to charge the capital expenses of necessary building repairs, replacements and refurbishments against the general reserves of the Church.

Irrigation, Landscaping Repairs, and Enhancements

In 2024, we introduced various enhancements to our landscaping, including the purchase of decorative boulders and removal of aged vegetation.

We also began the process of replacing some defective irrigation valves, which will be accomplished early in the spring of 2025, in order to be prepared for the peak irrigation needs in the spring.

Owen Van Essen is a leading subgroup of the Facilities Committee that is focused on landscaping maintenance and irrigation.

Miscellaneous Projects Completed

Several security and safety measures were implemented:

- A push bar has been installed on the wooden entry door at the south end of the Sanctuary to always allow prompt emergency exit from the Sanctuary.
- A keypad requiring a passcode has been installed at the top of the stairway leading from the basement elevator lobby to the first floor. With this, all access from the basement to the upper floors now requires a passcode. This was implemented in response to our proposal to leave the garage door open all day long, upon installation of a new garage door assembly in early 2025.

Potential Capital Facilities Projects in Upcoming Years

Cisterns: We have three rainwater cisterns underneath our front courtyard patio, next to our glass doors on Grant Avenue. They collect rainwater from portions of the Annex roofs. The rainwater is automatically pumped out when it is available, to supplement our use of City water for irrigation, thus lowering our costs of irrigation. The cisterns are made of polyethylene plastic. Unfortunately, they are

slowly deforming, resulting in some visible deformation of our patio surface. The deformation is apparently due to a greater overburden weight than they were designed to bear; with several feet of soil, a concrete slab, and a layer of bricks overlying the cisterns. This project will be disruptive to ordinary foot traffic through our entry patio.

Water Intrusion Caused by Trees on Grant Avenue

Three large Siberian Elm trees are growing in sidewalk planters along Grant Avenue, only a few feet from our Annex. They are gradually causing heaving of the sidewalk, resulting in trip hazards, which have been mitigated so far by grinding of the concrete sidewalk. However, they are also resulting in water accumulation against the walls of our building during heavy rainfall, with resulting water intrusion into the Facilities Office in our basement, and even into our McFarland Chapel on the first floor. If no action is taken, the water intrusion could eventually result in structural, mold and other problems, which should thus be ameliorated. Also, as they age their size could pose a risk of property damage to our building in the event during heavy windstorms.

Siberian Elms are generally considered to be invasive and undesirable species, partly due to their dropping of millions of seeds each spring, which produce difficult weeding problems for us each spring. Removing their weeds is a major chore of our landscaping committee each year. Their only positive attributes are that they provide some shade to our congregants when services are held outdoors on our third-floor outdoor deck during the summer months. Also, they have a pleasant appearance and are seen by some as contributing to the downtown tree canopy. All mature trees in our Santa Fe Historical District are sometimes seen as contributing to the ambiance of the district as part of the tree canopy, although we have experienced some variation of views on the part of the City officials responsible for enforcing District appearance standards.

Eventually these trees could pose a risk of damage to our building due to the water intrusion and the risk of falling onto our building.

Respectfully submitted,

Bill Eklund
Chair, Facilities Committee

Stewardship

2024 welcomed a new Stewardship Team member, Joe Shands, while Jack Lippincott, Bill Eklund, Roger Said and Harry Eberts continued to serve. Our committee benefited from everyone's unreserved generous contributions. Joe brought refreshing new enthusiasm and professional concepts that were embraced with the 2025 Stewardship Campaign "It's Our Turn Now" using a "Color the Rainbow" theme.

The four-week Stewardship campaign culminated with Pledge Sunday, November 10th. A sincere "thank you" to this generous congregation for contributing to our 2025 campaign, exceeding \$418,000!

Your valued time, talents, financial contributions will launch the many important missions of First Presbyterian Church in 2025!

It's Our Turn Now to Grow the Beloved Community!

Submitted by
Roger Said, Chair

Finance

The Finance Committee members for 2024 included these continuing members: Gale Wright (treasurer), Bill Eklund, Judi Haines, Dick Lindahl, Margaret Lyerly, and Dennis Sanderson (chair). As in the recent past, our committee met regularly by Zoom during 2024 and often during the budgeting cycle, starting in August and ending in January. We provided financial results and analysis to Session with emphasis on the quarterly cycle.

With Gale's departure from our city in 2024, we began transitioning to a new treasurer, Darryl Bowman, in late 2024. We greatly appreciate Gale's work over the last nine years, and we welcome Darryl and look forward to working with him as he assumes his duties in 2025.

On behalf of the church, I would like to thank Maria Romero, the offering counters, the financial reviewers, the Finance Committee, and the Investment Committee for their dedication.

Submitted by,
Dennis Sanderson, Chair

Investment

The investment portfolio at Fidelity began 2024 with a balance of \$2,535K and ended the year with a balance of \$2,425K. The reduction of \$110K is due to a transfers of \$375K during the third and fourth quarters into our checking account, offsetting investment value increases of \$265K (9.6%). The asset allocation at the end of 2023 and 2024 are shown below.

2023	Asset Class	2024
36%	US Equity	38%
6%	Foreign Equity	7%
31%	Fixed Income	33%
26%	Short Term F.I.	21%
1%	Gold	1%

No new investments were made into equities or bonds in 2024. After the election, concerned about the impact of Trump pushing high tariffs and deportation of an important component of the labor force, the committee sold the entire \$166K position in Invesco Low Volatility S&P 500 ETF. This reduced our equity exposure by about 7%. Our core equity holding, Fidelity Total Market Index Fund, again recorded our highest return, 24%, just 1% less than the return of the S&P 500 Index. We expect this well diversified holding to be our best performer during strong market periods.

In bonds, also referred to as debt and fixed income, we had two \$50K holdings mature during the year. Their proceeds were retained in money funds because of the possibility of two expensive capital projects and the fact that money funds were yielding around 5%, a higher rate than any secure bond of any maturity. Another factor was the reality that FPC operates at a considerable deficit most years, and generally we have to infuse more cash into our local bank account at some point, with our money fund at Fidelity normally providing that capability.

