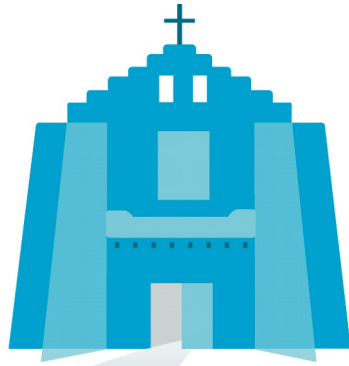


2021 ANNUAL REPORT



FIRST PRESBYTERIAN CHURCH
SANTA FE, NEW MEXICO



FIRST PRESBYTERIAN CHURCH
of Santa Fe

Open to the guidance of the Holy Spirit,
our Mission is to create authentic Christian community,
increase our love of God, neighbor, and creation,
and participate in God's healing in the world.

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AGENDA

Annual Meeting of the Congregation and the Corporation

January 30, 2022

Congregational Meeting

Call to Order	Rev. Dr. Harry W. Eberts, III, Moderator
Determining of a Quorum	Judi Haines, Clerk of Session
Constituting Prayer	Rev. Dr. Harry Eberts
Service of Memorial	Rev. Andrew Black
Election of Officers (Elders and Deacons)	Dick Lindahl, Nominating Committee Chair
2022 Stewardship Results	Diane Buchanan & Rick Andrew, Co-chairs
Review of 2021 Financial Results	Dennis Sanderson, Chair of Finance & Investment Committees
Presentation of the 2022 Budget as approved by Session on January 19, 2022	Gale Wright, Treasurer
Terms of Call for Pastor Harry Eberts	Bill Eklund, President
Terms of Call for Associate Pastor Andrew Black	Bill Eklund, President
Adjourn Congregational meeting	

Corporation Meeting

Call to Order	Bill Eklund, President
Presentation of Officers of the Corporation, as elected by the Session January 19, 2022	
President: Bill Eklund	
Vice President: Margaret Lyerly	
Corporate Treasurer: Gale Wright	
Corporate Secretary & Clerk of Session: Judi Haines	
Call for New Business	
Adjourn Corporation Meeting	
Celebration of 2021	All
Closing Prayer and Benediction	Rev. Dr. Harry Eberts

Election of Officers, Session, and Board of Deacons

The Nominating Committee members who served this year:

Dick Lindahl (Chair), Karin Lerew, Gary Murphy, Roger Said, Alice Tinkle, and Pastor Harry Eberts.

The Nominating Committee nominates the following to the **Session** to serve in 2022:

- Gary Murphy for a term of one year (Class of 2022)
- Janice Mayer for a term of one year (Class of 2022)
- Madeleine Wright for a term of one year (Class of 2022)
- Dan Crane for a term of two years (Class of 2023)
- Tom Tindall for a term of three years (Class of 2024)
- Janis Gonzales for a term of three years (Class of 2024)

The Nominating Committee nominates the following to the **Board of Deacons** to serve in 2022:

- George Parr for a term of one year (Class of 2022)
- Bruce Black for a term of one year (Class of 2022)
- Ellery Truesdell for a term of one year (Class of 2022)

Elders who served in 2021:

Class of 2021

- Judi Haines
- Tom Tindall
- Dennis Sanderson
- Gale Wright
- Richard Lindahl
- Alan Hook

Class of 2022

- Gayle Lomax
- Roger Said
- Mary Ann Amos

Class of 2023

- Juanita Thorne-Connerty
- Melissa Mitchell
- Sharon Eklund

Deacons who served in 2021:

Class of 2021

- Jim Babcock
- Leslie Miller
- Ken Miller
- Ria Spier
- Jane Stringfellow

Class of 2022

- Noel Correia
- Heather Weir
- M'Lea Walsh
- Karin Lerew
- Blair Anderson

Class of 2023

- Mary Norris

Membership Statistics

Number of Active Members at the beginning of 2021:	316
Additions during the year:	
• Active Members	10
• Affiliate Members	
Losses During the Year:	
• Deaths of Active Members	10
• Deaths of Clergy	1
• Deaths of Affiliates	
• Transfers	1
• Removed from Roll	
Active Members at the end of 2020:	315
Other Memberships at end of 2020:	
• Affiliates	4
• Clergy	14
• Baptized	1

