

2025 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

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Agenda

Annual Meeting of the Congregation and the Corporation January 25, 2026

Call to Order
Determining of a Quorum
Constituting Prayer

Rev. Elizabeth Graham Moderator
Melissa Mitchell, Clerk of Session
Rev. Elizabeth Graham

Business of the Congregation:

Report on Stewardship 2026 Campaign

Roger Said, Chair of Stewardship

Review of 2025 Financial Results &
Presentation of 2026 Budget (as approved by
Session)

Darryl Bowman, Treasurer & Dick Lindahl,
Chair of Finance

Election of Elders
Election of Deacons
Election of PNC

Rick Andrew, Chair of Nominating Committee

Presentation of Terms of Call –for Rev.
Andrew Black

Rick Andrew, Chair of Personnel Committee

Adjourn the Congregational Meeting

Rev. Elizabeth Graham

Corporation Meeting
Call to order

Dick Lindahl, President

Business of the Corporation:

Presentation of Officers of the Corporation –
to serve in 2026:

Dick Lindahl

- President
 - Vice President
 - Treasurer
 - Corporate Secretary & Clerk of
Session
- Dick Lindahl
Judi Haines
Mark St. Clair
Melissa Mitchell

Adjourn Corporation Meeting

Closing Prayer & Benediction

Rev. Elizabeth Graham

Election of Officers

New Elders 2028

Judi Haines - filling unexpired term (2-years)
Sharon Kirby - 1st 3-year term
George Parr - 1st 3-year term
Jan Williams - 1st 3-year term
Mark St. Clair – 1st 3-year term

Returning Elders 2028

Mary Gullede - 2nd 3-year term
Dick Lindahl - 2nd 3-year term

New Deacons 2028

Tony Arnold - 1st term, 1/2, OT
Bruce Black - 1st term, 1/2, Couple, PT/OT
Mary Black - 1st term, 1/2, Couple, PT/OT
Becky Crutchfield - 1st term
Kathy Harris - 1st term, 1/2, PT/OT
Arthur Mulligan - 1st term, 1/2 Couple
Susan Mulligan - 1st term, 1/2 Couple
Juanita Thorne-Connerty - 1st term

Returning Deacons 2028

Bruce Gosling - 2nd term, 1/2, Couple, PT/OT
Leslie Gosling - 2nd term, 1/2, Couple, PT/OT
Sharon Marrs - 2nd term
Tom Mott - 2nd term
Kelly Truesdell - 2nd term

Pastor Nominating Committee

Janis Gonzales
Chris Haynes
Drew Hill
Alan Hook
Arlena Jackson
Carolyn Minton
Erin Taylor

Alternates to Pastor Nominating Committee

Dick Lindahl
Jan Williams

Elders and Deacons Served in 2025

Election of Elders and Deacons

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

Nominations for Elders to serve on Session in 2025

Class of 2027 (Term of 2 years)

Judi Haines – filling unexpired term

Class of 2028 (Term of 3 years)

Sharon Kirby	George Parr	Jan Williams
Mark St. Clair	Mary Gullede	Dick Lindahl

Nominations for Deacons to serve in 2025

Class of 2028 (Term of 3 years)

Tony Arnold	Bruce Black	Mary Black
Becky Crutchfield	Kathy Harris	Juanita Thorne-Connerty
Susan Mulligan	Arthur Mulligan	Sharon Marrs
Bruce Goslin	Leslie Goslin	Tom Mott
Kelly Truesdell		

Elders who served in 2025

Rick Andrew	Darryl Bowman	Dick Lindahl	Melissa Mitchell
Juanita Thorne-Connerty	Janice Mayer	Mark Bixby	Gary Murphy
Sharon Eklund	Roger Said	Mary Gullede	Erin Taylor

Deacons who served in 2025

Mary Norris - Moderator	Christina Hill	Heather Weir	Sharon Marrs
M'lea Walsh	Kelly Truesdell	Alvin Baca	Bruce Goslin
Leslie Goslin	Tom Mott	George Parrr	Ellery Truesdell
Arlena Jackson			

Election of PNC – Pastor Nominating Committee

Janis Gonzales	Chris Haynes	Drew Hill	Alan Hook
Arlena Jackson	Carolyn Minton	Erin Taylor	

Alternates: Dick Lindahl Jan Williams

Membership Statistics

Number of Active Members at the beginning of 2025	284
Additions during the year	
Active Members	11
Clergy	
Losses During the year	
Deaths of Active Members	(9)
Deaths of Clergy	(1)
Transfers	(2)
Removed or Resigned	(12)
Active Members at the end of 2025	272
Other Memberships at the end of 2025	
Affiliates	5
Clergy (HR)	8
Baptisms in 2024	0

Necrology Report

Members

Linda Larkin on January 10, 2025
Reba Allen on January 13, 2025
Bruce Ralstad on March 25, 2025
Dave Amos on April 24, 2025
Marian Haight on May 6, 2025
Dr. James Babcock on June 12, 2025
Martha Wood on July 31, 2025
Martin Carstarphen on July 13, 2025
Teresa Bremer on November 2, 2025

Clergy

Friends & Former Members

The Rev. John Buchanan on February 3, 2025
Mary Ann Lundy on March 11, 2025
Alan Lamb on June 27, 2025
Bonnie Tamborski on July 15, 2025
Howard Turner on November 11, 2025

Associate Pastor

Dear Session and Congregation,

Grace and peace to you in the name of our Lord Jesus Christ. I write with gratitude for your ongoing mission and service to our community and world. My intention in this letter is pastoral in nature. I want to share both the weight and the promise of this moment—how the transition has affected the life, mission, and care of our congregation, and where I believe additional accompaniment, clarity, and support could be life-giving for both the church and its leaders. I offer these reflections as a genuine invitation to deepen our relationship in the life of Christ together.

I. The Current Ministry Context and Lived Experience

On the first Sunday in September 2025, our congregation gathered for our regular joint service and celebrated communion. For years, this service had been shared among clergy—two pastors standing together behind the table, embodying the abundance of Christ and the shared work of ministry. On that Sunday, however, I stood alone.

As the congregation came forward, the line grew longer and longer until it reached the back doors of the sanctuary. Seeing the congestion and the need, my father stepped forward to help serve the bread so worship could continue smoothly. I share this story not for sentimentality, but because it has become a defining metaphor for this season of pastoral transition: I was the last pastor standing, doing my best to meet an increasing need with diminishing resources.

At this time last year, First Presbyterian Church had a full-time head pastor, a part-time associate, a parish associate, and several retired clergy who regularly helped fill the gaps. Today, pastoral leadership consists of myself and two retired clergy. I do not believe the congregation—or its leadership—has yet fully grasped the scope or implications of this shift, nor has it over the past 8 months responded with the urgency required to ensure sustainable ministry in the short or long term. When Reverend Harry Eberts retired in June, I agreed to support the church's transition by increasing my workload to what was described as "three-quarters time" for three months. As you know, ministry does not easily divide into fractions. I undertook this knowing it would be demanding, especially while continuing my full-time role as Director of Land and Rivers at the National Wildlife Federation (NWF). With grace and flexibility from my employer at NWF, I did my best to serve faithfully in both callings. When the initial three months concluded, no additional pastoral support had been secured, and my temporary arrangement was simply extended indefinitely. Throughout the late summer and fall, I continued to share concerns with the transition team about capacity, sustainability, and the urgent need for additional pastoral support—particularly as we approached Advent and Christmas. I also expressed the growing difficulty of holding two full-time jobs. Unfortunately, these concerns did not result in any meaningful change.

The impact became especially clear during Christmas. Historically, Reverend Mary Kuhns and I shared pastoral visits with homebound and hospitalized members, ensuring no one was alone during the important holiday season. This year, with nearly twenty homebound members, I was able to visit only a handful prior to Christmas. On Christmas Eve, I found myself visiting those I could, enlisting my family to help place farolitos around the church, and then preaching and officiating both services. While

grateful to serve, the experience underscored how much essential ministry was being stretched thin or falling through the cracks.

In ordinary times, my role as Associate Pastor includes supporting and working closely with the Deacons, Mission and Social Justice Committee, Adult Education and Family Ministries. As part time, I assist as needed with pastoral care, preaching and teaching, as well as engaging the wider community in social justice and conservation issues. During this transition, many of these responsibilities fell by the wayside as I took on other pastoral duties. One of the deepest pains and challenges of pastoral ministry is not exhaustion but watching important and faithful ministry needs go unmet in our congregation due to a lack of pastoral support. After seven months of sustained overextension, I find myself needing rest and reflection, as well as must focus on my full-time job and family. I see this time as an important time to engage in prayerful discernment on how my ministry may continue to serve this congregation and our community during the next phase of transition.

II. Signs of Hope and Emerging Opportunities

Despite these challenges, there is much for which I am deeply grateful and hopeful. The congregation continues to welcome new members and families. Worship attendance remains strong. Beloved traditions such as the New Year's Watch Night Service continue to flourish and we have fostered meaningful relationships, including a growing connection with New Mexico's Martin Luther King, Jr. Commission. Christmas Eve attendance reached levels I had not seen since my childhood. Through the generosity of the congregation and the leadership of the Session and staff, the church has continued to respond faithfully to community needs—supporting hunger relief through The Food Depot and Bienvenido's Outreach and caring for vulnerable youth through the Youth and Teen Shelter.

This season of transition presents important opportunities to stabilize the church in the following areas:

A. Strengthening the Session and Congregation's Capacity for Discernment

This transition offers a chance to cultivate a leadership at both the session and congregational level that is confident in its calling and mission, grounded in true spiritual discernment, and supported by the Presbytery as it navigates complex decisions. As I learned in my time as the Director of Constitutional Services for the Presbyterian Church (USA), it is essential that congregations cultivate a culture of prayer, active listening and spiritual practices focused on being open to and truly seeking the guidance of the Holy Spirit (F-1.04).

B. Stabilizing Church Personnel and Replacing Essential Staff

The difficulty of our church's transition has been exacerbated by loss of essential church staff to help with basic office and administration functions as well as Sunday responsibilities. This has created an undue burden on pastors, the clerk of session, and church volunteers and must be addressed with urgency and intentionality.

C. The World is in Transition and Needs the Church to be Faithful to Christ

It is vitally important that the session and congregation recognize that the world outside the walls of First Presbyterian Church cares very little about our internal transition. What our world deeply cares for—indeed yearns for—is a church that is prophetic, faithful, missional and willing to be the hands, feet and heart of Christ. During a time where the very moral fabric of this nation and the Christian faith are being tested daily, this church must not falter in being faithful to Jesus Christ nor be caught in

moments of internal naval gazing as the world around us is ablaze. We must be keenly aware that the relevance of the church in America is no longer a theoretical discussion but will be judged and tested by the witness that we give in times such as this.

D. Deepening Relationship with the Presbytery

Greater engagement with presbytery life and governance could strengthen the session and congregation's understanding of Presbyterian polity and shared mission and ministry and support the long-term vitality of the congregation.

E. Fostering a Culture of Sustainability for Church Leaders

This past year has highlighted the need for intentional care for pastors and key leaders. Faithful, capable leadership should be met with support rather than silent over-reliance. This care extends not only to pastors, but also to ruling elders, the clerk of session, deacons and church staff who carry heavy responsibility during transitions.

Closing

I offer these reflections out of deep love for First Presbyterian Church of Santa Fe and genuine hope for its future. I remain committed to the belief that the church is reformed and always reforming, and that we are called to walk together—congregation, Session, Presbytery, and the Committee on Ministry—as a community shaped by faith, hope, love, and witness.

Thank you for your prayerful consideration and for the many ways you continue to serve our community and world.