During 2024 one major capital project was carried out through leadership by Bill Eklund, Chair of the Facilities Committee. The re-roofing of our 17 roofs cost \$163K. In 2025 the much more expensive Annex re-stucco and wood trim project is expected to cost at least \$300K and is being budgeted. Our only bond maturity of \$50K is 12/15/25. During 2024 our two short maturity bond funds outperformed our two intermediate term funds as has been the case for several recent years. The 5 year Treasury Note began the year yielding 3.93% and ended the year yielding 4.38, masking the fact that the range was 3.41 to 4.72%.

The economy during 2024 was strong, the strongest of all the developed countries. Real wages increased, unemployment was at historically low rates, corporate earnings increased considerably, and inflation declined noticeably. The fed funds rate was reduced three times, and following their December meeting the Fed stated that they would probably reduce the rate twice during 2025. Most economists expect the economy to grow incrementally, and although the stock market has risen rapidly 5 of the past 6 years, most market analysts expect some level of positive returns in 2025. As always, your investment committee will continue to monitor economic and market conditions in order to maintain a moderate risk portfolio with appreciation the primary goal. An appreciated portfolio makes it easier to make withdrawals as they are needed to supplement operating revenue.

In 2024 the committee was comprised of Bill Eklund, Gale Wright as treasurer, and Dennis Sanderson, chair. With his move to California Bill Bergner is no longer a member but thankfully he is available for consultation. In 2025 our new treasurer, Darryl Bowman, will replace Gale Wright on this committee effective 2/1/25.

Respectfully submitted by,
Dennis Sanderson, Chair

Counters

Many thanks to valuable counting team members, many of whom have shown admirable long-term participation in this important financial function. This team continues to be ably led by Margaret Lyerly and Betty Jones. Included in their leadership roles are such actions as recruiting and training, using printed instructions for procedures to be followed. Also, they ensure background checks are carried out and that confidentiality clauses are followed.

Counters at year end include the following: Sharon Eklund, Mary Gullledge, Leslie Miller, Alice Tinkle, Janice Chitwood, Wally Bettles, Jack Lippincott, Gary Murphy, George Parr, Tom Tindall, Betty Jones and Margaret Lyerly.

The next time you see these counters please let them know that you appreciate their service.

Dennis Sanderson, Finance Committee Chair

Financial Reviews

The financial review of 2023 was conducted during October of 2024, again ably chaired by Alvin Baca and assisted for the second year by Jack Lippincott and Tom Mott. The committee was aided by Maria Romero, the church's contract bookkeeper. Three months were sampled with the focus once again on the patterns and practices in monetary receipts and disbursements with respect to their veracity and timeliness, in order to meet the obligations for mission and service to the FPCSF members and staff.

As stated in the committee's report both the bank documents and the general ledger attest to the accuracy of the Statement of Financial Position Report (Balance Sheet) as of 12/31/2023. In their final paragraph the team stated that "The financial position of FPCSF remains strong." The review team also complimented our system and its appropriate checks and balances as operated by Gale Wright, Treasurer, and Maria Romero, Contract Bookkeeper. The team also noted that Judi Haines provided a great deal of assistance in serving many of the church's diverse administrative needs. I certainly agree that these three professionals have blessed FPCSF with their expertise and dedication.

It must be noted that on February 1, 2025, Gale is turning over the Treasurer position to Darryl Bowman, although she will continue to assist with financial and accounting matters as needed, remaining on the Finance Committee for some time.

A huge thank you is in order for all readers to extend to Gale for her amazing contributions to FPCSF (and they weren't limited to just to the finance committee by any means).

Respectfully submitted by,
Dennis Sanderson, Finance Committee Chair

Financial Commentary

As shown on our Statement of Activity and our Operating Budget Performance reports, 2024 turned out better than budgeted, as we had done in 2023. The total enterprise posted a deficit of \$55K instead of the budgeted \$129K loss. This significant \$74K improvement was more than completely due to the 2 estate gifts received by FPC totaling \$118K. FPC was budgeted for a loss of \$145K but due to the estate gifts thankfully lost only \$37K. CDC's budget was to earn \$16K but instead had a deficit of \$18K. Therefore, at year end both units released reserves to cover their losses.

Following that and allocating the investment gains the FPC General Reserve balance was \$1,051K while CDC's Reserve Fund balance was \$361K. The 2023 results were FPC posting a 79K deficit while CDC gained \$17K. Perhaps it is obvious but without the unexpected estate gifts FPC would have shown a deficit of \$155K. This level of an annual FPC deficit is concerning to the Finance Committee.

FPC had revenue of \$1,006K in 2024 and expense of \$1,043K with each exceeding its budget by \$131K and \$22K (2%), respectively. The estate gifts were aided somewhat by strong space usage (rentals) while all important pledges of \$448K were only \$2K under budget. On the expense side building & grounds and mission & social justice exceeded their budgets for good reasons. The building & grounds overage was due to two special projects. The first was the conversion of two third floor spaces into a wonderful room for youth (a tip of the cap to Jen Black for her leadership). Over half of this was covered by the money in the Memorial fund. The second project was a renovation of our first floor office which was looking worn and still quite like a library which was its original use. It is now warm and inviting, a much better workspace. Mission & social justice spent more than budgeted to continue to support a family seeking asylum and to provide Westminster Church with meaningful support for their Matthew 25 commitment. The overage by mission & social justice was covered by donations for these purposes.

CDC posted revenue of \$1,343K, \$27K more than budgeted primarily due to fund releases for CDC administrative costs covered by the PreK Grant. CDC expense of \$1,360K exceeded budget by \$60K strongly influenced by the same administrative costs.

Our restricted funds column on the Statement of Activity represents the funds that are donated and restricted by the donor for special purposes and then released when those restrictions are met. When we use these funds, we then release them to the program areas. In 2024, these funds were reduced by \$82K. We received \$227K in donations and earned \$265K in investment gains. In 2024 we released \$276K for various FPC programs and 65K for CDC scholarships and the infant room. We also released \$178K from the Building General Fund for capital improvement, which were a roof replacement and a deposit on the replacement of our garage door. The reserve funds were reduced, as noted above, by \$55K to cover losses.