Necrology Report

Members of the Congregation:

- Thomas E. Paalman, March 29, 2021
- Sarah Miller, June 3, 2021
- Josephine Schultz, July 28, 2021
- Pat Luiken, August 12, 2021
- Helen Sutton, August 13, 2021
- Glennis Hinshaw, August 13, 2021
- David Ingalls, August 31, 2021
- J.R. Martinez, September 18, 2021
- Leo Krulitz, October 16, 2021
- Carolyn Stupin, December 3, 2021

Former Members of the Congregation and Friends:

- Clayton Cobb (Board of Pensions), January 2, 2021
- Pat Brandenburg (Former member), April 10, 2021
- Rev. Marney Ault Wasserman (Friend of the church), April 19, 2021
- Betty Eilkenbarner (Mother of Judy Wilson), May 30, 2021
- Terry West (Former member), May 17, 2021
- Stephanie Wright (Daughter of CC and Gale Wright), August 1, 2021
- Joe Jordan Berenis (Director, Interfaith Shelter), October 3, 2021
- Michael Williams (Husband of Mary Lou Williams), November 29, 2021

Pastor

The year of the pandemic, continued. We felt it every day of 2021.

Despite all the challenges of the pandemic, the First Presbyterian Church of Santa Fe came through the year intact, still doing vital ministry, still connecting with one another, and still seeking to spread the good news of Jesus Christ in word and deed to our community and the world.

But it wasn't easy. Masks, temperature checks, hand sanitizer, wiping down surfaces, Health Committee meetings, "Please do not sit here" signs on pews, air purifiers, fans in the balcony, heat lamps, less people attending worship, groups meeting on Zoom (thank you, C.C. Wright, our Zoom czar!), and a 5:00 pm Celtic Christmas Eve service under the stars moved to the sanctuary because of the rain. Are you exhausted yet?

Yet we still met. We kept up with one another as best we could. We sang and we prayed, and we worshiped, on the Triangle in June, in the sanctuary beginning in July, and on the Rooftop through November. We had stewardship "pop-ups" on the patio and the Triangle where we collected food for our community and jackets for students at Capital High School. The Youth Connection sponsored the Angel Tree at Christmas and collected bountiful gifts to be given to the Youth Shelter. We worked at the Interfaith Community Shelter, hosted our annual Alternative Gift Market in late November after cancelling it the year before, and began to make plans to host an Afghan refugee family. We gave money to missions locally and globally. I tried to make sense of our days by writing my "Letter to the Saints" blog. Thank you, David Beatty, for keeping us all up to date with the E-News! We tried to be, and we were, the Church.

For the first half of the year, we worshiped together remotely, providing worship videos on Sundays and Wednesdays. Deep thanks to Raymond Raney for his video and editing work, as well as all the musicians and liturgists who made this possible. Thank you, Chancel and bell choirs, for keeping the music alive on video and then in person! We gathered each Sunday morning on Zoom for fellowship and catching up on events and people's lives. We maintained a robust Adult Education/Acts II program on Sunday mornings on Zoom and later a hybrid version in the Chapel.

Our finances remained healthy thanks to the generosity of our members and friends, less use of church facilities and supplies, and PPP loans.

Many thanks to all those who kept up our building and grounds. From refinishing the sanctuary floors to beautiful landscaping to a new church sign, and everything in-between, I don't think that our church has ever looked better.

The Child Development Center stayed open throughout the pandemic, teaching daily and meeting the needs of children and their families, and kept safe by diligently following guidelines from the state and our Health Committee. Deep thanks to Director Anne Liley and all our teachers!

We welcomed the Rev. Andrew Black as our part-time Associate Pastor! The exclamation point is for who he is and the talents he brings, the beautiful installation service at Federal Park under the trees in September, and his work with the Mission and Social Justice, Deacons, youth, and young families. I am

overjoyed. Exclamation point.

All the staff members have been exceptional, all of them, and kept the church open and operating. As did you, the members and friends of the church who volunteered your time in so many ways. Thank you all!

So, what has the pandemic taught us? This was the question I posed to people across the church, and outside of it, here in Santa Fe and across the country, through conversations and Zoom meetings, and insights from colleagues, experts, and articles in magazines and newspapers. Andrew and I put this all into a ten-page report and presented it to Session in December and plan to talk about it with the congregation in January. It is a living report which will be added to and edited as we go along.