Grace and peace,

Reverend Andrew Black

Associate Pastor

First Presbyterian Church of Santa Fe

Board Of Deacons

“LET US NOT GROW WEARY IN WELL DOING.”

Deacons serving in 2025:

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

Our Deacon roster included thirteen very dedicated and hard-working members of our church. Each one willingly gave time and energy in caring for others in and out of our church family. Their commitment remains a clear indication of God's hand in what we do.

IT IS IMPORTANT TO NOTE THAT there are other FPC Members who are continually willing to assist the Deacons in serving. You KNOW WHO YOU ARE and YOU ARE APPRECIATED!!!

In 2025 Deacons hosted multiple events.

1. 2025 Easter Egg Hunt at Federal Park.
2. Dinner was served at The Interfaith Shelter until its closure in July. Following that, our team began to serve lunch at the Salvation Army.
3. As always, we hosted Memorial Receptions for members who died.

Additionally, the Deacons

1. Provided transportation assistance to doctor 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 "at home" Communion services for members not able to attend services
6. Encouraged members by sending cards, e-mails, and doing "in person" visits.
7. Assisted Jen Black in providing Parent's Night Out.

2026 GOALS include

1. Continue to work in making our in-person visitation program more robust.
2. Provide at-home communion for those unable to attend services once per quarter.
3. Ensure that our church freezer is stocked with soup for anyone needing a meal.
4. Begin an outreach ministry to FPC members not living in Santa Fe.
5. Pray that God will use each of us as we are able in support of FPC initiatives.

Submitted by Mary Norris, Deacon Moderator 2025

Session

Session Year in Review – 2025

The Session convened 10 stated meetings, and 2 called meetings to receive new members in 2025. The January meeting was the usual business meeting where we welcomed Elders elect, Gary Schneider, Darryl Bowman, Mark Bixby, Roger Said and Erin Taylor. We said farewell to Tom Tindall, Elizabeth Hook and Madeleine Wright. We approved the Clerk's Statistical Report, the Special Offerings Calendar and Communion Dates. We also received 2024 Y/E results and approved the 2025 Budget. Much of 2025 was consumed with matters financial as Session approved formation of a Financial Study Group to review FPC's current financial position and likely future financial positions. The concern arising from anticipated capital expenditures that will significantly exceed funds available in the Building Fund.

Upon the advice of the COM, a Transition Team was formed and charged with the task of conducting listening sessions, developing a mission study, working with the congregation to determine what we were seeking in a Transitional Pastor and to conduct a search. The team: Rick Andrew, Judi Haines, Dick Lindahl, Juanita Thorne-Connerty and Melissa Mitchell. COM Liaisons Rob Woodruff and David Elton met with the Session in March and provided an overview of the Transition process.

Session approved the Mission Discernment Profile for Transitional Pastor

Session approved proposals from Loya R. & Sons Re-Stucco LLC for the Annex Project and later added the repair work on the Sanctuary. Both projects were paused, due to weather.

Session authorized \$25,000 distributed from the general reserve to the Food Depot and Bienvenidos to help alleviate the increased food insecurity resulting from the loss of SNAP benefits and federal employee layoffs.

Session approved setting up an account with New Covenant Trust Company (NCTC) part of the Presbyterian Foundation and engage NCTC to administer the Karayanis Endowment.

Submitted by,
Judi Haines, Clerk of Session

Music Director/Organist

This has been an eventful time for the music program involving many people and many talents! As we entered a time of transition with Harry's retirement, the healing and unifying power music has done much to keep the congregation moving forward with hope for the future.

Chancel Choir

The choir has been very faithful to rehearsals, sung at church services and performed three TGIF concerts: Mozart's Mass in C, Durufle's Requiem, and Mozart's Requiem. They have spent approximately 5 hours per week in services and rehearsals for 11 months. The group rehearses on Wednesdays from 4-5 and Thursdays from 5:30-7:30 from September through June. Singers included Jenny Harland, Jenny Warden, Jill McCormick, Joy Ice, Nancy Maret, Nina Brown, Margaret Dean, Terrell Falk, Barbara Roush, Gwen Fuller, Elizabeth Roghair, Tim Willson, Chris Haynes, Michael Roybal, Travis Bregier, John Pasch, Ralph Fuller, Lisa Buckley, Anne Bradley, Chantal Quincy, Elena Guardincerri, Maggie Odell, Joseph Roig, Doug Escue, and David Foushee.

The choir were measured for new choir robes that should arrive sometime in the new year. The old robes (purchased almost fifty years ago) will be offered to another congregation through the presbytery newsletter.

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, Joy Ice, G. W. Franklin, Caiti Lord, and Krista Peterson. Five old bell tables were donated to the Taos Presbyterian Church Bell Choir.

8:30 Choir

The Early Service Choir meets at 8:10 before the service and provides responses and music during the Offering and Candlelighting. Members include Julia Hudson, Faith Yoman, Jim Elliot, Janis Gonzales, Paysh LaBombard, Walker Steinhoff, Rita Dodge and Travis Bregier.

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 sing songs, play rhythm games using rhythm sticks, and learned familiar melodies on small handbells, the piano and xylophone. Participants included Brook, Hugh, Leo, Oliver, Catherine, Charlotte, Silas, Wells, 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 attendance of 4,341 people for weekly concerts at First Presbyterian Church averaging 83 per week. 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 2026 is completely booked with performers, and 2027 season was opened at the first of 2026. Weekly attendees appreciate these programs and have been generous with their donations of \$20,801.75, an average of \$400 per week.

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. This year our scholars were Kaytlann Davis, Paysh LaBombard and Walker Steinhoff.

Opera Apprentices

During July and August, 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.

Celtic Service

Since Harry's retirement I have in charge of the Wednesday 5:30 Celtic Service that has involved finding a clergy person for communion and planning the individual services. The attendance ranged from 5-14 with several from the congregation and many visitors from all over the world. The services used the Celtic Worship Book and appropriate hymns in the Glory to God Hymnal of varying style and ethnicity. Travis Bregier served as cantor for the service.

Continuing Education

This year I attended Feb Fest (a workshop on African-American music) in February, Santa Fe Sings in April, the Forward Thinking Choral Study Group (twice monthly), and the American Guild of Organists Pedagogy Conference in October.

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 2025 schedule that gave us the opportunity to enjoy his playing in a concert setting and with other musicians. 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 and 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 with the Early Morning Choir 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 prepared bulletins for services and program for TGIF and updated 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. She faithfully makes sure that our events are well publicized.

Judy Montano

Judy has been an active volunteer librarian 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.

Michael Roybal

Michael hosted C. B Fisk maintenance crew in his guest houses during their "Through-Tuning, Cleaning and Maintenance" this year. Providing two weeks of lodging in Santa Fe during Balloon Fiesta was a tremendous savings for the church.

Instrumentalists

We have been treated to trumpet music for Christmas and Easter by Jan McDonald. Dave Anderson, saxophone, played for All Saints Sunday. Jan and Dave combined to provide Jazz for Transfiguration Sunday.

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

Submitted by, Linda Raney, Music Director

Worship Circle

Worship and Music

MEMBERS: Diane Buchanan, chair; Alice Tinkle, communion; Allen Gullledge, ushers; Dan Crane; Chris Haynes; Leah Paalman, until 11.25; Rick Andrew, Session liaison; Linda Raney, Director of Music; Harry Eberts, Pastor until 6.25

This committee meets regularly and oversees activities related to the worship and music life of the church. Members enlist volunteers to be liturgists for Sunday worship services, to usher for worship and to support the Deacons as needed for memorial services, to serve communion during worship. Members also help to dress the sanctuary for various seasons of the liturgical calendar including Advent wreaths and candles, and make recommendations and decisions, in consultation with staff, about the elements of worship services, prepare for communion on the first Sunday of the month, purchase candles for the prayer boxes and keep those boxes filled with usable candles, purchase candles for use during Advent and for Christmas Eve, and purchase the elements used for communion.

In addition to this work, the committee recommended in 2025 the following additions/changes:

1. The purchase of new robes for the choir. Those being used now are at least 30 years old. The hope is that the new robes will be delivered in time for Easter 2026.
2. Planned an event for between services on November 30 where members were invited to make an Advent wreath to take home. A book of daily devotions, "The Christmas Code" was available to take home as well.
3. Recommended organ maintenance which took place in October.
4. Linda began a small choral group for the 8:30am worship service.
5. Affirmed the benefits of the Choir Scholar program and encouraged Linda to continue to seek singers to fill all sections of our Morning Choir.

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

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.

2025 served to be a challenging year for our LitArts group, having lost so many of our members. We did not change out the banners as often as in previous years. We celebrated Lent and Easter, Pentecost and Ordinary time. And at the end of the year the Season of Advent and Christmas.

Members during 2025: Malissa Haslam, Mary Norris, Becky Crutchfield and Judi Haines

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.

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 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 \$649,000.00/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. 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.

Although many of our families have historically benefited from the Tuition Assistance program through the state; as 2025 came to an end we were notified that the State of NM was starting a Universal Childcare program that offered free childcare to any parent who was in school or working regardless of their income. All our enrolled families applied for Universal Childcare and all but two are qualified to receive 100% of their childcare for free. Due to our high-quality rating, the fact that we are open 5 days/ week, 10 hours/day, and that we pay our staff a high starting salary we qualified for the highest-level reimbursement for these families. This plan is amazing for families of young children as the cost of early childhood education and care is extremely expensive and due to our high reimbursement rate, it was a great thing for the business as well.

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. Many of our staff have been here for over 15 years and this year we celebrated the 20-year anniversary of Nicol Mendiola. Nicol has been a dedicated and compassionate educator here at the CDC and we are incredibly grateful to her commitment to our program and the children in our community. The staff at CDC 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

2025 was marked by deepening commitment, expanding partnerships, and a growing clarity of purpose for Mission and Social Justice. The Roadmap to Resistance matured into a visible, spiritually grounded presence within FPC, offering guidance, public witness, and a framework for faithful action during a time of heightened political and social tension. Alongside this, the Faith Coalition emerged as a powerful, multi-faith effort to support immigrants, strengthen community ties, and speak with a unified moral voice. Together, these two initiatives significantly broadened FPC's reach and impact, anchoring our work in Matthew 25 and the Presbyterian tradition of justice, compassion, and public witness.

The year concluded with a special December donation to the Food Depot and Bienvenidos, ensuring that hundreds of families received food support during a period of acute need. This gift reflected the congregation's steadfast commitment to feeding the hungry and caring for the most vulnerable.

Overall Highlights

- Strengthened MSJ's leadership role in FPC's public witness and community engagement.
- Expanded partnerships through **Roadmap to Resistance** and the **Faith Coalition**, increasing visibility and coordinated action across Santa Fe.
- Concluded the year with a **special December donation to the Food Depot and Bienvenidos**, supporting hundreds of families during a period of acute need.
- Completed a **congregational priority survey** that guided 2025 budget alignment and program focus.
- Engaged the congregation in discussion on how the church should respond to increasing decay in the morality of our government.
- Supported our LGBTQIA+ community at the Santa Fe Pride event

Key Initiatives

Roadmap to Resistance

- Provided a spiritually grounded framework for faithful action during a politically tense year.
- Offered education, presence at community events, and support for congregational conversations.
- Formally integrated under MSJ's umbrella

Faith Coalition

- Grew to include multiple Santa Fe congregations across denominations.
- Hosted a four-church immigration listening session.
- Developed a Joint Fund to streamline support for immigrant-serving organizations.
- Coordinated shared communication, volunteer opportunities, and advocacy.

Immigration & Border Support

- Conducted immigration training for staff and CDC leadership.

- Maintained regular contact with immigrant families
- Supported NMILC, VIDA volunteers, Dreamers, and Afghan Scout Relief.
- Monitored ICE activity, detention center conditions, and relevant state legislation (e.g., SB 36).
- Participated in the Interfaith Leaders Alliance and Santa Fe County immigration working group.