Our balance sheet (Statement of Financial Position) is strong and adequately liquid as has been the case for many years. The year end checking/savings balance was \$271K, essentially unchanged from 12/31/23. Investments at year end were valued at \$2,425K, a decline of \$113K from 12/31/23. This was the result of investment gains of 8% offset by fourth quarter withdrawals of \$325K which were deposited into our local bank. The investment result marked the fifth time in the last 6 years that our investments showed a gain.

The \$82K decrease in the restricted funds, as mentioned above is shown on the balance sheet as a decrease in the total of the Fund Balances. The total of the Fund Balances for 12/31/24 was \$2,637K, a decrease of \$82K from the prior year end. The Facilities Funds took the biggest hit in 2024 with the roof replacement. The Building Reserve Fund ended the year with \$343K, which will cover the stucco project in 2025, but not much more. The various Music Funds cover a large portion of the staff of our music program and were reduced by \$39K in 2024, with a current balance of \$407K. Mission Funds were reduced by \$13K, and EarthKeepers was reduced by \$11K with the use of its grant money. (See the Fund Activity report for more detail on the funds in 2024.) Overall, our fund balances are strong at the end of 2024, including our reserves, but there is concern about the fact that the building reserve fund is expected to be fully expended in 2025

First Presbyterian Church of Santa Fe
Statement of Financial Position

As of December 31, 2024

Financial Reports

	Dec 31, 24	Dec 31, 23	\$ Change
ASSETS			
Current Assets			
Checking/Savings	\$ 270,865	\$ 255,294	\$ 15,571
Accounts Receivable	61,609	53,943	7,666
Other Current Assets	15,300	3,000	12,300
Total Current Assets	347,774	312,237	35,537
Fixed Assets			
Furniture and Fixtures	140,472	140,472	
Equipment	54,736	54,736	
Organ	1,075,930	1,075,930	
Building	8,276,263	8,086,976	189,287
Land Improvements	31,018	31,018	
Reserve for Depreciation	(3,897,532)	(3,623,227)	(274,305)
Total Fixed Assets	5,680,887	5,765,905	(85,018)
Investments	2,425,582	2,535,183	(109,601)
TOTAL ASSETS	\$ 8,454,243	\$ 8,613,325	\$ (159,082)
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable	\$ 3,911.90	\$ -	\$ 3,911.90
Other Current Liabilities			
Employee Liabilities	1,353		1,353
Donations Payable	29,500	37,420	(7,920)
Other Payables	11,948	9,827	2,121
Revenue Received in Advance	80,260	71,900	8,360
Total Other Current Liabilities	123,061	119,147	3,914
Total Current Liabilities	126,973	119,147	7,826
Total Liabilities	126,973	119,147	7,826
Equity			
Fund Balances*			
General Reserve Fund (Unrestr)	1,051,459	945,612	105,847
Facilities / Physical Plant	354,603	504,322	(149,719)
Mission and Social Justice	77,154	89,792	(12,638)
Child Development Center	537,579	517,301	20,278
Music, Art and Worship	407,431	446,294	(38,863)
Christian Ed Funds.	21,260	21,955	(695)
Congregational Care	13,232	11,319	1,912
EarthKeepers 360	66,826	78,718	(11,892)
Other Funds	107,638	103,759	3,879
Total Fund Balances*	2,637,182	2,719,073	(81,891)
Fixed Assets Investment	5,680,887	5,765,905	(85,018)
Unrestricted, Undesignated	9,201	9,201	-
Total Equity	8,327,270	8,494,178	(166,908)
TOTAL LIABILITIES & EQUITY	\$ 8,454,243	\$ 8,613,325	\$ (159,082)

*Fund balances consist of the following:

Session designated funds	1,548,470	1,437,469	111,001
Donor restricted funds	1,088,713	1,281,604	(192,891)

First Presbyterian Church of Santa Fe

Statement of Activity

January through December 2024

	Total FPC (Unrestr)	Total CDC (Unrestr)	Total Unrestricted	Restricted	TOTAL
Ordinary Income/Expense					
Income					
FPC Current Revenue					
Pledges	\$ 448,050	\$ -	\$ 448,050	\$ -	\$ 448,050
Other Contributions	247,656	-	247,656	-	247,656
Restricted Donations	-	-	-	226,676	226,676
PC(USA) Special Offerings	8,723	-	8,723	-	8,723
Space Usage	22,880	-	22,880	-	22,880
Other FPC Revenue	2,016	-	2,016	-	2,016
Investment Income	1,273	-	1,273	265,399	266,671
Total FPC Current Revenue	730,598	-	730,598	492,074	1,222,672
FPC Releases from Restriction	275,632	-	275,632	(275,632)	-
CDC Revenue					
CDC Tuition					
CDC Tuition - Family Paid	-	426,184	426,184	-	426,184
CDC State Subsidy	-	175,112	175,112	-	175,112
PreK Grant	-	672,557	672,557	-	672,557
CDC Scholarships Releases	-	30,127	30,127	(30,127)	-
Total CDC Tuition	-	1,303,981	1,303,981	(30,127)	1,273,853
Contributions-General CDC	-	-	-	3,400	3,400
CDC Fund Releases	-	38,574	38,574	(38,574)	-
CDC Other Income	-	-	-	-	-
Total CDC Revenue	-	1,342,555	1,342,555	(65,301)	1,277,253
Release (Return) of Reserves*	36,208	17,589	53,797	(53,797)	-
Total Income	1,042,438	1,360,144	2,402,581	97,344	2,499,926
Expense					
Pastoral Expenses	252,990	-	252,990	-	252,990
Staff Expenses	348,944	1,173,217	1,522,161	-	1,522,161
Admin / Office / Tech Exp	49,112	152,498	201,610	-	201,610
Building & Grounds Expenses	111,045	89,226	200,270	-	200,270
Worship, Music & Art Expenses	31,413	-	31,413	-	31,413
PC(USA)	30,378	-	30,378	-	30,378
Activities / Committees	160,570	-	160,570	-	160,570
Other Exp	494	2,695	3,189	-	3,189
Support for CDC	57,492	(57,492)	-	-	-
Total Expense	1,042,438	1,360,144	2,402,581	-	2,402,581
Net Ordinary Income	-	-	-	97,344	97,344
Capital Expenditures					
Releases from Funds	179,235	\$ -	179,235	(179,235)	-
Expenditures	179,235	-	179,235	-	179,235
Net Capital Expenditures	-	-	-	(179,235)	(179,235)
Net Income	\$ -	\$ -	\$ -	\$ (81,891)	\$ (81,891)

* Release (Return) of Reserves represents the amount of funds required to bring the net gain or loss for year year to zero. It is taken from the FPC reserve fund and the CDC reserve fund as appropriate. A total of \$61,749 was pulled from the reserves in 2024 (which includes \$731 for a small portion of a capital expense). See the Statement of Financial Position to show the total remaining in the reserves after this transaction.