What we discovered is that we are in a long-awaited reformation of society and the Church. A few lines from the report give us a flavor of what we learned:

- The church needs to adapt to the world around us.
- We can't go back to the old ways even though it is enticing to think we can.
- Limping along remembering pre-pandemic days is not helpful nor faithful and will likely lead to our becoming irrelevant in this rapidly changing world.
- In these difficult times it is more important than ever that our church be mission-driven, that we preach and encourage people to preserve and stay strong in their faith and that we work to help people stay connected and develop a deeper and prayerful relationship with the living God and each other.

We did more than what I have written here, of course, and apologize for any glaring omissions. I hope you will read the pages of this Annual Report and see the depth, breadth, and faithfulness of this congregation. Thank you all for remaining faithful in these difficult and challenging times. We made it through 2021, hopefully better and stronger for what we faced and the way we adapted and persevered.

Mid-December marked my tenth year as pastor of this congregation. I am deeply grateful for the years we have shared together and look ahead with hope and anticipation to the unfolding of God's Spirit in 2022.

Harry Eberts, Pastor

Board of Deacons

Deacon meetings were conducted each month this year via Zoom. As Covid restrictions eased some in-person events could be supported:

- Juneteenth Picnic, Neighborhood groups and deacons provided food, decorations, and a good bit of the "muscle" needed to set up and take down this event. A special "Thank You" to Judi Haines, Anne Maglisceau, Keith and Sharon Kirby, and others!!
- Memorial services for Stephanie Wright, Helen Sutton, Glennis Henshaw, JR Martinez, and Joseph Blagden. We were so appreciative of others outside our group who assisted in these services. A special "Thank You" to Judi Haines, Betty Jones, Alice Tinkle, Marie Gonzales, Mary Black, and Barb

Hutchinson.

- Communion service was conducted for members living at the El Castillo Facility. “Thank You” to Mary Kuhns for conducting the service.
- Alternative Gift Market - Deacons sponsored the “Goody Table”. Again, others outside of our group assisted. A special “Thank You” to Marie Gonzales, Judy Crawford, Barb Hutchinson, Esther Milnes, Liz Hinds, and others!
- In addition to the above in-person events, cards were sent, “goody” bags were delivered, and calls were made to stay in touch with those in our congregation needing support and a personal touch.

Looking forward to 2022 we will be a small group. However, to the extent we can, we plan to support our FPC community. Specific actions include:

- Making soup for our freezer to share with members needing a meal.
- Making calls and sending cards to members needing encouragement.
- Providing special “treats” throughout the year to members in care facilities.
- Supporting memorial services to the extent we are able.
- Developing a list of “helpers” who are willing to assist on an “as needed” basis.
- Praying that God will use each of us as his “Holy Handyman”.

Mary Norris, acting Deacon Moderator

Session

Session continued to meet via Zoom for the duration of 2021, even holding combined Outreach Meet and Greet and Session meetings to receive new Members. In August, October and December we were able to meet as a Session in person for Called meetings to receive new members. 10 new members were received during 2021.

The joint meeting of Elders and Deacons was convened in March where Harry introduced the book by Charles M. Olsen *Transforming Church Boards into Communities of Spiritual Leaders*. We read Psalm 137, a plaintive song of the exile. We began by remembering what we have lost . . . while we have been in “exile” due to the Pandemic. We began to dream of what the church would look like, what we would want the church to look like once we were able to again meet in person. How would we rebuild our temple?

Session began planning for reopening for in-person worship services, and a task force was established “What it Means to be Turquoise”, led by Music & Worship chair Tom Kingston. Members of the FPC Covid-19 Health Committee (HC) participated in the discussions as did staff. Session conducted a survey of the Congregation, HC developed an action plan, Session approved it, and FPC had the first in-person worship service on July 4, 2021.

Throughout the rest of the year, Session continued Ministry Conversations discussing all the uncertainties of being back in church, in person. Pastors Harry and Andrew began conversations with the congregation at large “The Pandemic as our Teacher”. What have we learned about being a church?