Hunger & Homelessness

- Supported meal programs for vulnerable people, branching our efforts following the closing of Pete’s Place to volunteer efforts:
 - Bienvenidos sandwich program, Salvation Army, Wednesday Community Dinners
- Continued support for St. Elizabeth’s Shelter, Youth Shelters, Food Depot, and Chaplain Joe’s Street Outreach.
- Strengthened Matthew 25 Fund partnership with Westminster.

International Mission & Global Support

- Continued support for the sister church in **Sagua la Grande, Cuba**, including food assistance and began looking for solar generator options.
- Supported Afghan Scout Relief with emergency funding for students navigating the U.S. visa system.

Congregational Engagement

- Completed a **congregational priority survey** identifying top concerns:
 1. Homelessness & housing
 2. Immigration & border issues
 3. Hunger & food insecurity
 4. Climate & environment
- Updated volunteer opportunities list and coordinated communication through Adult Ed, Men-Led Breakfasts, Mission Minutes, and the FPC website.
- Increased collaboration with Stewardship to highlight mission stories.

Budget & Funding

- Realigned MSJ’s budget into categories based on survey results.
- Funded more than two dozen organizations across hunger, homelessness, immigration, education, climate, reproductive rights, and international mission.
- Contributed to the Faith Coalition Joint Fund to support local immigrant organizations.
- Reviewed 2025 spending trends and identified opportunities to focus 2026 giving for greater impact.

MSJ Participants and Community Partners

Throughout 2025, the Mission and Social Justice Committee included an engaged group of members whose participation sustained MSJ’s work: Rev. Andrew Black, Rev. Harry Eberts, Mark Bixby, Elizabeth Chapman, Judy Crawford, Bill Eklund, Donna Fleetwood, Bruce Goslin, Liz Hines, Wyn Lewis, Maureen Malaney, Melissa Mitchell, Elise Packard, George Packard, Gian Schauer, Donna Shands, Natalie Skogerboe, and Faith Yoman.

Over the course of the year, MSJ also interacted with and collaborated closely with numerous partners, including Allegra Love, Matt Bridges and the Interfaith Leaders Alliance, , Jenny Lasley at Westminster,

Chaplain Joe Dudziak, Jean Palmer, Mary Norris, Janice Mayer, Erin Taylor, Mary Ann Amos, representatives from VIDA and Las Cumbres, the Dreamers organization, ChainBreakers, the Santa Fe County immigration working group, the Faith Coalition congregations (Westminster Presbyterian, St. John's Methodist, Open Circle, Christ Lutheran, UCC, UU Santa Fe, Thubten Norbu Ling Buddhist Center, and Santa Fe Friends Meeting), as well as partners in Cuba, the Afghan Scout Relief network, and leaders from organizations such as NMILC, ASRF, Reunity Resources, Reading Quest, Youth Works, Communities in Schools, the Food Depot, Bienvenidos, Salvation Army, St. Elizabeth's Shelter, and the many immigrant-support and social-service organizations who shared their needs, stories, and guidance with MSJ throughout the year.

Social Justice Advocacy Efforts

Early in 2025, many people in our congregation felt that our church needed to participate in more social justice advocacy, public witness, and faithful resistance. Several people organized adult education classes based on Dr. Jemar Tisby's video series "Roadmap to Ruin: How the Church Can Resist the Dismantling of Democracy," which was presented in June. At the conclusion of these classes, over 30 people signed up to be on a church email list around these issues.

Based on this interest, a social justice advocacy group was organized. Based on the name of the last class, the group became known as Roadmap to Resistance and adopted as its purpose to provide a structured, spiritually grounded approach to advocacy. The group turned to Matthew 25:34-41 for inspiration for the types of policies it would advocate for—including policies and actions to help feed the hungry, shelter the homeless, welcome and protect immigrants, provide health care, and support just laws and freedom from oppression for all persons. A statement entitled "Social Advocacy and Our Church" was published in eNews, distributed in Sunday bulletins, and discussed at a churchwide luncheon in early December.

So far, the Roadmap group has taken such actions as promoting marches and carrying a banner with "Called to Action by Our Faith," prepared multiple articles for the church eNews regarding social justice advocacy positions taken by PC(USA), promoted and distributed ICE Alert whistles, promoted worship services sponsored by the Presbytery of Santa Fe to connect faith and politics for the common good, distributed social justice advocacy information and articles to its email list.

Roadmap expect to continue to help frame FPC's role in public witness during a time of heightened political and social tension and to ensure FPC's public presence reflects compassion, dignity, and courage.

Coordinating Team: Judy Crawford, Tillie Perkins, Debra Sanderson, Dennis Sanderson, and Gale Wright.

MSJ – Our Work with the Faith Coalition – 2025 Summary

Early Foundations – February 2025

- MSJ expanded outreach to immigrant-serving groups and began discussions with the Interfaith Leaders Alliance (ILA).

- Bruce Goslin, Gian Schauer, and George Packard met with ILA to explore coordinated immigration support.
- Plans formed to convene ILA churches and Spanish-speaking congregations to share needs and information.

Formation of the Coalition – March 2025

- Westminster, Open Circle, and St. John’s expressed interest in collaborating on immigration and MSJ priorities.
- Churches scheduled an April 2 organizing meeting at FPC.
- An April 7 listening session invited immigrant-support organizations to present needs.
- This four-church effort became the nucleus of the Faith Coalition.

Growing Collaboration – June 2025

- Monthly Coalition meetings became part of MSJ’s calendar.
- MSJ shared volunteer-opportunity materials with Coalition churches.
- MSJ committed **\$8,000** to the Coalition’s Joint Fund.
- Coordination strengthened around immigration communication and community support.

Public Presence Expands – August 2025

- Coalition produced bilingual postcards for the Southside Feria.
- A Call to Action ad ran in the *New Mexican* and *Pasa Tiempo*.
- MSJ prepared a response script for church offices.
- Advocacy team began recommendations on protests, boycotts, and public witness.
- MSJ, Roadmap to Resistance, and the Coalition emphasized coordinated messaging.

Rapid Growth – September 2025

- Gerard’s House became the first Joint Fund recipient.
- Postcard outreach at the Feria concluded.
- Coalition welcomed 10 new participants and four new faith-community partners:
 - St. Bede’s Episcopal
 - Unitarian Universalist Santa Fe
 - Thubten Norbu Ling Buddhist Center
 - Santa Fe Friends (Quaker) Meeting
- Coalition launched its website and social-media platforms.

Established Partnership – October 2025

- Coalition remained a standing MSJ agenda item.
- MSJ noted additional organizations indirectly supported through the Joint Fund.
- Coalition continued anchoring interfaith immigration and advocacy work.

Congregational Presentation – December 7, 2025

- Coalition’s mission and commitments were presented at the Information Session.
- Gian emphasized standing with immigrant neighbors, honoring dignity, and building belonging.
- Coalition highlighted as a strong example of unified, courageous faith-community action.

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

2025 Mission and Social Justice Committee Spending

ANNUAL GRANTS - TIER 1 - CONGREGATION'S TOP PRIORITIES	
<i>Homeless, Sheltered Housing, and Affordable Housing</i>	
Chaplain Joe's Street Outreach	\$800.00
Interfaith Community Shelter - Meal Reimbursements	\$834.91
Matthew 25 Fund	\$2,000.00
Salvation Army	\$1,200.00
St. Elizabeth Shelters	\$2,000.00
Youth Shelters and Family Services	\$1,600.00
Subtotal	\$8,434.91
<i>Hunger and Food Insecurity</i>	
Bienvenidos Outreach Inc.	\$2,500.00
Food Depot	\$2,500.00
Subtotal	\$5,000.00
<i>Immigration and Border Issues</i>	
New Mexico Immigrant Law Center	\$3,000.00
Santa Fe Faith Coalition	\$8,000.00
Tres Rios Border Foundation	\$2,000.00
Subtotal	\$13,000.00
TOTAL TIER 1	\$26,434.91
ANNUAL GRANTS - TIER 2 - CONGREGATION'S MIDDLE PRIORITIES	
<i>Behavioral Health - Mental Health, Suicide Prevention, and Substance Use</i>	
National Alliance of Mental Illness Santa Fe	\$1,000.00
Sky Center of NM Suicide Intervention Project (plus \$222.00 from Pentecost Offering for a total of \$2,000.00)	\$1,778.00
The Life Link	\$1,000.00
Subtotal	\$3,778.00
<i>Climate and the Environment</i>	
Concerned Citizens for Nuclear Safety	\$500.00
EarthKeepers	\$200.00
Reunity Resources	\$1,000.00
Subtotal	\$1,700.00
<i>Education for Children and Adults</i>	
Communities in Schools / New Mexico	\$500.00
Menaul School	\$1,000.00
Reading Quest	\$2,000.00
Youth Works	\$1,000.00
Subtotal	\$4,500.00
<i>Health Care - Poverty, Health, and Wellness</i>	
Faith Roots Reproductive Action	\$500.00
Medical Debt Relief Presbytery of Santa Fe	\$500.00
Planned Parenthood of the Rocky Mountains	\$1,500.00
Subtotal	\$2,500.00
TOTAL TIER 2	\$12,478.00
ANNUAL GRANTS - TIER 3 - CONGREGATION'S BOTTOM PRIORITIES	
<i>Advocacy</i>	
Lutheran Advocacy Ministry - New Mexico	\$1,000.00

2025 Mission and Social Justice Committee Spending

	Subtotal	\$1,000.00
Gun Violence		
New Mexicans to Prevent Gun Violence (plus \$409.25 from Peace Offering for a total of \$500.00)		\$90.75
Presbyterian Peace Fellowship		\$1,000.00
	Subtotal	\$1,090.75
International Mission		
Afghan Scout Relief Fund		\$3,000.00
	Subtotal	\$3,000.00
	TOTAL TIER 3	\$5,090.75
	TOTAL ANNUAL GRANT SPENDING	\$44,003.66
FINANCIAL SUPPORT FOR ADDITIONAL ACTIVITIES		
Feeding the Community		
Bienvenidos Sandwich Supplies		\$830.99
Emergency Funding for Bienvenidos Outreach Inc.		\$3,750.00
Emergency Funding for The Food Depot		\$21,250.00
Wednesday Community Dinners		\$248.53
	Subtotal	\$26,079.52
Matthew 25 Fund		
Additional Support for the Matthew 25 Fund		\$750.00
	Subtotal	\$750.00
Presbytery of Santa Fe EarthCare Workshop		
New Life Presbyterian Church - Refreshments		\$50.00
New Mexico Water Advocates - Honorarium		\$150.00
	Subtotal	\$200.00
Pride Parade		
Handout / Giveaway Supplies		\$85.18
Westminster Presbyterian Church - Split Booth Fee		\$100.00
	Subtotal	\$185.18
Roadmap to Resistance		
Banner		\$77.85
	Subtotal	\$77.85
Sagua La Grande, Cuba Church Support		
Food Shipment		\$332.14
Travel Assistance for Cubans to Attend Conference in Texas		\$800.00
	Subtotal	\$1,132.14
	TOTAL ADDITIONAL ACTIVITIES SPENDING	\$28,424.69
	TOTAL MISSION AND SOCIAL JUSTICE SPENDING	\$72,428.35

Our Cuba Partnership

Our partnership with the Presbyterian church in Sagua La Grande, Cuba, is now a quarter-century old. It has been a true "mission" relationship, as that term is used in Presbyterian polity - meaning an established Presbyterian church supporting the creation and spiritual development of a start-up Presbyterian church.