**First Presbyterian Church of Santa Fe
Operating Budget Performance**

December 2024

	Jan - Dec 24	YTD Budget	\$ Over Budget	Annual Budget
Ordinary Income/Expense				
Income				
FPC Current Revenue				
Pledges	\$ 448,050	\$ 450,000	\$ (1,950)	\$ 450,000
Other Contributions	247,656	137,400	110,256	137,400
PC(USA) Special Offerings	8,723	7,000	1,723	7,000
Space Usage	22,880	12,100	10,780	12,100
Other FPC Revenue	2,016	1,600	416	1,600
Investment Income	1,273	400	873	400
Total FPC Current Revenue	730,598	608,500	122,098	608,500
FPC Releases from Restriction	275,632	267,000	8,632	267,000
CDC Revenue				
CDC Tuition				
CDC Tuition - Family Paid	426,184	576,600	(150,416)	576,600
CDC State Subsidy	175,112	84,000	91,112	84,000
PreK Grant	672,557	630,000	42,557	630,000
CDC Scholarships Releases	30,127	18,000	12,127	18,000
Total CDC Tuition	1,303,981	1,308,600	(4,619)	1,308,600
CDC Fund Releases	38,574	3,000	35,574	3,000
CDC Other Income	-	4,000	(4,000)	4,000
Total CDC Revenue	1,342,555	1,315,600	26,955	1,315,600
Release (Return) of Reserves*	53,797	129,300	(75,503)	129,300
Total Income	2,402,581	2,320,400	82,181	2,320,400
Total Expense				
Pastoral Expenses	252,990	251,200	1,790	251,200
Staff Expenses	1,522,161	1,521,000	1,161	1,521,000
Admin / Office / Tech Exp	201,610	154,800	46,810	154,800
Building & Grounds Expenses	200,270	184,500	15,770	184,500
Worship, Music & Art Expenses	31,413	33,400	(1,987)	33,400
PC(USA)	30,378	29,200	1,178	29,200
Activities / Committees	160,570	143,300	17,270	143,300
Other Exp	3,189	3,000	189	3,000
Total Expense	2,402,581	2,320,400	82,181	2,320,400
Net Ordinary Income	-	-	-	-
Other Income/Expense				
Other Income	179,235	150,000	29,235	150,000
Other Expense	179,235	150,000	29,235	150,000
Net Other Income	-	-	-	-
Net Income	\$ -	\$ -	\$ -	\$ -

* Release (Return) of Reserves represents the amount of funds required to bring the net gain or loss for year year to zero. It is taken from the FPC reserve fund and the CDC reserve fund as appropriate. A total of \$61,749 was pulled from the reserves in 2024 (which includes \$731 for a small portion of a capital expense). See the Statement of Financial Position to show the total remaining in the reserves after this transaction.

First Presbyterian Church of Santa Fe
Fund Activity
January 1 - December 31, 2024

Fund Categories	Balance	Receipts	Investment Gain/ (Loss)	Disburse- ments	Returns / (Returns) of Reserves	Balance	\$ Change
	as of 31-Dec-23					as of 31-Dec-23	
General Reserves	945,612	-	142,786	-	(36,939)	1,051,459	105,847
Facilities	504,322	3,818	41,859	(195,396)	-	354,603	(149,719)
Mission Funds	89,792	32,233	-	(44,871)	-	77,154	(12,638)
CDC (Preschool)	517,301	55,692	50,886	(68,711)	(17,589)	537,579	20,278
Music, Art, Worship	446,294	36,426	29,868	(105,157)	-	407,431	(38,863)
Christian Ed	21,955	11,310	-	(12,005)	-	21,260	(695)
Congregational Care	11,319	4,450	-	(2,538)	-	13,232	1,912
EarthKeepers ²	78,718	68,845	-	(80,737)	-	66,826	(11,892)
Other Funds	103,759	17,302	-	(13,423)	-	107,638	3,879
Total Fund Balances	2,719,073	230,076	265,399	(522,837)	(54,528)	2,637,182	(81,891)

¹The losses for FPC and CDC in 2024 were covered by transfers from their general reserve funds.

²EarthKeepers is a special fund for a movement that may later become its own nonprofit. If that happens, the fund balance will be transferred to the new nonprofit. This effort is led by Andrew Black, assisted by Jen Black. Major funding in 2024 was grants.

Donor Restricted (DR) and Session Designated (SD) Funds in Each Category (fund descriptions are on website). Financial details are available from the Treasurer upon request.

Facilities / Physical Plant

- 32100 · Building Reserve Fund (DR)
- 32200 · Building Maintenance Fund (DR)
- 32500 · Columbarium Fund (DR)

Mission and Social Justice

- 33100 · General Mission Fund (DR)
- 33150 · GHBF Mission Fund (DR)
- 33200 · Creation Care Fund (DR)
- 33300 · Roof Top Garden Fund (DR)
- 33400 · People in Mission Fund (DR)
- 33500 · Cuba Fund (DR)
- 33600 · Benevolence Fund (DR)
- 33630 · Tsosie Fundraiser (DR)
- 33650 · Jameson Benevolent Ministry (SD)
- 33700 · Emergency Offerings Fund (DR)

Child Development Center

- 34100 · CDC Support & Spec Proj (DR)
- 34150 · CDC General Fund (SD)
- 34250 · CDC Scholarship Fund (DR)
- 34400 · Buttrey CDC Fund (DR)

Music, Art and Worship

- 35100 · Genl Music Fund (DR)
- 35160 · L Babcock Music Fund
- 35200 · Organ Maint Fund (DR)
- 35300 · Chancel Choir Fund (DR)
- 35400 · Chancel Bells Fund (DR)