Other milestones in the congregational life that Session considered and approved:

- Approved budget for hiring Associate Pastor part-time
- FPC approved applying for a second PPP Loan (which was received in February) and approved applying for forgiveness of the loan in October. Forgiveness was received before the end of the year.
- Session approved hiring a part-time custodian – 20 hours per week
- Session approved Dismantling Racism class's request to have a Juneteenth Picnic in the Park
- Session approved TGIF resuming in September with strict protocols that include requiring proof of vaccinations, wearing masks, and social distancing.
- Session provided unanimous support to Mission & Social Justice in joining with Lutheran Family Services in sponsoring an Afghan refugee family.

Respectfully submitted,
Judith Haines, Clerk of Session

Music Director/Organist

2021 was a year of transition from online services to live services.

Chancel Choir

The choir continued submitting individual tapes that were edited together for the online services until June. Live rehearsals began and anthems were videotaped until July when the live services began.

A very dedicated group of singers has sung weekly for services and prepared more extensive music for All Saints' Sunday, Lessons and Carols, and Christmas Eve. A special thank you to those singers who have been so flexible and faithful through this time of change. Your hard work is appreciated.

Thanks to Travis Bregier for his continued cantoring on tape for Sunday worship and EvenSong during the first part of the year and then during live MorningSong and Celtic services and singing in the choir and conducting; David Solem's accompanying of the choir and substituting for services; and David Beatty's assistance in the office with bulletins and other tasks as needed. Also, thanks to Barb Hutchison for keeping attendance for the choir and Judy Montañó for keeping the library sorted.

Chancel Bells

A small group of bell ringers played creative arrangements of favorite hymns made by David Beatty, when having the total group together was not safe. The total group began rehearsals in September and played a TGIF concert in December and at the early Christmas Eve service. Thank you to the faithful bell members who have been flexible during these uncertain times. Thanks to Barb Hutchison for attendance taking and Judy Montañó for music management.

TGIF

TGIF continued weekly with online concerts until September. Thanks to Raymond Raney for making these concerts possible. Live concerts began and attendees showed vaccination proof to enter. The

schedule has come together quickly and is now almost full until September 2022. All performers are also vaccinated. It is wonderful to have that ministry up and running again. Thanks to our faithful ushers Barb Hutchison, Barbara Roush, Travis Bregier, and David Beatty who have checked vaccination cards and other tasks as necessary during the pandemic. Thanks to all who attend TGIF and their generosity to the program.

Musical Instruments

C. B. Fisk was able to come to Santa Fe for yearly maintenance on the organ. Thank you to Keytha Jones for providing housing for this trip. The organ is doing beautifully, and it is good to be back on schedule.

The Sanctuary Steinway Concert Grand and other pianos of the church have been faithfully attended to by Michael Blackwell who retired this year after over 30 years of work at the church. Andrew Gillispie has taken over and has looked over all the church instruments now.

The handbells are being used regularly after their maintenance last year.

Santa Fe Summer Organ Academy

Dr. Kimberly Marshall gave an inspiring week of lectures and masterclasses to a capacity group of dedicated organists that finished with a closing recital for the Academy and friends on the final day. It was an energizing experience for all who attended. Thanks to Keytha Jones for her gracious hospitality to Kimberly.

Worship Committee

Many thanks to the Worship Committee and their work to make worship so beautiful and smooth every Sunday. Tom Kingston's excellent leadership has gracefully gotten the committee through Covid requirements and the quick changes that have arisen.

Music and Building the Beloved Community

This time of upheaval and change has given us all a chance to reevaluate what is important in the church. As we continue this year of "Building the Beloved Community", we recognize how important music is in building community and binding us together whether we participate or listen. Common inspiring experiences bind us together deeply and open us to experience God's presence in the world. It is an honor to service this vital congregation!

Linda Raney

MISSION CIRCLE

Child Development Center

The CDC opened in January 2021 after having to close for 5 weeks in late November and December 2020 due to the Governor's order and increased Covid-19 case counts. Most of 2021 was spent trying to keep the school open and safe while implementing ever changing Covid-19 regulations. The CDC was at partial enrollment, and the school was closed to parents from January-June, which meant that staff had to meet families in the basement and perform a health check wearing PPE before bringing children up to their classroom one at a time in the elevator. The same was done at pick-up time.