The main sign on the church reads "Iglesia Presbiteriana Reformada en Cuba "SANTA FE"), reflecting our support for the refurbishment of an old, dilapidated Spanish colonial building into a delightful church. It is equipped with a sanctuary, kitchen, meeting rooms, office, and a delightful interior patio with natural tropical vegetation. The refurbishment was undertaken under the leadership of our own FPC member Dr. Joseph Armbruster.

The SLG congregation reflects rural Cuban culture, which is relatively isolated from the rest of the world and is surprisingly pleasant. Cuba has good schools, a high literacy rate (90+ %), and a low crime rate with little or no drug-trafficking. It is relatively isolated from the rest of the world, being an island nation with tight border controls. (US citizens are not eligible for entry as tourists, although visas can be obtained for various other purposes - for example, the religious visas that we have traveled on.)

Coincidentally, this report is being issued at a critical time in Cuban history. First, in October we cancelled our planned annual trip to Cuba this winter due to concerns arising from the spread of two new respiratory viruses that filled hospitals all over Cuba. Also, a country-wide electrical power shortage had restricted the supply of electricity to around 2-3 hours per day, making refrigerators nonfunctional almost everywhere outside Havana. Entire power plants are shut down due to major equipment breakdowns, so no quick solution is in sight.

That was bad enough, but now the US military intervention in Venezuela two weeks ago, along with the US confiscations of Venezuelan petroleum tankers, has shut off Cuba's primary source of petroleum. Even before that event gasoline was often hard to obtain, with occasional long lines at gas stations and closures early in the day. The true impact of the loss of Venezuelan oil is not yet clear, but the impact could be catastrophic. Some fear the return of what happened after the Soviet Union was dissolved in 1991 and Russia, which was Cuba's largest trading partner at the time, pulled out of Cuba. Over the next 2-3 years the average Cuban reportedly lost 5-25% of their body weight, during what is still called the "special period." Some fear the consequences of the current Venezuelan crisis could be even worse.

The SLG congregation prays for us each week. We do the same for them, and we are now looking for ways to enhance our support for them from a distance.

We occasionally send food shipments via a Spanish firm, and now we are looking at our options for sending some solar panels and large storage batteries (even some that are comparable to electric vehicle batteries), to power their refrigerator and/or freezer. Unfortunately, at this time there appears to be a paucity of solar panels available to be sent to Cuba. This may be an early casualty of the Venezuelan crisis.

While most FPC members and friends have not had the opportunity to visit the SLG church, we hope we can nevertheless ensure the continuation of our relationship indefinitely, by maintaining communications with the congregation, by sending financial and other support as we are able, and by visiting the Church when we can once again travel to Cuba.

We have an FPC "Donor Restricted" Cuba Fund that exists for the exclusive benefit of our SLG partnership. Donations may be made at any time, and donors are assured that all funds in our Cuba Fund will be used only to support our partnership with the Cuban church. Contact our FPC Office for more information.

Respectfully submitted,
Bill Eklund, for the Mission and Social Justice Committee

Earthkeepers 360

In 2025, EarthKeepers 360 continued its mission to educate, equip, and engage spiritual leaders and faith communities to respond faithfully and effectively to environmental challenges. Throughout the year, our work strengthened the connection between spiritual values and ecological stewardship, mobilized faith-based advocacy for public lands and wildlife protection, and expanded our educational outreach and resources.

Last October, Rev. Andrew Black had the honor of serving as keynote speaker at the Presbyterians for Earth Care National Conference in Ferncliff, Arkansas. The conference theme, *Justice Flows Down Like Water*, invited participants to reflect on the sacredness of water as a gift from God, a source of life, and a call to justice. Through worship, workshops, and community connection, the conference renewed our shared commitment to protect water, advocate for equitable access, and care faithfully for all creation.

EarthKeepers 360 continued its faith-based advocacy for public lands and wildlife through campaigns to secure permanent protection for the Caja del Rio, safeguard Oak Flat from the impacts of destructive mining, and defend Chaco Canyon from oil and gas development. Alongside this advocacy, we expanded our educational work on energy dominance, helping congregations and communities reduce energy consumption and invest in more sustainable, environmentally responsible sources of power. We also worked closely with communities to deepen understanding of the ecological importance of maintaining healthy environmental flows in our rivers and streams.

At First Presbyterian Church of Santa Fe, EarthKeepers 360 built on the foundation established in 2023 to become a Climate Smart congregation and a leading example of faithful stewardship of God's creation. This past year, our zero-waste campaign significantly expanded our recycling efforts. We doubled our recycling impact by collecting clothing, shoes, and food pouches, recycling 322 pairs of shoes, 150 pounds of children's and adult clothing, and 40 pounds of food pouches. We continue to maintain a recycling drop-off site at the Santa Fe Children's Museum and plan to add several additional drop-off locations throughout Santa Fe in 2026.

Our partnership with Reunity Resources, launched in 2023, continues to support composting services at First Presbyterian Church and the Child Development Center. We strive for zero waste during meals and events by composting all food scraps, coffee grounds, cups, and paper products. EarthKeepers 360 continues to educate and encourage the congregation to reduce food waste and practice proper composting techniques. While making composting a natural habit will take time, the environmental benefits are well worth the effort. To broaden our impact, we provide free compost bags in the church lobby and invite members to compost at home, with rolling compost bins available in the basement for convenient drop-off.

With the support of New Mexico Interfaith Power and Light, we completed a comprehensive Energy Audit in 2023. After three months of analyzing our building systems and energy use, we received an extensive report outlining practical steps to reduce consumption and lower utility costs. We began by addressing low- and no-cost improvements, including training staff to manage the heating and cooling systems more efficiently and regulating thermostats. We installed UV and heat-reducing window tint

on south- and west-facing windows on the first and third floors in 2023, and extended this work to the Child Development Center in 2024. With the help of Rob Lochner from Habitat for Humanity and Marie Gonzales, we replaced fluorescent fixtures with energy-efficient LED lighting and installed motion sensors in several bathrooms, closets, and the pantry.

Despite these efforts, our energy consumption and costs increased in both 2024 and 2025, surpassing our 2023 levels. This troubling trend highlights the need for renewed focus and deeper investment. In the coming year, EarthKeepers 360 and the Creation Care Committee will revisit the Energy Audit recommendations and develop a new set of priorities to present to the congregation and Session. Continued progress will require the support of the Session and Facilities Committee as we replace outdated fixtures and address more complex sources of energy and resource waste.

Looking ahead, we plan to address additional Energy Audit recommendations in 2026, including exploring energy efficiency programs offered by PNM and continuing the conversation about transitioning to solar energy. The long-term cost savings from these measures have the potential to significantly strengthen other missions and ministries of the church.

First Presbyterian Church of Santa Fe was also recognized for its outstanding natural landscaping and conservation efforts through EarthKeepers 360. The National Wildlife Federation's Sacred Grounds program honors congregations that create wildlife habitat and actively link faith practices with environmental care. As a recognized Sacred Grounds site, our church serves as a model for responsible stewardship of God's creation. In 2026, we will continue working with our energy auditors to ensure that our plumbing and irrigation systems remain efficient and well maintained. We will implement plans to identify and repair leaks and plumbing issues that not only cost the church financially but also waste precious water during New Mexico's ongoing and critical drought.

Education Circle

Adult Education

Members in 2025: Gale Wright, Allen Gullledge, Dick Lindahl and Pastor Harry.

We followed our theme of ACTS II—we strive to become the new apostles in our thinking, actions and deeds. Some of our presentations in 2025 were the following:

Andrew continued a series on "Is Christ divided"? Tony Arnold spoke on Transformative Desert Encounters. We studied the John Philip Newell book "The Great Search" for several Sundays in winter, with various speakers each taking a chapter. These included Jeannie Bowman, David Solem, Allen Gullledge, San Williams, Andrew and Pastor Harry.

In the spring, David Solem discussed our vision for the Church. Rev. Victor Nelson talked about the best way for the Church to move forward, and did listening sessions during this transition period. Dr. Jemar Tisby presented for several Sundays on the Roadmap to Resistance. Andrew presented our role in resistance.

For several Sundays in Autumn, we discussed navigating transitions, with presentations by Rev. Matt Skinner, and Stephen Rhoades, the stated clerk of the Presbytery who discussed the Presbyterian call process, and Jeannie Bowman discussed navigating change.

Rev. John Nelson of El Paso presented on a border perspective. Gian Schauer spoke about the Faith Coalition, and Gillian Gonda of NM Water Advocates discussed the Rio Grande water crisis. Andrew and Jen presented on the climate crisis. John Lentz discussed what the future of the church might look like. Frank Yates spoke about peaks and valleys of Scripture. In December, Rev. San Williams spoke on “What Time Is It”, a conversation on the meaning of Advent, examining the church’s liturgical calendar.

This concluded our Adult Education series for 2025. We always tried to educate and inform our congregation and then ACT as the new apostles in our Church, Santa Fe, and the world.

Family Ministry

Growth and Transformation

This past year was one of meaningful growth and transformation as we welcomed new families into our congregation. Three new families joined our vibrant Family Ministry, enriching our community and deepening our shared life together. Our program was further enhanced by the joyful music class thoughtfully created by Linda and Travis. Through bells, song, and movement, children learned foundational skills of rhythm and melody while discovering the joy of making music together.

Learning Through Service

On the first Sunday of each month, our Family Ministry gathers for *Service Sunday*, an opportunity for children and youth to learn about the needs of others and how we are called to serve. We began close to home by creating Valentine gift bags filled with cookies and candy for our homebound members. Throughout the year, our deacons faithfully delivered baked goods, blessing snack bags, cheerful suncatchers, and pumpkins decorated and filled with flowers by our children and youth. These small acts of kindness brought comfort and joy to those who were homebound or hospitalized. Our children also expanded their understanding of service beyond our church community by assembling more than 200 brown-bag lunches for individuals experiencing homelessness at the Interfaith Shelter.

Our older youth and young adults played a vital role in responding to the humanitarian needs at the border, collecting hundreds of pounds of shoes, clothing, medicine, toiletries, and toys for shelters in El Paso. With the leadership and support of the Mission and Social Justice Committee, two young adult mission trips to the border were a great success. We are deeply grateful for the generosity of the congregation, whose donations made a tangible difference in the lives of migrant families. Our church remains committed to ongoing partnerships with La Placitas Presbyterian Church, Eva Moya and Dignity Missions, and other organizations in El Paso, while continuing to invite more youth and members to learn, volunteer, and support this important work.

Our final service project of the year centered on the Angel Tree and the Santa Fe Youth Shelter. Church members selected gifts for families in need, filling several carloads with generosity and care. The Angel Tree continues to be a powerful expression of love—touching hearts, changing lives, and offering a beautiful way to celebrate the birth of Christ.

Building Community

This Easter, our deacons spent an afternoon stuffing hundreds of eggs in preparation for the return of our annual Easter Egg Hunt at Federal Park. Led by Mary Norris, the deacons welcomed dozens of families—toddlers to teenagers—for a joyful morning of egg hunting, treats, and fellowship.

In the fall, our youth gathered for a memorable evening of storytelling at Reunity Resources, where legendary storyteller Joe Hayes captivated all ages with tales of the American Southwest. From snakes that chew bubble gum to Little Corn Girl, his stories brought laughter, wisdom, and delight.

One of our most exciting new community-building efforts this year was the *Parents' Night Out*. Wildly successful, this program gives parents the gift of time—whether for a quiet date night, errands, or self-care—while children enjoy an evening of games, activities, food, and connection with church members. Special thanks to Mary Norris and the deacons for their creativity, care, and commitment.