Music, Art and Worship continued

- 35500 · Piano Practice Donations (DR)
- 35600 · Recital / Concert Fund (DR)
- 35700 · Music Director Cont Ed (SD)
- 35800 · L Raney Fund (DR)
- 35900 · Back Pew Gallery Fund (DR)

Christian Ed Funds

- 36200 · Children's Program (DR)
- 36300 · Youth Program (DR)
- 36500 · Adult Education Fund (DR)

Congregational Care

- 37100 · Congreg Emergency Assist (DR)
- 37200 · Second Family (DR)
- 37400 · Deacons Fund (DR)
- 37500 · Prayer Shawl Fund (DR)

EarthKeepers (DR)

Other Funds

- 38100 · Ministry Support (DR)
- 38150 · Pastor Sabbatical Fund (DR)
- 38200 · Pastor Housing (SD)
- 38250 · Pastor Continuing Ed Fund (DR)
- 38300 · FPC Memorial Gift Fund (SD)
- 38600 · Technology Fund (DR)

Financial Commentary For 2025 Budget

The 2025 budget projects a total enterprise loss of \$178K vs. an actual deficit of \$55K in 2024, with FPC accounting for all of the 2025 deficit and CDC budgeted to break even. The level of presumed loss for FPC is deeply troubling despite a sizable FPC Reserve balance of \$1,051K on 12/31/24. The Session and Finance Committee together with church leadership must work together to explore paths toward smaller deficits. Certainly, a fundraising campaign beyond the annual Stewardship Campaign as well as emphasizing planned giving must be considered, particularly in light of the points made in the following paragraph.

The FPC general reserve fund at \$1,051K appears large, and it is, but with the building reserve fund expected to be eliminated by year end, the demands on the FPC general reserve fund loom large. Just dealing with \$185K annual deficits would extinguish this Fund in less than 6 years, conservatively assuming no investment gain. Perhaps a more realistic time frame including investment gains would be an 8 year horizon. Further, with no balance remaining in the building reserve fund, the general reserve fund would need to cover upcoming building expenditures. For example, our A/C system, which has been in operation for many years, is encountering problems. There certainly could be sizable repair and even replacement costs for the chiller and water tower within the next few years. In 2025 we are pulling substantially from the music fund, and if this were to continue, the fund could be eliminated by year end 2027. At that point, with current staffing, the annual deficit rises more than \$125K per year, which would need to come from the general reserve fund. All this means that without increased fundraising and/or reduction of expenses, our general reserve fund could run out in 4 or 5 years.

Revenue budgeted in 2025 for our total enterprise is \$2,275K, a \$74K decrease (3%) from 2024 actual revenue. FPC has a revenue budget of \$945K, \$61K less than the 2024 actual, a reduction essentially due to the expectation of receiving \$50K in estate gifts rather than the \$118K received during 2024. That is the simple answer but the truth is more complex. Pledges of \$420K is \$28K lower than 2024's actual receipts despite true efforts and encouragement from the Stewardship Committee to overcome the impact from generous donors dying and leaving. A good many pledging units stepped up their support but it was not enough to offset the drop in other pledge revenue. To state the obvious, more generous pledge giving would be a very straight forward way to reduce FPC's deficit. Releases from Purpose Restrictions is budgeted to add \$33K to its 2024 total for a budget total of \$309K. This is in response to higher budgeted expenses in donor supported areas such as general music activities.

In 2025 CDC is expected to break even with revenue and expense each budgeted at \$1,330K. In 2024 CDC had more expenses because of timing issues with the PreK Grant and supplies for the infant care room. These expenses were funded by revenue from the state. In 2025 we return to the PreK Grant fiscal year level in both expenses and revenue of \$630K. Also in 2025, we do not expect additional grant money for the infant care room. Further, the state has recently increased its funding for low income children in preschool, which means an additional \$48K revenue for CDC. In 2024 CDC had to pull \$18K from its reserves but with additional state support, no reserves should be needed.

Total expense for 2025 is budgeted at \$2,453K, a \$50K increase from 2024. There are two meaningful expense gains over 2024's level. First is staff expense which is to increase \$82K. Causes include a 10%

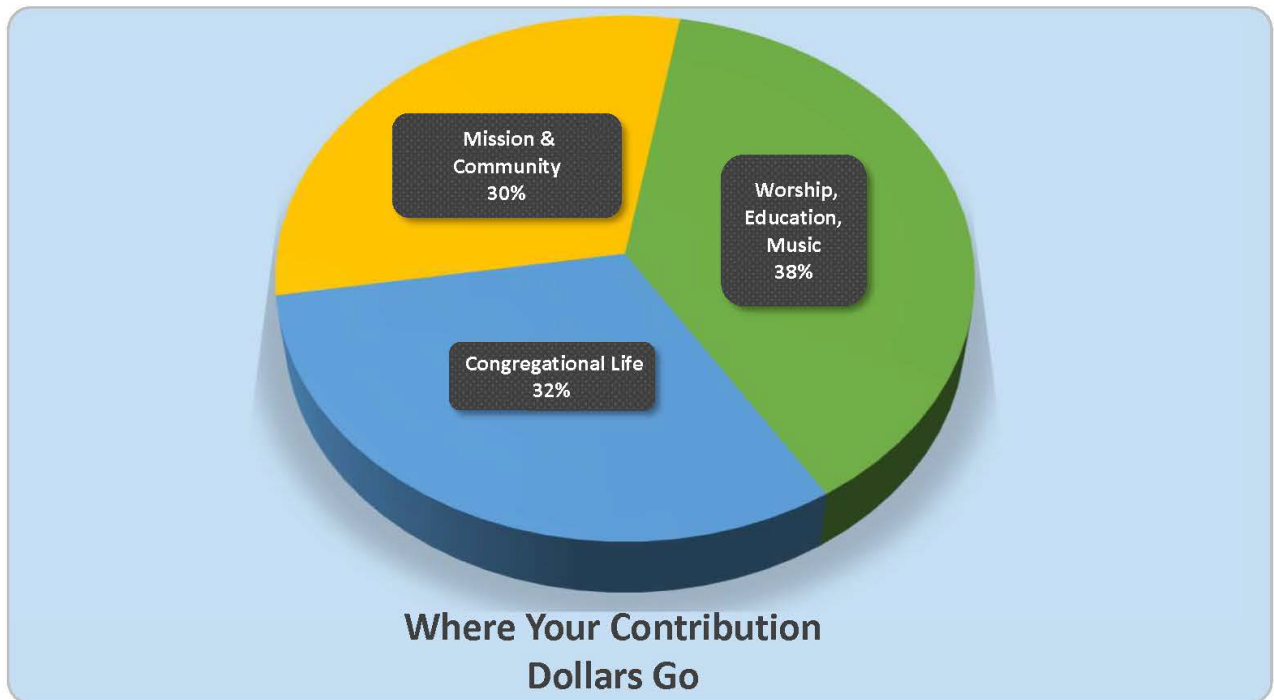
increase in health insurance premiums, pay raises for cost of living and equity, an addition of a part-time custodian, and a greater use of contractors. The second primary area of expense increase is in worship, music, and art of \$51K, most of which is due to an extensive preventative maintenance scheduled for our organ (funded by the general music fund). A few areas of expense in 2025 are expected to be below the 2024 actuals. Activities/committees decrease \$43K due to a projected decrease in the EarthKeepers 360 grant, no special guest presenters for adult education, and reduced mission expense for our support of the Venezuelan family. There is also a budgeted decrease in Pastoral because of Pastor Harry's study trip in 2024 not being repeated in 2025. It should be noted that Presbytery recommended that we budget the same lead Pastor's expenses in the second half of the year as with the first because of the considerable uncertainty as to just what an interim replacement will cost.