Staff participated in weekly Covid-19 testing and worked tirelessly to keep the school a clean and safe place for students to learn. All staff members were vaccinated in February, and they have now all received three doses of the Covid-19 vaccine. Our enrollment quickly filled to our maximum capacity and staff did an amazing job of following the constantly changing regulations. We did have a few cases of Covid-19 in the school but luckily, we never had any in school community spread and the cases were isolated to the original person who tested positive.

As preliminary results show, financially, CDC came out much better than expected in 2021. The CDC received a second PreK grant from the State of NM to serve an additional 16 children aged 3-5 at no cost to the family. This is a four-year grant worth an annual amount of \$140,000.00. Although family paid tuition was reduced in early 2021, it resumed at full strength later in the year aided by an increase in the PreK contracts from New Mexico. In addition, CDC benefitted from two large Covid relief funds—a New Mexico stabilization grant, which yielded \$120K in 2021, and the Federal Paycheck Protection Program, which covered \$123K of 2021 CDC staff salaries. First Presbyterian Church again provided its usual support at almost \$40K for 2021. CDC ended the year with a net gain of \$171K.

The staff at the CDC have been incredibly stable for many years but especially so during the 22 months that we have been dealing with Covid. Teacher Lorena Brkic did retire from the CDC after working with the program for 12 years. To take Lorena's position, Director Anne Liley hired a lifelong early childhood educator who has been an amazing addition to the staff, as well as Angela Apodaca who works as a substitute teacher. The rest of the CDC teachers have all been here between 5 and 17 years which is very unusual for early childhood which usually has a lot of staff turnover in this profession.

Many thanks to all the CDC teachers for their hard work, flexibility, and commitment to keeping children in school and safe during a very challenging year. It is especially worth noting the diligence and leadership provided by Anne Liley, our director. She is a "beacon of light" for staff and students in these difficult times.

The CDC closed 2021 by signing up to be a pilot school for a Test to Stay Covid-19 program which will allow us to keep children out of the endless cycle of quarantining and to stay in school.

Gayle Lomax, Chair of CDC Advisory Committee

Mission and Social Justice Committee

Many thanks to my hard-working committee for their research, prayers, and discernment as we have worked together to be good stewards of the congregation's donations. Members include Bruce Black, Liz Hinds, M'Lea Walsh, Jean Berghoff, Mary Ann Lundy, Jim Babcock, Bill Jackson, Carolyn Stupin, and emeritus member, Jane Hanna. We were delighted to add to our committee new members Melissa and Leah Mitchell, Madeleine Wright, Pam Najdowski, and Donna Fleetwood. Although we only met in person once this year, these faithful people Zoomed for regular monthly meetings whenever they were scheduled. Special thanks to our treasurer, Jean Berghoff, for her hours of work to facilitate our giving. We also thank Maria Romero and Gale Wright for their time and talent helping us with the funding.

We mourn the death of Carolyn Stupin who was a loyal and hard-working member for many years traveling to Chiapas to see where our Café Justo was grown, investigating some of the agencies that we wanted to fund, and having a heart for international mission.

The following are highlights from each monthly meeting.

January: As chair, one of my goals for 2021 was to educate ourselves on the different agencies of our national church and mid-level councils. Fortunately, this was possible through Zoom meetings with leaders at each of these levels. The Presbytery's Mission Network meets quarterly, led by Rev. Roger Scott Powers, pastor in Albuquerque, and has been an excellent opportunity for chairs of Mission committees throughout the Presbytery to share their activities and support each other.

In addition to regular funding discussions, we brain-stormed on how we might share information with the congregation about the agencies we fund and our committee's activities. Jim Elliott graciously agreed to book representatives of different local non-profits we fund as speakers at Prepared by Men Breakfasts, however Covid got in the way. We thank David Beatty for his help in including many announcements and information from our committee in the e-news throughout the year.

February: We learned about the work of Farsijana Adeney-Risakotta, our mission co-worker in Indonesia who is starting a fair trade project. We also learned from Leisa Wagstaff, our retired co-worker from South Sudan, about projects that she felt were worthy of funding in South Sudan.

March: Bill Eklund, FPC member, updated us on his communication with our sister church in Cuba, Sagua la Grande. He would like our committee to be more involved in the communication with their church as they go through this difficult period of food shortages and Covid. We funded several local and regional environmental organizations as suggested by Rev. Andrew Black.

April: Rev. Eberts presented a mini-retreat (minus coffee and do-nuts) on the subject of discernment. He suggested we look at our personal stories, the stories of our church's mission giving and put them side by side with Biblical stories. We focused on funding homeless shelters this month.