We closed the year by ushering in the holiday season with joy and anticipation. Youth decorated sugar cookies, built gingerbread houses, enjoyed warm treats, and helped create farolitos. On Christmas Eve, we hosted a cozy hot chocolate bar that invited friends, family, and visitors to gather, linger, and share in community. We also had an amazing farolito team place more than 200 farolitos around the church, lighting the way for our evening services and reminding us of Christ's light shining in our community.

submitted by, Jen Black, Director of Family Ministry

Congregational Life Circle

History Committee and Archives

The purpose of the History/Archives committee is to organize and archive the official records of this church as well as anything of historical significance; and to educate the congregation about the church's history.

Members of the committee: Betty Kersting, Leslie Miller, Esther Milnes, Becky Crutchfield, Sally Stoker and Carolyn Minton. We welcomed Becky and Sally in the fall.

We are responsible for one of the display cases in the lobby. This year we introduced you to John H. McCline, an African American who lived in Santa Fe and was custodian at FPC. The display was based on the book "Slavery in Clover Bottoms: John H. McCline's Narrative". Next was Judge Pope, who was a historical figure in Santa Fe, and for whom Pope Hall was named. The third display was of our prior pastors as a precursor for the upcoming Pastor Nominating Committee work. Before Advent we installed the Chrismons, which are Christian icons. There is a written description for each symbol. We were given boxes of material from the Brownie and girl Scout troops that met in our church from 1945-1958. These materials included minutes, newspaper articles, photographs and lists of the girls who participated. We found a repository for those items in Albuquerque where the Scouts have archives.

Our committee has had 10 boxes in our vault of Euro-American artifacts and Native American sherds collected from the dig before our church renovations from 2004-2006. We spent weeks checking off the paper bags from the inventory sheets in each box. Then we repacked the Euro-American artifacts into 4 boxes and donated them to New Mexico State Arts and Culture. The Native American sherds

were left in their original bags to be repatriated to the Tesuque Pueblo. These sherds have not been delivered yet. We are waiting to hear back from the Tesuque Pueblo.

We are continuing digitizing paper material due to degrading of hard copies. Digital copies can be easily accessed on the computer. We have finished digitizing the worship bulletins from 1930 to the present. We will start on La Epistola newsletters next. In our database there are photos of the arts and artifacts in our church. Inventory of these items takes place every other year. These are accessed by number and/or name.

Carolyn Minton, Chairperson

Food, Fun, And Fellowship

Our small group continued to serve in 2025.

Members: Sharon Marrs, Diane Buchanan, Kathy Harris, Jeannie Bowman, Janis Gonzales and Melissa Mitchell, Marie Gonzales. Aided every First Sunday by Karina and Hector Juarez and our very own Margarita Lopez.

In 2025 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.

The June First Sunday, we were honored to plan and prepare the lunch for Pastor Harry's retirement. We have also discovered that the congregation's favorite cuisine is Mexican Food! We love Hector's Green Chile Chicken Enchiladas and Marie's Pork Tamales and Mexican Rice.

We hope to continue our First Sunday tradition through 2026. Join us, we do have a great deal of fun. Judi Haines, Chair

Prepared by Men's Breakfast

Our Purpose

The Prepared by Men's Breakfast program exists to create fellowship, improve communication, build community, and offer a place for the men of our church to develop their culinary talents while serving others hungry for connection and information. Although organized by men, the program intentionally welcomes **women as participants** as well—hence the name, *Prepared by Men's Breakfast*, rather than *Men's Breakfast*.

We are always seeking **program ideas and additional volunteers**, and we warmly invite Session members to join us during the year!

A Word of Thanks

We extend our appreciation to **Mark Bixby**, who has served faithfully this past year as chief cook and coordinator. Mark's professional restaurant background has been a tremendous gift—his breakfasts have consistently been both delicious and eagerly anticipated!

We are also grateful to others who stepped in to help with cooking, setup, and support, including:

John Whitcomb, Gayle Lomax, George Parr, Robert Haight, Scott Phelps, Ed Barker, and Wally Bettes.

How to Get Involved

Those interested in helping with programming, cooking, or supporting kitchen logistics are encouraged to reach out:

- **Jim Elliott** — 505-557-8110
- **Wally Bettes** — 214-893-7211

We hope Session will support this ongoing ministry of hospitality, information-sharing, and community building, and we warmly invite you to join us at future breakfasts.

The following programs were presented in 2025

- **January 11, 2025** — *Porfirio Chavarria*, Specialist, Santa Fe Fire Department
Topic: *Wildfire Risk and Mitigation*
- **February 8, 2025** — *Anji Estrellas*, Executive Director, Casa Milagro
Topic: *The Miracles at Casa Milagro*
- **March 8, 2025** — *Patricia Varga*, VP, Esperanza Shelter
Topic: *“The Most Committed and Least Reported Crime in America: Domestic Violence”*
- **April 12, 2025 – 9:00 AM** — *Arthur Neudek for Gian Schauer*
Topic: *Mission & Social Justice Report*
- **May 10, 2025** — *Betty Sisneros Shover*, NAMI Santa Fe
Topic: *Understanding and Supporting Mental Health*
- **September 13, 2025** — *Silas Peterson*, Financial Partners
Topic: *“Retirement Planning Beyond Investments”*
- **October 11, 2025** — *Desirée Bernard*, Interfaith Power and Light
Topic: *“Active Hope”*
- **November 8, 2025** — *Kate Field*, New Mexico Solutions
Topic: *“Santa Fe Crisis Services”*
- **December 13, 2025** — *Randy Randall*, Executive Director, TOURISM Santa Fe
Topic: *“The Value of Tourism in Santa Fe”*

Jim Elliott, Chair of PMB

Prayer Shawl Ministry

We meet on the 1st and 3rd Tuesday mornings of each month at 10:00 in the Rendon Room. At our gatherings we knit, share life experiences with one another, discuss the world and local problems, support one another and bless the new shawls we have made. We present newly finished shawls to the pastor at both church services on the first and 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 and 24 in 2025.

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 FY2026.

Tillie Perkins, Prayer Shawl Ministry member and scribe

Welcome Ministry

The Welcoming Ministry's mission is to create a warm and inclusive environment that fosters a sense of belonging for both visitors and new members.

The Welcoming Team greets visitors on Sunday mornings, sends notes to those who attend more than once, and follows up with phone calls and an invitation to attend an "Inquirers' Gathering" to learn more about the Presbyterian Church USA and FPCSF.

Inquirers' Gatherings are held several times a year. Led by a pastor and the members of the Welcoming Team, this is a great time to meet new friends and to ask questions about FPCSF. Visitors who plan to join the church are invited to explore the many opportunities to serve, to be introduced to committee chairs and to meet with Session.

Ten new members joined our congregation in 2025 and are finding their place in the fellowship of the church. We look forward to a year of welcoming more folks into membership, or into the role of "Friend" of FPCSF.

Thanks to our team Betty Jones, Alice Tinkle, Julia Hudson, Mary Ann Amos, Betty Kersting, Wally Bettes and our newest member Wendy Taylor Clark for their dedication to this ministry.

Submitted by, Sharon Kirby, Committee Chair

Stewardship Circle

Communications

In 2025, we continued with the electronic newsletter format set up in late 2023, which includes images, headlines, and short paragraphs with links to the website. Through May, we produced three newsletters each week one on Tuesday with general announcements, one of Friday with what is happening on Saturday and Sunday, and one on Saturday devoted to Pastor Harry's Letter to the Saints. With Pastor Harry's retirement, the Saturday newsletter was published as needed for specific updates on the pastor transition process and other special messages such as stewardship, social justice advocacy, and facilities security issues. Newsletter articles are tied posts on our website that are on our home page, our news page, with topical articles on the relevant pages (Worship, adult education, etc.). 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, and Pastor Andrew. With Delicia's move to the preschool, we also used contracted services by Sky Adams.

Respectfully submitted by,

Gale Wright

Personnel

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

Members: Joy Ice, Sharon Eklund, Tom Tindall, and Rick Andrew (Chair)
Members from Staff: Harry Eberts (until June) 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 or revised by the appropriate committees and with regular conversations with Head of Staff, Director of the CDC, and the Office Management Committee.

The updated Human Resource Manual was completed in 2025 and is ready for approval by the Committee and then the Session.

There were a few Staff changes in 2025. In office administration, one staff person transitioned to reduced hours and responsibilities and accepted a position in the CDC. We hired one new office person early in the year, and they subsequently left toward the end of the year. There were a few other changes in the CDC, some related to the new NM, Early Childhood Education Plan, see the included report from the CDC.

Job Descriptions revisions continued through 2025, primarily related to Office Administration positions and responsibilities, working closely with the Office Management Committee.

At the end of 2025, FPC had 24 members of Staff: 1 Pastoral Staff, 7 Church Staff and 16 CDC Staff.

We will review staffing needs as we work through our pastoral transition in 2026.
Respectfully submitted by Rick Andrew, Chair.

CDC Personnel

The CDC has budgeted for 14 full-time 1.0 FTE Teaching positions and 3 part-time .5 or less Teaching positions this year. We also staff the CDC with a full-time Director, Anne Liley, and a Part-Time, roughly 16-hour/week Assistant Director, Krista Peterson.

We support a portion of the Facility Administrator salary of Marie Gonzales as well as Mike Larranaga in the Facility Department. The preschool employs their own custodian, Lorenzo Duran, at 20 hours/week as well as 5 hours/week of supplemental cleaning provided by Margarita Lopez.

The CDC has maintained steady staffing all year and only had one staff member who resigned to become a Center Director at another site in town. We were very happy about this opportunity for Arely Mercado who had completed her BA Degree while working with the CDC and has started on her master's degree.

Due to Arelys departure, we were able to hire Anair Hernandez Vallera, a parent here in the preschool to work part-time as a support teacher to all of our classrooms. Anair has been a wonderful addition to the staff, she is incredibly hard-working, eager to learn and wonderful with the children. We also hired Delicia Nakazono as a second part-time staff member to work in our infant classroom. Delicia has a bachelor's degree in early childhood education and has many years of experience working with infants. Her knowledge and experience have brought so much to this class, and we are so thrilled to have her on staff.

The CDC was able to provide 5% staff increases to all our admin, teaching and facilities staff in 2026 mostly thanks to our increased income from Universal Childcare through the New Mexico Early Childhood Education and Care Department.

Staff continue to work towards different educational requirements for their positions. Our PreK Lead Teachers are required to have at least a bachelor's degree in early childhood education or a related field, and Teaching Assistants are required to have an AA in Early Childhood Education. This formal, required education is paid for 100% by the NM Early Childhood Education and Care Department. We currently have staff taking classes at Eastern New Mexico University, University of New Mexico, Highlands University and Santa Fe Community College. We are incredibly grateful to our staff's commitment to furthering their education as it directly benefits and affects the educational outcomes of our enrolled children.

Many of our staff have been here for over 15 years and this year we were able to celebrate a very special anniversary for Nicol Mendiola who has been working here with the CDC for 20 years. Nicol is one of the hardest-working, most caring and dedicated teachers and we are so grateful that she has chosen to spend her career teaching here at the CDC.

The Child Development Center is so fortunate to have such committed, caring and knowledgeable staff. The success of our program is due to the effort these educators and auxiliary staff bring to the program day after day, and we are so grateful for every one of them.

Office Committee

The office continued to be busy in 2025, 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. The 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 2025, revenue was just under \$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.

We enjoyed a few months of two office administration staff, then mid-year Delicia moved upstairs to the Infant Care Center, but continued to publish bulletins, TGIF programs and manage the Faith Directory, and Steph resigned in November.

Again, our THANKS to our faithful Front Desk Volunteers. Judy Montãno, Wally Bettes, Kathy Harris, Chris Haynes, Betty Jones, Lynne Stevensan. And to Marie Gonzales, Anne Liley, Jen Black and numerous others who stopped by to help.