The final expense category to cover is capital expenditures which posted a \$179K result last year, primarily the roof replacement. The budget for 2025 is \$315K—\$300K to pay for the annex full stucco restoration combined with wooden trim replacement/restoration plus \$15K for the remaining expense to replace the garage door. This amount may prove to be insufficient, but it is a good marker. There could also be additional smaller projects which must be carried out and even sizable ones as well—we simply don't know. Although these costs do not affect the operating budget because of the building reserve fund, if that fund is depleted, we will need to draw from our general reserve fund for future costs such as these, as outlined above. It is imperative that church leadership study this issue and take action in the near future.

First Presbyterian Church of Santa Fe

2025 Budget

2025 Budget



	Supported by Contributions				Total
	Worship, Music Education	Congregational Life	Mission & Community	CDC Mission(3)	
REVENUE					
FPC					
Pledges	←←←←←	420,000	→→→→→		420,000
Other Contributions, Income	←←←←←	525,000	→→→→→		525,000
Withdrawal from Reserve	←←←←←	178,200	→→→→→		178,200
CDC					-
Tuition (Family and State Paid)				1,296,800	1,296,800
Scholarships, Other		-		33,200	33,200
TOTAL REVENUE		1,123,200		1,330,000	2,453,200
EXPENSES					
Pastoral Expenses	76,830	76,840	76,830	-	230,500
Staff Expenses	222,460	145,450	59,890	1,176,100	1,603,900
Admin, Office, & Tech / PreK Meak	13,690	43,030	8,480	116,600	181,800
Building & Grounds (3)	45,950	45,940	10,210	101,400	203,500
Worship & Music	57,200	12,650	12,650	-	82,500
PC(USA) Mission, Per Cap, Spc Off	5,550	5,550	19,500	-	30,600
Activities/Committees	8,500	23,300	88,600	-	120,400
Support for CDC	-	-	64,100	(64,100)	-
TOTAL EXPENSE	430,180	352,760	340,260	1,330,000	2,453,200
Capital Expenditures from Building Reserve Fund		315,000			315,000

First Presbyterian Church of Santa Fe

Annual Comparisons

2023-2025

	2023 Actual	2024 Actual	2025 Budget
REVENUE			
FPC			
Pledges	467,362	448,050	420,000
Other Contributions	134,076	247,656	184,800
Special PC(USA) Offerings	6,489	8,723	9,000
Space Rentals	17,750	22,880	21,400
Miscellaneous	3,159	3,289	600
Release from Purpose Restriction	<u>246,332</u>	<u>275,632</u>	<u>309,200</u>
Total FPC	875,168	1,006,230	945,000
CDC (Preschool)			
CDC Tuition--Family Paid	397,003	426,184	443,700
CDC Tuition--State Paid PreK	442,709	672,557	630,000
CDC Tuition--State Paid Low Income	103,544	175,112	223,100
Scholarship Releases	17,536	30,127	30,200
Other CDC Revenue	99,298	30,000	-
Releases from CDC Purpose Funds	<u>11,970</u>	<u>8,574</u>	<u>3,000</u>
Total CDC	<u>1,072,060</u>	<u>1,342,555</u>	<u>1,330,000</u>
TOTAL REVENUE	1,947,228	2,348,784	2,275,000
EXPENSE by Account			
Pastoral Expenses	230,289	252,990	230,500
Staff Expenses	1,258,426	1,522,161	1,603,900
Admin, Office, & Tech / PreK Meals	150,378	201,610	181,800
Building & Grounds	167,183	201,001	203,500
Worship, Music & Art	32,005	31,413	82,500
PC(USA) Mission, Per Capita, Spec Offerings	28,144	30,378	30,600
Activities/Committees	<u>142,552</u>	<u>163,759</u>	<u>120,400</u>
TOTAL EXPENSE	<u>2,008,977</u>	<u>2,403,312</u>	<u>2,453,200</u>
NET before release or return of general reserves	(61,749)	(54,528)	(178,200)
Release (return) of FPC general reserves (2)	78,562	36,939	178,200
Release (return) of CDC general reserves (2)	<u>(16,813)</u>	<u>17,589</u>	<u>-</u>
NET after release of general reserves	-	-	-

Capital Expenses covered by fund releases (not in above; fully covered by Building Reserve Fund) (3)	51,529	179,235	315,000
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(1) CDC revenue covers its costs except for a portion of building expenses, which are borne by FPC as CDC support.