May: Jim Kirk, representative of Presbyterian Disaster Assistance, talked with us by Zoom about the work of this agency of the national church. We begin planning for the Juneteenth picnic celebration.

June and July: There were no meetings in June and July because of travel for many of our members.

The first annual Juneteenth picnic was held at the park next to the courthouse. It was well attended by the congregation and the community, particularly members of NAACP. We especially want to thank Mary Norris who decorated the area in such colorful and welcoming ways. The Deacons, specifically Mary Norris, Ken and Leslie Miller, and Sharon Kirby, prepared the tasty sack lunches. The deacons were also a great help in transporting chairs and tables from the church. Thanks to the Wright family for attending with their extended family and for sharing their thoughts on the meaning of Juneteenth.

August: For the first time in 2021, MSJ met face to face on Judy's portal. Judy shared what she had learned about the national denomination's Office of Public Witness. We felt it was important to continue selling coffee and olive oil, and asked Delicia to handle ordering assisted by Carolyn Stupin. Jim agreed to research more about the RIP medical debt company. (He later found out that the company mostly works in the Eastern U.S. Our intention was to help some people in NM as Taos First is doing; some churches in Albuquerque are researching with Presbyterian hospital.) Judy reported on her Zoom with the Presbyterian Mission Agency which answered questions about hosting mission co-workers, and their new way of funding co-workers in a general fund. We reviewed those agencies we have funded in the past, but haven't funded yet this year. We funded several youth organizations and 2 agencies responding to the Haiti disaster. Alternative Christmas is sponsored by MSJ now, taking over from Presbyterian Women who have done such a fabulous job of hosting it for so many years.

September: We welcomed several new members who are mentioned in the opening paragraph. In addition, Rev. Andrew Black, our new associate pastor, will be the staff liaison to MSJ. We welcome his experience and insight, and look forward to working with him. Mary Ann talked with Diane Buchanan, co-chair of the Stewardship Committee, and they will be taking over the Special Offerings promotions.

October: As suggested by Jim last month, we held a special meeting early in October dedicated to funding. We were particularly concerned with immigration agencies, and anticipating the arrival of Afghan refugees who will be coming to Santa Fe. We decided to fund 19 different non-profits. Thanks to Jean for preparing the paperwork for Gale and Maria and for sending on the funding notification to the various agencies. The 25% our church retains from the Peace and Global Witness offering will be sent to New Mexicans for the Prevention of Gun Violence.

November: This meeting was dedicated to the discussion of whether our church could sponsor an Afghan family in the coming days. It was decided to set aside \$6,000 for Lutheran Family Services to use for a family, and to ask for the Session's support in this mission which will involve education and training of our congregation before they are able to participate in aiding this family. We may be collaborating with another church. Westminster Presbyterian is one possibility.

December: The Alternative Christmas was a huge success thanks to the help of committee members and the Deacons. A special thanks to Keith Kirby for contacting the two newspapers which brought in a larger number of the Santa Fe community. We met early in December to decide whether or not to support an Afghan family as they settle into Santa Fe with others. Several of our committee members have taken the online training and have submitted their applications to be vetted with background checks. The Session gave their support for our church to become sponsors of a family. We see this work as an opportunity to respond to the Matthew 25 initiative. The coming year will be a busy one as we respond to the needs of the Afghan family involving many members of our church community.

Judy Crawford, Chair

2021 Mission and Social Justice Committee Funding

Homeless, Hunger, Affordable Housing

Bienvenidos Outreach, Inc.
St. Elizabeth Shelter
Santa Fe Habitat for Humanity
The Food Depot
The Interfaith Community Shelter
Youth Shelters & Family Services

Immigration & Border Issues

Annunciation House
Frontera de Cristo
Lutheran Family Services Rocky Mountains
No More Deaths
Santa Fe Dreamers Project
Siguiendo los Pasos de Jesus
Somos Un Pueblo Unido
University Presbyterian Church, Border Ministry Project

Gun Violence

New Mexicans to Prevent Gun Violence

Climate & the Environment

CAVU
EarthKeepers
National Wildlife Federation Tribal Partnership Program
New Mexico Interfaith Power & Light
Nuestra Tierra