We will be analyzing staffing patterns along with Personnel so that we might continue to provide a Welcome with a Smile from the church office and the Welcome Desk.

Respectfully submitted, Judi Haines/Chair

Facilities

2026 is the 20th anniversary of the construction of our Annex. That \$6 million project covered more than just the building of our Annex. We also installed systems serving our Sanctuary, including our new HVAC system, roofing, fire alarms, wet and dry fire sprinklers, and our organ.

As with purchasers of a new home, during the early years thereafter it was easy to deemphasize building maintenance when everything seemed to be brand new.

Consequently, we are broadening the scope of our Annual Report a little, focusing on the increasing scope and cost of facility management responsibilities in the coming years.

Our church building is one of the most monumental historical structures in Santa Fe. It consists of two parts that are integrally connected and appear as single buildings - our Sanctuary and our Annex. The boundary between them begins with an east-west line running through the center of the glass doors on our Grant Avenue patio, and west toward Griffin Street.

The Sanctuary was built in 1939 on the site of previous Presbyterian churches dating from 1867. It consists essentially of a single sanctuary room, the appearance and structure of which has been preserved essentially unchanged since 1939, both internally and externally, with the exception of our pipe organ at the front of the Sanctuary.

The north half of the building is our Annex. It is 20 years old and is essentially a three-story "Class A" office building. It includes professional offices, a commercial elevator, a full kitchen, conference rooms, a centralized HVAC system, fire alarm and sprinkler systems, a reception lobby, and underground parking. The entire second floor is dedicated to our five-star preschool (our Child Development Center (CDC)). Our Infant Care Center is on the third floor.

The Annex also has some lesser-known amenities, for example: our underground rainwater catchment cisterns, located under the brick patio on Grant Avenue. They collect rainwater from the roofs of the Annex, which is used for irrigating our landscaping in the warm months.

The Annex also houses the major parts of our world class pipe organ, with its some 2,500 steel and wood pipes. Only the 26 largest pipes are visible at the front wall of the sanctuary. All the other pipes are invisible to the audience, being located in a pipe room just behind the organ wall. Another unseen component is a leather bellows the size of a dinner table, which produces compressed air to power the

organ, and which is located in a dedicated basement room. A humidifier controls the humidity in the Sanctuary in order to preserve the steel, wood and leather components of the organ assembly.

An additional and unseen organ-related feature is the approximately 40 tons of sand that were placed on top of the latillas that form the ceiling of our Sanctuary. The sand layer was proposed by German acoustic engineers who were retained to assist in the design and installation of the organ, and who were perplexed with how to make the latillas in our Sanctuary ceiling acoustically reflective, without changing the historical internal appearance of our Sanctuary.

Maintenance and Repairs

The costs of maintenance, repair and replacement of the essential components of our facilities are large for a congregation of less than 300 members. Those costs have only increased since 2006, and will increase further in the coming years. They are estimated in detail in the report entitled "Condition Assessment and Maintenance Plan," prepared by the local A/E firm of Atkin, Olshin and Schade in 2018. It is available in the files in our mechanical room and Facilities office.

Our chiller is the most expensive single item of equipment that we will need to eventually replace. It functions the same as the refrigeration unit in a common refrigerator, but is the size of a truck. It produces refrigerated water that is circulated throughout the church. It was made by McQuay, a US manufacturer of refrigeration systems. Its estimated lifespan is 20-25 years, as reported in the two national publications of estimated lifespans and replacement costs for components of commercial buildings.

After the chiller was installed, McQuay was purchased by Daikin, a major Japanese producer of HVAC systems sold worldwide. Daikin is comparable to US manufacturers Trane or Carrier.

We hired Daikin to provide routine maintenance services for our chiller, as well as the other components of our HVAC system. We chose Daikin because, as the purchaser of McQuay, Daikin acquired McQuay's manufacturing facilities and their inventory of spare parts for our McQuay chiller. In the past year, Daikin purchased a regional commercial HVAC contractor named Varitec, which does business in Arizona, New Mexico and other nearby areas. With that purchase Daikin elected to begin doing business under the Varitec name instead of the Daikin name. While initial impressions were favorable, maintenance performance continues to be average at best. Also, Varitec has no office in Santa Fe, so service calls are costly due to the travel time required from Albuquerque. Since our chiller is 20 years old this year and will soon be obsolete, we need to start thinking about its replacement, at an estimated cost of about \$60,000. Also, our current chiller uses Freon, a well-known refrigerant that has been around for many years, but which is not climate-friendly and is now prohibited for sale in the U.S., except to owners of original Freon-based chillers. As a result, Freon is hard to find and costs as much as \$5,000 per gallon, when it can be found at all.

There is an additional reason why we need to maintain and replace our chiller before it fails. Our Child Development Center and Infant Care Center are subject to strict temperature requirements. They are periodically monitored and inspected by state authorities for compliance with those requirements. An unexpected failure of our chiller would result in the shutdown of our preschool and infant center within a day, and such a failure could take days or weeks to remedy by purchase and installation of a new chiller.

Burglaries and a New Security Service contract

In November and December, we had three felony burglaries on separate nights, each committed by the same two perpetrators. The two perpetrators broke in through a ground level window in our McFarland Chapel. Many of our tools and pieces of equipment, including power tools, were stolen. Two locked rooms were broken into and ransacked, and the perpetrators also damaged a car parked in the garage while they were trying to steal it. One of them was arrested in the act on the third burglary. We soon learned that he has a 20-year record of property crimes, including multiple felony offenses, and is also awaiting trial for two previous burglaries elsewhere. A group of about 10 FPC members attended his preliminary hearing in our local District Court, to express support for his incarceration pending his trial, as opposed to applying the existing NM policy of releasing persons charged with property claims pending trial, so long as no personal injury was involved. Our attendance was successful. Judge Ellington ordered him incarcerated until his trial some six months from now. We have since had steel bars installed over two ground level windows on the north side of our building. We are also entering into a new contract for security patrol services at night, and are shopping for new and more sophisticated video camera systems in the church.

Exterior Lighting, Landscaping and Irrigation

Lighting - We are considering moving to solar lighting for our outdoor landscaped areas. The existing 110-volt lighting timers are difficult to access and are suffering from years of rodent damage to their wiring.

Also, the floodlights on the south wall of the sanctuary, on opposite sides of the wooden entry doors, are uncomfortably bright when encountered by someone leaving the Sanctuary. They are more intense than is allowed by the City code, and they pose a modest safety concern for persons having to navigate the exit steps in the dark and under the glaring light of the floodlights. Relocation of the floodlights and/or installing better shrouding is likely.

Irrigation - The timers, controls and wiring for the drip irrigation systems in our landscaping are suffering from age, vandalism and rodent damage.

Cisterns - We have three large rainwater cisterns under the brick entry patio on Grant Avenue, which collect rainwater from the roofs of the Annex building. The rainwater is automatically routed to our irrigation lines whenever they have rainwater in them, and the irrigation pumps are automatically switched to the domestic City water supply whenever the rainwater level in the cisterns falls too low. We have a significant problem with the cisterns. They are made of polyethylene and are being slowly deformed by the 5 feet of soil, concrete, and patio bricks that are on top of them. As a result, the brick flooring of the front patio is visibly sinking. This is a significant long-term problem that will be messy to fix, requiring heavy equipment and the blockage of the Grant Ave sidewalk and our entrance doors when replacement is begun. We hope to access the cisterns this summer to better determine how serious the problem is and to obtain cost estimates for correcting the problem.

Our Garage Door Assembly.

The unfortunate saga of our 1+ year-long effort to replace our failed garage door is hopefully over. Two new door assemblies had to be produced for us because the first assembly was constructed improperly, and after it soon failed and it had to be replaced with a second new assembly. The latest garage door assembly seems to be assembled and working as intended. It took many months to finally get it properly manufactured and installed. We continue to look for ways to extend its life in the future by limiting the number of openings and closings each day.

Exterior Annex Stucco Project

We have postponed our replacement of the Annex stucco until early spring. We encountered various delays in the process of selecting a contractor, executing a contract with our contractor, and obtaining the necessary permits from the City Historical Division and the City Construction Division. Also, while City staff initially indicated they would approve a modern "synthetic" stucco, they reversed their position after two months to require "cementitious" stucco, forcing us to revise the description and cost of the project. Also, an unusually wet fall season forced many Santa Fe contractors, including ours, to reschedule their exterior stucco jobs to the spring of 2026.

Other Repairs and Replacements

Only a few recent examples are discussed here. Over 65 items are identified in the Assessment Report. Respectfully submitted,

Bill Eklund, Facilities Committee

Stewardship

The Stewardship Team continued its work for 2025 with members Bill Eklund and Jack Lippincott, with Joe Shands and Roger Said serving as co-chairs. Our committee benefited from everyone's unreserved generous contributions. Joe Shands created a beautiful new 2026 Stewardship Campaign message, with the theme, "Give Out Loud". You may recognize the art used for the campaign, as it is the same original art work Joe painted for Harry Eberts' recent book, "Pray Out Loud".

October was a very successful Stewardship month culminating with Pledge Sunday October 29th. A sincere "thank you" to this generous congregation for EVERY important pledge commitment to our 2026 campaign, currently exceeding \$387,000 to date.

Your valued time, talents, financial contributions will launch the many impactful missions of First Presbyterian Church for 2026!

Thank you for your generous donations and gifts! Joe Shands and Roger Said Co-Chairs

**FIRST PRESBYTERIAN CHURCH
SANTA FE**

It is not a balance sheet or an accounting statement. It is a group of chosen people who are fulfilling the mission of the Church through the following:

LOVE HOPE JOY

WORSHIP & MUSIC DEACONS ANGEL TREE

EARTHKEEPERS EARLY CHILDHOOD EDUCATION BIBLE STUDIES

LITURGICAL ARTS MEMBER VISITATIONS CHANCEL CHOIR

PRAYER SHAWLS MISSION & SOCIAL JUSTICE INFANT CARE

DISMANTLING RACISM FOOD ASSISTANCE YOUTH PROGRAMS

AFTER CARE ADULT EDUCATION FAMILY MINISTRY

RELIGION & SCIENCE HISTORY & ARCHIVES MEN'S BREAKFAST

SPIRITUAL JOURNALING FOOD, FUN, & FELLOWSHIP

COMMUNICATIONS ENVIRONMENT ESPERANZA SHELTER

HEALTH CARE IMMIGRATION SUPPORT CHOIR SCHOLARS

WELCOME GROUP CIRCLE OF FRIENDS TGIF

CHANCEL CHOIR CUBA BELL CHOIR

EASTER LILLIES & POINSETTIAS PARENT'S NIGHT OUT

The Finance Committee members for 2025 included: Darryl Bowman (treasurer), Gale Wright, Bill Eklund, Judi Haines, Margaret Lysterly, and Dick Lindahl (chair). Maureen Maleney joined as Budget Coordinator. As in the recent past, our committee met regularly by Zoom during 2025 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.

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.

Dick Lindahl, Chair

**FIRST PRESBYTERIAN CHURCH
2025 ACTUAL VS. BUDGET
VARIANCE ANALYSIS**

REVENUES

- Pledges were less than budget by \$8.1K.
- Other Contributions for unpledged gifts, plate offerings, and unrestricted estate gifts were under budget by \$4.8K.
- Special PC(USA) Offerings were under budget by \$4.6K.
- Space Rentals were under budget by \$4.4K.
- CDC Revenues were higher than budget by \$131.0K.
- Total Revenue / Income was under budget by \$67.4K.