(2) At the end of 2023, our total reserve funds totaled \$1,291K: \$946K for FPC and \$345K for CDC. With our gains in investments, our reserve funds total \$1,412K: \$1051K for FPC and \$361K for CDC at the end of 2024.

(3) Capital expenses are expenditures over \$10K with a life of over 3 years. In 2023 we renovated the rooftop garden area and reconstructed space for the addition of an infant care room. In 2024 we replaced the failing roofs. A few years ago we redid the stucco for the sanctuary, and in 2025 we plan to stucco the annex. With these expenditures, the Building Reserve Fund will be almost depleted by the end of 2025.

2024 and 2025 Mission and 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 actual for 2024 and budgeted distributions in 2025.

Direct Distributions to Mission

Direct financial distributions to missions come from pledges and general contributions and also from donor-restricted donations to specific missions. In 2024 we continued to support the efforts of nonprofits that work to feed, shelter, and otherwise support individuals and families in need. In addition, we donated funds for humanitarian relief for migrants at the U.S./Mexico border, support for asylum seekers, donations for Matthew Fund distributed by Westminster Presbyterian Church, and anti-racism activities. Following is the summary of all these financial distributions:

<u>Donations</u>	<u>2024 Actual</u>	<u>2025 Budget</u>
MSJ Committee distributions	\$44K	\$44K
Other mission activities (incl congregant donations)	29K	18K
Other PC(USA) special offerings	11K	9K
PC(USA) mission donation to Presbytery	11K	11K
CDC scholarship support to low-income families	<u>30K</u>	<u>30K</u>
Total Direct Distributions to Mission	\$125K	\$112K

Support for CDC Mission

FPC considers its preschool, the Child Development Center (CDC), to be its most important mission. 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 and grants, the congregation makes the space available to the preschool as a part of its commitment to this mission. Also, volunteers assist the preschool with some administrative and other support as appropriate.

FPC has supported the preschool from its inception with free space and will continue to do so in the future. Over the years, however, as CDC established a stable revenue stream, it has gradually taken on more of its direct costs and in 2024 covered all of its direct costs. In the last few years, with funding from the government aimed at stabilizing nonprofits and preschools, CDC has been able to establish a reserve fund of \$361K. Further, its ongoing state supported PreK classes pay a portion of the CDC overhead expenses formerly funded by FPC.

Following is the support to CDC provided for 2023 and expected in 2024

<u>CDC Support</u>	<u>2023 Actual</u>	<u>2024 Budget</u>
Preschool portion of building expenses		
Facilities management, labor, repairs, supplies (CDC pays its own custodial service and supplies)	\$57K	\$64K

Other Community and Mission Support

Our pastoral staff is very active in mission activities. Pastor Harry Eberts spends approximately one-third of his time in work in the community. He is co-founder and president of New Mexicans to Prevent Gun Violence, a board member of the National Ghost Ranch Foundation, a member of the Gun Violence Prevention Working Group of Presbyterian Peace Fellowship, active in the Presbytery of Santa Fe (Moderator in 2023), a leader of the Interfaith Leadership Alliance (ILA), and board member of Nonviolent Santa Fe. Pastor Harry speaks at community events and rallies, gives presentations on gun violence, and was recently appointed Senate Chaplain for the 2025 60-day session. He recently completed a year-long online course through San Francisco Theological Seminary receiving a certificate in "Trauma and Spiritual Care." Pastor Harry takes seriously the precept that Presbyterians are called to be engaged in society and its issues, and our church supports him in this effort.

Pastor Andrew focuses much of his time on reaching out to residents of the Southside of Santa Fe and promoting efforts to address protection of the Caja del Rio, where our church celebrates Easter Sunrise Services. Pastor Andrew leads a diverse community-wide coalition of Tribal leaders, Hispanic traditional land users, business leaders, conservationists and youth to protect the Caja del Rio. Pastor Andrew has led various hikes and tours of the Caja del Rio for our congregation and local community as well as organized six different Caja trash clean up days that have cleaned up over 32,000lbs of trash. We have had strong participation from FPC members in all these cleanups. In May 2024, Andrew Black led a multigenerational group of church members to the US/Mexico border in El Paso to work with families and children in shelters along the border. Thanks to generous community donations, we took thousands of pounds of medical supplies, food, and clothing to those in need. We again found ourselves on the frontlines of one of the biggest human rights crises facing our world today. With a massive wall surrounded by buffers of new razor wire and heavily armored vehicles as part of Operation Lonestar, we are seeing a whole new series of injustices and trauma, especially to women and children, along the border. Additionally, the Texas Attorney General has sought to persecute churches providing aid and support. Regardless, US Border Patrol migrant encounters continue to rise along the southwestern border, and even by mid-January 2025 church shelters remain full of families and greatly under-resourced. Millions from Venezuela, El Salvador, Bolivia, Ecuador, and Guatemala now find themselves on the US side in dire need of food, shelter, clothing, health care, and safety. Hundreds of thousands of people have been bussed by the state of Texas to cities across the country. Most are left in these cities with only the clothes on their backs and no housing, food or basic resources. Thus, the challenges of border communities like El Paso are now being felt by the interior of the US. Thanks to all our partners at Abara, the Opportunity Welcome Center, UTEP, St. Francis Xavier Church, Sagrado Corazon and Kelly Center for Hunger Relief who are making a major difference in a very tough reality. In addition to working with FPC's Mission and Social Justice Committee, as a co-chair of the Presbytery's Mission Network Committee, Pastor Andrew continues to organize speakers from El Paso and La Frontera to meet with church leaders from throughout New Mexico. Additionally, over the past year, Pastor Andrew has made 8 additional trips to the border to deliver vital medical supplies, food, shelter and clothing to church shelters in need.

In addition, during normal times, we make our church available to numerous nonprofits and to out-of-town groups in Santa Fe for mission work. We have fully resumed our TGIF concert schedule, which is open to the entire community.

The costs of these contributions include

<u>Other Indirect Support Categories</u>	<u>2024 Actual</u>	<u>2025 Budget</u>
Pastoral expense	\$84K	\$77K
Admin, music, other staff expense	49K	60K
Office, admin, tech expense	7K	8K
Building expense	11K	10K
Other (mostly contractors for TGIF and EarthKeepers)	<u>61K</u>	<u>30K</u>
Total Indirect Contributions to Other Missions & Community	\$212K	\$195K

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 and collect goods for relief for those in need.