EXPENSES

- Pastoral expenses were under budget by \$63.6K due to the senior pastor position being vacant for seven months.
- Staff expenses were higher than budget by \$48.5K. This is due to staff changes from FPC to CDC and CDC overtime, bonuses, and increased use of medical coverage. Increases in family ministry staff, EarthKeepers administrative staff, choral scholars, and building staff taking retirement.
Admin / Office / Tech expenses were under budget by \$25.1K. This is primarily due to lower than budgeted expenses for Information & Technology by \$11.6K and CDC administrative expenses by \$13.4K.
- Building & Grounds expenses were under budget by \$10.5K primarily due to lower overall repair & maintenance expenses.
- Worship, Music, & Arts expenses were under budget by \$17.0K due primarily to lower than budgeted expenses of \$13.9K for TGIF.
- PC(USA) Mission donations, Per capita assessments, and Special Offerings were under budget by \$5.1K primarily due to lower payments for One Great Hour of Sharing, Pentecost, Peacemaking, and Christmas Joy.

EXPENSES (continued)

- Activities / Committees expenses were \$46.2K over budget. – This category includes mission, congregational care, education, communications, EarthKeepers, and a number of other church activities such as donations to charities, benevolent support provided directly by FPC, border trips, food and shelter support, Angel tree, and other activities

- Total FPC & CDC expenses were \$8.8K lower than budgeted.
- Capital expenditures are \$10K or more and create an improvement with a life of three or more years. In 2025 we had one expenditure, the garage door replacement at \$12K.
- Total expenses were \$8.8K under budget.

OPERATIONAL RESULTS

- The combination of total revenue and total expenses resulted in a net ordinary income loss of \$58.6K.
- The bottom line overall operational net income was a loss of just \$8.6K. This was the result of a capital expenditure release of \$62.0K and a capital expenditure of \$12.0K, netting an additional income of \$50.0K.

First Presbyterian Church of Santa Fe
Statement of Financial Position
As of December 31, 2025

	Dec 31, 24	Dec 31, 25	\$ Change
ASSETS			
Current Assets			
Total Checking/Savings	270,864.90	187,622.01	-83,242.89
Total Accounts Receivable	61,609.10	188,932.98	127,323.88
Total Other Current Assets	15,300.00		-15,300.00
Total Current Assets	347,774.00	376,554.99	28,780.99
Total Fixed Assets			
Total 18000 · Investments	2,425,581.80	3,114,084.65	688,502.85
Total Other Assets	2,425,581.80	3,114,084.65	688,502.85
TOTAL ASSETS	8,454,242.78	8,896,778.34	442,535.56
LIABILITIES & EQUITY			
Liabilities			
Total Accounts Payable	3,911.90		-3,911.90
Other Current Liabilities			
21500 · Employee Liabilities	1,353.00		-1,353.00
22000 · Donations Payable			
Total 22100 · Presbyterian USA Offerings	29,500.02	26,806.19	-2,693.83
Total 22000 · Donations Payable	29,500.02	26,806.19	-2,693.83
Total 23000 · Other Payables	11,947.89	11,981.27	33.38
Total 24000 · Revenue Received in Advance	80,260.00	59,858.19	-20,401.81
Total Liabilities	128,972.81	98,645.65	-28,327.16
Equity			
30000 · Fund Balances*			
31000 · General Reserve Fund (Unrestr)	1,051,459.27	1,204,322.30	152,863.03
31500 · Karayanis Fund		605,000.00	605,000.00
Total 32200 · Bldg Maint (DR)	7,583.83	13,305.93	5,722.10
32500 · Columbarium Fund (DR)	4,110.43	4,360.43	250.00
Total 32000 · Facilities / Physical Plant	354,603.14	341,444.61	-13,158.53
Total 33000 · Mission and Social Justice	77,153.98	92,776.14	15,622.16
Total 34000 · Child Development Center	537,579.37	561,760.20	24,180.83
Total 35000 · Music, Art and Worship	407,430.89	350,599.51	-56,831.38
Total 36000 · Christian Ed Funds	21,259.91	19,283.70	-1,976.21
Total 37000 · Congregational Care	13,231.82	14,414.51	1,182.69
Total 37900 · EarthKeepers 360	66,826.22	90,246.44	23,420.22
Total 38000 · Other Funds	107,637.68	111,529.74	3,892.06
Total 30000 · Fund Balances*	2,637,182.28	3,391,377.15	754,194.87
39100 · Fixed Assets Investment	5,680,886.98	5,406,138.70	-274,748.28
39200 · Unrestricted, Undesignated	91,091.55	-744,994.16	-836,085.71
Net Income	-81,890.84	745,611.00	827,501.84
Total Equity	8,327,269.97	8,798,132.69	470,862.72
TOTAL LIABILITIES & EQUITY	8,454,242.78	8,896,778.34	442,535.56

First Presbyterian Church of Santa Fe
Operating Budget Performance
January through December 2025

	Jan - Dec 25	YTD Budget	\$ Over Budget	Annual Budget
Ordinary Income/Expense				
Income				
40000 · FPC Current Revenue				
Total 41000 · Pledges	411,864.61	420,000.00	-8,135.39	420,000.00
Total 42000 · Other Contributions	179,952.85	184,800.00	-4,847.15	184,800.00
Total 43000 · PC(USA) Special Offerings	4,374.61	9,000.00	-4,625.39	9,000.00
Total 44000 · Space Usage	17,045.00	21,400.00	-4,355.00	21,400.00
Total 46000 · Other FPC Revenue	1,076.68	200.00	876.68	200.00
Total 47000 · Investment Income	549.58	400.00	149.58	400.00
Total 40000 · FPC Current Revenue	614,863.33	635,800.00	-20,936.67	635,800.00
Total 48000 · FPC Releases from Restriction	309,988.54	309,200.00	788.54	309,200.00
49000 · CDC Revenue				
49100 · CDC Tuition				
49110 · CDC Tuition - Family Paid	374,442.95	443,700.00	-69,257.05	443,700.00
49120 · CDC State Subsidy	409,286.34	223,100.00	186,186.34	223,100.00
49150 · PreK Grant	648,223.12	630,000.00	18,223.12	630,000.00
49200 · CDC Scholarships Releases	24,377.50	30,200.00	-5,822.50	30,200.00
Total 49100 · CDC Tuition	1,456,329.91	1,327,000.00	129,329.91	1,327,000.00
Total 49300 · Contributions-General CDC	1,075.00			
49400 · CDC Fund Releases	3,589.28	3,000.00	589.28	3,000.00
Total 49000 · CDC Revenue	1,460,994.19	1,330,000.00	130,994.19	1,330,000.00
48900 · FPC Reserve Releases (Returns)	0.00	178,200.00	-178,200.00	178,200.00
Total 49999 · Release (Return) of Reserves	0.00	178,200.00	-178,200.00	178,200.00
Total Income	2,385,846.06	2,453,200.00	-67,353.94	2,453,200.00
Expense				
Total 51000 · Pastoral Expenses	166,936.98	230,500.00	-63,563.02	230,500.00
Total 52000 · Staff Expenses	1,652,431.12	1,603,900.00	48,531.12	1,603,900.00
Total 53000 · Admin / Office / Tech Exp	156,681.12	181,800.00	-25,118.88	181,800.00
Total 54000 · Building & Grounds Expenses	192,974.55	203,500.00	-10,525.45	203,500.00
Total 55000 · Worship, Music & Art Expenses	65,482.03	82,500.00	-17,017.97	82,500.00
Total 56000 · PC(USA)	25,500.61	30,600.00	-5,099.39	30,600.00
Total 57000 · Activities / Committees	163,628.52	117,400.00	46,228.52	117,400.00
Total 58000 · Other Exp	20,795.00	3,000.00	17,795.00	3,000.00
Total 59000 · Support for CDC	0.00	0.00	0.00	0.00
Total Expense	2,444,429.93	2,453,200.00	-8,770.07	2,453,200.00
Net Ordinary Income	-58,583.87	0.00	-58,583.87	0.00
Other Income/Expense				
Other Income				
81000 · Releases for Building Expense	61,899.02	315,000.00	-253,000.98	315,000.00
Other Expense				
25-Stuc - Stucco	0.00	300,000.00	-300,000.00	300,000.00
GaragDr - Garage Door Replacement	11,999.02			
91000 · Building Expenditures - Other	0.00	15,000.00	-15,000.00	15,000.00
Total 91000 · Building Expenditures	11,999.02	315,000.00	-303,000.98	315,000.00
Net Other Income	50,000.00	0.00	50,000.00	0.00
Net Income	-8,583.87	0.00	-8,583.87	0.00

2026 BUDGET HIGHLIGHTS

- Pledges are projected at \$390.0K.
- CDC has substantially increased revenue from state paid tuition due to the new state tuition covering most children. State tuition will increase from \$389.0K to \$1,275.0K. As a result, family paid tuition will decrease from \$375.0K to \$17.0K.
- Transitional pastor is budgeted at Harry's level with full benefits.
- Pastor Andrew returns to half time and has a 2.5% increase.
- A new parish associate is included at \$6.5K.
- Increases for FPC staff are 2.5% while CDC & building staff are 5%.
- FPC staffing levels remain the same.
- Benefits include the short-term disability benefit that was approved in 2025
- Medical and Pension Benefit structures are not changed.
- Medical premiums increased by 8%.
- Pastoral search expenses are included at \$5K.
- There is no support budgeted for CDC since the state now fully covers all the building expenses allocated to CDC.
- Capital Expenditures include \$466.0K for the stucco project. \$300.0K will be used from the Building Fund, depleting the fund and \$166.0K from our General FPC Fund.
- The CDC is projected to have a Net Income of \$300.0K due primarily to the New Mexico state paid tuition. The operation of First Presbyterian Church is projected to have a Net Loss of \$170.0K. The combined Net Income is \$170.0K.

First Presbyterian Church of Santa Fe 2026 Budget Overview

Ordinary Income/Expense	
41100 · Current Year Pledges	390,000.00
42000 · Other Contributions	
42100 · Unpledged Gifts	110,000.00
42150 · Estate / Special Gifts	30,000.00
42300 · Plate Offerings	13,300.00
42500 · Donations for Food	1,000.00
Total 42000 · Other Contributions	154,300.00
43000 · PC(USA) Special Offerings	
43100 · One Great Hour	1,250.00
43200 · Pentecost	1,250.00
43300 · Peacemaking	1,250.00
43400 · Christmas Joy	1,250.00
Total 43000 · PC(USA) Special Offerings	5,000.00
44000 · Space Usage	
44100 · LT Building rentals	6,600.00
44200 · ST Building Rentals	14,800.00
Total 44000 · Space Usage	21,400.00
46000 · Other FPC Revenue	
46110 · Coffee/Oil Sales	1,000.00
47100 · Interest / Dividend Income	600.00
Total 47000 · Investment Income	600.00
Total 40000 · FPC Current Revenue	572,300.00
48000 · FPC Releases from Restriction	272,700.00
49000 · CDC Revenue	
49110 · CDC Tuition - Family Paid	17,000.00
49120 · CDC State Subsidy	1,275,100.00
49150 · PreK Grant	649,000.00
49200 · CDC Scholarships Releases	17,000.00
Total 49100 · CDC Tuition	1,958,100.00
Total 49000 · CDC Revenue	1,958,100.00
Total Income	2,803,100.00
Expense	
51000 · Pastoral Expenses	
Total 51110 · Pastor Salary	97,500.00
Total 51140 · Pastor Benefits	46,740.00
Total 51150 · Pastor Other Expenses	8,800.00
51100 · Pastor Expenses - Other	60.00
Total 51100 · Pastor Expenses	153,100.00
51200 · Assoc Pastor Expenses	
Total 51210 · Assoc Pastor Salary	46,890.00
Total 51240 · Assoc Pastor Benefits	28,250.00
Total 51250 · Assoc Pastor Other Exp	4,660.00
Total 51200 · Assoc Pastor Expenses	79,800.00
51300 · Parish Assoc Expenses	
Total 51300 · Parish Assoc Expenses	6,500.00
51400 · Pastor Substitutes	1,800.00