Appendix

TERMS OF CALL

Effective January 1, 2025

The Rev. Dr. Harry William Eberts III – Pastor

Effective Salary	\$97,850	
Medical, Pension, Death & Disability	\$42,070	of which \$8,320 is Pension
SECA Allowance	\$7,490	
Vouchered Expenses		
Continuing Education	\$2,000	
Professional Expense	\$2,600	
Pastor Car & Travel Expense	\$2,200	
Pastor Discretionary Expense	\$2,000	
Total Pastor Compensation & Expense	\$156,210	
2025 Budgeted Expense	\$156,210	

Vacation and Leave: 4 weeks of vacation and 2 weeks of study leave

The Rev. Andrew Douglas Black – Associate Pastor (Part-time)

Effective Salary	\$37,460	
Medical, Pension, Death & Disability	16,410	of which \$3,190 is Pension
SECA Allowance	2,870	
Vouchered Expenses		
Continuing Education	\$1,250	
Professional Expense	\$ 500	
Associate Pastor Car & Travel Expense	2,000	
Associate Pastor Discretionary Expense	\$1,000	
Total Pastor Compensation & Expense	\$61,490	
2023 Budgeted Expense	\$61,490	

Vacation and Leave – 4 weeks of vacation and 2 weeks of study leave

First Presbyterian Church of Santa Fe
Minutes of the Annual Meeting of the Congregation and Corporation
Sunday, January 28, 2024, 9:45 a.m. in the Sanctuary

Moderator, Rev. Dr. Harry Eberts called the Annual Meeting of the Congregation to order at 9:48 a.m. Clerk of Session, Judi Haines declared a quorum present. Pastor Harry delivered the Constituting Prayer.

Roger Said, Chair of Stewardship reported on the 2024 Stewardship Campaign: \$453k/112 donors. Dennis Sanderson, Chair of Finance and Investment Committees provided a brief overview of the 2023 final results and the 2024 Budget which had been approved by Session.

Roger Said, Chair of the Nominating Committee presented the slate of Elders and Deacons
Nominated to serve on Session in 2024

Class of 2024 (Term of 1 year)

Elizabeth Hook

Class of 2026 (Term of 3 years)

Juanita Thorne-Connerty	Melissa Mitchell	Sharon Eklund
Barry Bruner	Janice Mayer	Kathy Harris
Rick Andrew		

As there were no nominations from the floor, a motion was made to close nominations. **M/S/P**

The vote was called to approve the slate: **Motion passed, unanimously**

Nominated to serve on the Board of Deacons in 2024

Class of 2024 (term of 1 year)

Bruce Black

Class of 2025 (Term of 2 years)

Christina Hill

Class of 2026 (Term of 3 years)

Mary Norris	George Parr	Harry Heflin
Gary Schneider	Carol Schneider	Ellery Truesdell

As there were no nominations from the floor, a motion was made to close nominations. **M/S/P**

The vote was called to approve the slate: **Motion passed, unanimously**

Bill Eklund, President presented the Terms of Call for Pastor Harry and Associate Pastor Andrew.

A motion was made to approve the Terms of Call. **M/S/P**

Pastor Harry led a Celebration of 2023 in which members of the congregation mentioned the activities and ministries of 2023 that gave cause for celebration.

First Sundays, CDC Infant Care Center, Board of Deacons, Ukulele Group, Roof top Garden services, staff serving on Sundays, Hospitality, Border trip, ongoing anti-racism classes, Juneteenth, Fiesta and other special Sundays. Friday TGIF, Ice Cream Socials, Bible Study on Fridays, Mission & Social Justice outreach in Santa Fe and beyond. Wednesday Morning Prayer, Welcoming Venezuelan Family, Spanish Bible study, Adult Ed. Prayer Shawl ministry, Family ministry, Liturgical Arts. Supporting Cuba, Rev. Dr. Mary Kuhns and her ministry to shut ins. Madeleine Wright and Bruce Black being named in 10 Making a Difference in Santa Fe.

Parish Associate Mary read the service of Memorial.

The Congregational Meeting was adjourned at 10:42 a.m.

The meeting of the Corporation was called to order at 10:42 a.m. by Bill Eklund, President

Bill presented the Officers of the Corporation who will serve in 2024 (as elected by the Session)

President, Bill Eklund

Vice President, Dennis Sanderson

Treasurer, Gale Wright

Corporate Secretary & Clerk of Session, Judi Haines

As there was no new business, the meeting of the Corporation was adjourned at 10:45 a.m.

Closing prayer and benediction by Rev. Dr. Harry Eberts

Respectfully submitted,

Rev. Dr. Harry Eberts

Moderator

Approved by Session: February 21, 2024

Judith Haines

Clerk of Session

**First Presbyterian Church of Santa Fe
Minutes of a Meeting of the Congregation
Sunday, October 6, 2024 in the Sanctuary**

The Congregational Meeting was called for the purpose of the Congregation receiving and accepting Harry's retirement and electing a Nominating Committee to serve for 2025 & 2026.

Moderator the Rev. Dr. Harry Eberts called the Meeting of the Congregation to order at 11:25 a.m.

Clerk of Session, Judi Haines declared a quorum present.

Harry announced his retirement to be effective June 6, 2025, his last Sunday to preach will be June 1, 2025.

Judi asked for a motion from the floor to accept Harry's retirement. **M/S/P**

Judi presented the slate of nominees to serve on the Nominating Committee for 2025 and 2026

Rick Andrew, representing the Session

Sharon Marrs, representing the Board of Deacons

Donna Fleetwood, Member at Large

Debra Sanderson, Member at Large

Sharon Eklund, Member at Large

Judi asked for nominations from the floor, having no one asked for a motion to elect the slate as presented. **M/S/P**

Harry dismissed us with a closing prayer and benediction at 11:31 a.m.

Respectfully submitted,

Rev. Dr. Harry Eberts, Moderator

Judith Haines/Clerk of Session

Approved by Session: October 16, 2024



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A congregation of the Presbyterian Church (USA)