Total 51000 · Pastoral Expenses	241,200.00
52000 · Staff Expenses	
Total 52200 · FPC Staff Salaries	213,500.00
52231 · Facil Admin - FPC	31,250.00
52232 · Facil Admin - CDC	31,240.00
52230 · Facilities Administrator - Other	<u>2,500.00</u>
Total 52230 · Facilities Administrator	64,990.00
52233 · Bldg Asst / Custodial - FPC	34,950.00
52234 · Bldg Asst/ Meals - CDC	17,470.00
52235 · CDC Custodial	<u>24,030.00</u>
Total 52239 · Facilities Staff	141,440.00
Total 52300 · CDC Salaries	926,100.00
Total 52100 · Staff Salaries	1,281,040.00
52510 · FPC Payroll Tax	16,330.00
52520 · Facilities Payroll Tax	10,820.00
52530 · CDC Payroll Tax	<u>70,850.00</u>
Total 52500 · Payroll Tax	98,000.00
52600 · Medical/Pension	
52650 · FPC Medical/Pension	31,320.00
52670 · Facilities Staff Medical/Pension	35,040.00
52690 · CDC Medical/Pension	<u>251,890.00</u>
Total 52600 · Medical/Pension	318,250.00
52400 · Staff Benefits - Other	<u>0.00</u>
Total 52400 · Staff Benefits	416,250.00
Total 52710 · Workers Compensation	11,400.00
52730 · Music Study Allowance	2,000.00
52740 · FPC Genl Training Exp	500.00
52750 · Reimbursed Mileage	<u>3,000.00</u>
Total 52700 · Other Staff Expenses	16,900.00
52811 · FPC Bookkeeping	31,000.00
52812 · CDC Bookkeeping	<u>17,000.00</u>
Total 52810 · Bookkeeping Service	48,000.00
52821 · FPC ICT Contract Labor	15,000.00
52822 · CDC ICT Contract Labor	<u>500.00</u>
Total 52820 · ICT Contract Labor Exp	15,500.00
52870 · AV Tech Contractor	28,000.00
52880 · HR Contractors	2,550.00
52890 · Other Contractors	<u>3,000.00</u>
Total 52800 · Contract Workers	97,050.00
52000 · Staff Expenses - Other	<u>0.00</u>
Total 52000 · Staff Expenses	1,811,240.00
Total 53000 · Admin / Office / Tech Exp	196,600.00
54000 · Building & Grounds Expenses	
Total 54100 · Facilities Contract Labor	1,700.00
54210 · FPC Custodial Contract Labor	6,500.00
54220 · CDC Custodial Contract Labor	6,500.00
54230 · FPC Custodial - Special	<u>500.00</u>
Total 54200 · Custodial Contract Labor	13,500.00
Total 54310 · Custodial Supplies	16,000.00

54315 · Landscaping Supplies	3,000.00
54320 · Other Building Supplies	6,000.00
54330 · Durables	8,000.00
54350 · Kitchen Supplies	800.00
Total 54300 · Supplies/Durables	33,800.00
54500 · Repairs & Maintenance	
Total 54500 · Repairs & Maintenance	126,000.00
Total 54600 · Parking	15,700.00
Total 54700 · Utilities	37,900.00
Total 54000 · Building & Grounds Expenses	228,600.00
55000 · Worship, Music & Art Expenses	
Total 55000 · Worship, Music & Art Expenses	48,500.00
Total 56000 · PC(USA)	26,500.00
Total 57100 · Mission & Social Justice	57,500.00
57210 · Children's Program Expense	1,500.00
57222 · Youth Fund - Trips, Activities	3,000.00
Total 57220 · Youth Program Expenses	3,000.00
57240 · Adult Ed	
57241 · Classes	500.00
Total 57240 · Adult Ed	500.00
57200 · Christian Education - Other	3,500.00
Total 57200 · Christian Education	8,500.00
Total 57400 · Congregational Care	9,600.00
57510 · Communication Committee	6,000.00
Total 57500 · Communications	6,000.00
57610 · Stewardship Committee	1,000.00
Total 57600 · Stewardship & Fundraising Exp	1,000.00
Total 57700 · Governance	6,000.00
57810 · History & Archives	500.00
57840 · EarthKeepers	26,500.00
57850 · Mens Breakfast	100.00
58110 · Coffee/Oil Purchases	1,400.00
Total 57800 · Other Activities	28,500.00
Total 57000 · Activities / Committees	117,100.00
58900 · Misc Other	3,000.00
Total 58000 · Other Exp	3,000.00
Total Expense	2,672,740.00
Net Ordinary Income	130,360.00
Other Income/Expense	
81000 · Releases for Building Expense	466,000.00
Total Other Income	466,000.00
Other Expense	
25-Stuc · Stucco	466,000.00
Total Other Expense	466,000.00
Net Other Income	0.00
Net Income	130,360.00

Investment

The investment portfolio at Fidelity began 2025 with a balance of \$2,425K and ended the year with a balance of \$2,507K. This relatively small gain of \$82K was net of a \$200K withdrawal of \$200K in late October in order to bolster our local bank balance. Thus, actual investment gains were \$282K. The asset allocation at the end of 2024 and 2025 are shown below.

2024	Asset Class	2025
38%	US Equity	39%
7%	Foreign Equity	8%
33%	Fixed Income	31%
21%	Short Tem F.I.	20%
1%	Gold	2%

No new investments were made in equities nor bonds during the year. On 2/18 a \$50K CD matured, while in March during the time of greatest concern for the economic effect of large tariffs, \$100K was sold from an equity position. The \$150K from these actions was added to the money market fund, as there was concern that the Annex re-stucco project could cost as much as \$700K.

As one observer noted the 2025 US economy was tested by multiple challenges from sharply higher US tariffs that drove up inflation and rattled consumer confidence, to rising unemployment amid a slow down in hiring. The most frequent description of the 2025 economy was that it was resilient. As for 2026 it appears that a recession will be avoided with GDP growth of 2% or a bit more.

For 2025 our smallest equity holding, 1 shares MSCI EAFE Minimum Volatility Factor ETF, which is a rather conservative international equity investment, posted our highest percentage gain of 26%. All our equity holdings participated in the healthy markets. As we would expect in a declining interest rate bond environment, all four of our bond funds posted returns in excess of their interest payments. The highest return was 7.4% in Fidelity Total Bond Fund.

Importantly for our general investments for 2026 is that New Covenant Trust, an unit of Presbyterian Foundation, will take over as investment manager NLT 2/1/26. Per our investment committee guidelines our portfolio will utilize a 65:35 equity to debt allocation with flexibility to adjust a bit if market conditions should dictate. Our general investments will be more diversified under the Trust's management than they were under mine. The investment committee will monitor the results over time posted by the Trust.

It should be noted that we expect to leave a \$59K endowment at Fidelity as well as \$449K in a money fund in order to save on management fees and keep management responsibilities separate. A major portion of the money fund balance is expected to be spent during 2026 for the stucco project which did not take place last year. Therefore, approximately \$2M will be transferred shortly to New Covenant Trust (quite possibly this might take place before you read this).

It should also be noted that FPCSF transferred the \$605K K Endowment to New Covenant Trust 12/18/25 for their management and administration, using a 60:40 asset allocation with the same flexibility as they will apply to our general investment fund. This fund will be managed under the Social Responsibility filters that our General Assembly determines.

As 2025 ended the investment committee was comprised of Dick Lindahl, Darryl Bowman, Owen Van Essen with Dennis Sanderson, chair. We thank Gale Wright and Bill Eklund for their many years of assistance.

Dennis Sanderson, Chair

Financial Reviews

1st Presbyterian Church of Santa Fe
Financial Operations Review Committee
Report to 1st Presbyterian Finance Committee
For 2024 Calendar Year

The 1st Presbyterian Church of Santa Fe, (1st PC of SF), has utilized an appointed committee of Church members with experience in accounting, or review thereof, of financial records and operational practices during the last four years. The Finance Committee requested that the Review Committee complete the review process for the 2024 calendar year.

The Financial Operations Review Committee members for 2024 were:

Alvin Baca, Chairman
Jack Lippincott, CPA
Thom Mott, 1st PC Deacon

No material discrepancies were noted.

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 Bettes, Jack Lippincott, Gary Murphy, George Parr, Tom Tindall, Betty Jones, Margaret Lyerly, and Dick Lindahl.

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

Appendix

TERMS OF CALL Effective January 1, 2026

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, February 2, 2025, 11:15 a.m. in the Sanctuary

Moderator, Rev. Dr. Harry Eberts called the Annual Meeting of the Congregation to order at 11:20 a.m. Clerk of Session Pro-Tem, Melissa Mitchell declared a quorum present. Pastor Harry delivered the Constituting Prayer.

Roger Said, Chair of Stewardship reported on the 2025 Stewardship Campaign: \$420k/93% of goal

Dennis Sanderson, Chair of Finance and Investment Committees provided a brief overview of the 2024 final results and the 2025 Budget which had been approved by Session. He detailed plans to use building and organ restricted funds to complete major maintenance projects that are expected to deplete or nearly deplete these funds by years end. Dick Lindahl will be taking over as Chair on 3/1/25.

Sharon Eklund represented Rick Andrew, Chair of the Nominating Committee, due to an unforeseen absence, and presented the slate of Elders and Deacons

Nominated 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

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 2025

Class of 2027 (Term of 3 years)

Arlena Jackson	Steve Stimmel	

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**

Sharon Eklund, Elder 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**

Sharon Eklund provided an update on the Pastor Search and PNC.

Dennis Sanderson reported that 2 representatives from the Presbytery will attend the March Session meeting to provide guidance.

The congregational meeting was adjourned, and a service of Ordination and Installation was convened.

Pastor Harry led a Service of Ordination and Installation with Melissa Mitchell, Clerk Pro-Tem ordaining and installing Dick Lindal, Gary Murphy, Erin Taylor (in absentia), Mark Bixby, Gary Schneider, Roger Said and Darryl Bowman as ruling elders and Alrena Jackson and Steven Stimmel as Deacons.

Pastor Harry led a Celebration of 2024 in which members of the congregation mentioned the activities and ministries of 2024 that gave cause for celebration.

Mary Kuhns for her life and contributions to the congregation.

Madeleine Wright and her work on the Juneteenth celebration, Fiesta and other special Sundays. Friday TGIF, Bible Study on Fridays, Mission & Social Justice work on immigrant issues and outreach in Santa Fe and beyond. Wednesday Morning Prayer, success of the Venezuelan Family, Spanish Bible study, Adult Ed. Prayer Shawl ministry, Family ministry, Liturgical Arts. Supporting Cuba, Gale Wright's work as Treasurer. Jancie Mayer urged the congregation to review the Ministry Circles on the inside cover of the annual report to identify ways to engage and serve in the church. Gayle Lomax requested that Men's Breakfast be added to the Circles.

Pastor Harry led a Service of Memorial. Andy Smith requested that his mother Katie Thomas Smith who died on 6/9/24 be added to the list of Friends of the Church.

The Congregational Meeting was adjourned at 12:10pm

The meeting of the Corporation was called to order at 12:12pm. 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, Darryl Bowman

Corporate Secretary & Clerk of Session, Judi Haines

As there was no new business, the meeting of the Corporation was adjourned at 12:20pm.

Closing prayer and benediction by Rev. Dr. Harry Eberts

Respectfully submitted,

Rev. Dr. Harry Eberts
Moderator

Melissa Mitchell,
Clerk of Session Pro-Tem

Approved by Session: February 20, 2025



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A congregation of the Presbyterian Church (USA)