Education

ABQYAV Program (Presbytery of Santa Fe)
Communities in Schools of New Mexico
Ghost Ranch

Drug & Alcohol Abuse, Prevention, Education

Recovery Santa Fe
The Friendship Club of Santa Fe
The Life Link

Cuba Partnership

Our sister Presbyterian church in Sagua La Grande continues to struggle with the pandemic just as we do. Most are now vaccinated with Cuban vaccines. They currently have several members who are ill

Domestic Violence & Family Issues

Esperanza Shelter
Gerard's House
Solace Crisis Treatment Center
The Sky Center

Native American Issues

Flower Hill Institute
Menaul School

International Mission

Action Against Hunger
Afghan Family Resettlement
Cuba Partners Network
Friendship Bridge
Partners in Health, Haiti Earthquake Relief
Presbyterian Disaster Assistance
PDA Haiti Earthquake Relief
People for Guatemala
Presbyterian World Mission, Mission
Co-worker: Dr. Farsijana Adeney-Risakott, Indonesia
Village Health Partnership
Vision in Action
WASH (Water, Sanitation, and Hygiene)
South Sudan

Advocacy

Lutheran Advocacy Ministry New Mexico

Racism

Juneteenth Picnic Celebration
Martin Luther King, Jr. Community
Presbyterian Church
NAACP Santa Fe Branch #109

with Covid, although the current variant seems not as severe as earlier variants. Rampant inflation and isolation are now the greater challenges. Prices for food and everything else have more than tripled, and food is still scarce.

The husband and wife pastor team of Yailen Regueiro and Dargel Leyva now cover Sagua La Grande and two other Presbyterian churches in the area. They are more severely affected than most Cubans, because they are both entirely dependent on their Cuban Presbytery salaries, which have remained stagnant. Many other Cubans have received significant increases in their government-controlled salaries over the past two years. With two young teenage boys to feed, they could not afford to buy shoes for their boys this past fall.

Now we have learned that Yailen has taken a part-time job as a school teacher. She still finds time to minister to her congregation and neighborhood, while also keeping up the amazing Whatsapp chat stream that many in the congregation use to stay in touch. They share news, medical reports, music, photos, and prayers, 24/7 - all on their inexpensive Chinese cell phones.

Your generous donations to our Cuba Fund for 2021 are still in our bank, ready to be transmitted whenever PC(USA)'s Cuba Partnership Network can overcome the current political obstacles to transmitting funds to Cuba. Three times this year they thought they had this problem solved, but the solution has not yet materialized. And no one is traveling to Cuba right now, so there is no one to carry cash, as past FPC/Presbytery travelers have done.

At right is a photo taken just for us. They send their prayers and blessings to us all.

Bill Eklund



Outreach Committee

The Outreach Committee members: Betty Jones (chair), Alice Tinkle, Julia Hudson, and Mary Norris

During 2021, the Outreach Committee continued to contact prospective new members through text, email and telephone. Our Meet and Greet were held via Zoom, following Covid protocols. We began meeting in person again last August. This past year the Session received 10 new members.

Respectfully submitted,
Betty Jones, Chair

WISDOM CIRCLE

Acts II Adult Education

Adult Education Committee members: Mary Ann Amos, Bobb Barnes, Allen Gullledge, Bill Humphreys, Dick Lindahl, Gale Wright, and C.C. Wright, assisted by Pastor Harry Eberts. We continued with the ACTS II series to become “new apostles”, seeking to follow Christ and guided by the Holy Spirit. We study scripture, practice spiritual formation, and seek to equip ourselves to act in our community and our world by studying and understanding as best we can God’s truths revealed in scripture. The church offered Bible study classes throughout the year. We also conducted spiritual formation studies and practices as we prepare for ministry in the world. For example, we offered "Sabbath Moments—Short Spiritual Exercises", and "Journaling as a Spiritual Practice", both led by Jeannie Bowman.

To serve as the new apostles, we also made ourselves aware of and knowledgeable about the critical issues of our times. We started the year in January by studying theologian H. Richard Niebuhr who wrote his classic book, *Christ and Culture*, which examined whether Christ is still relevant in our world. Dr. Niebuhr examined Christ against culture, the Christ of culture, Christ above culture, and Christ and culture in paradox. We heard from Conrad Rocha, Executive Director of the Synod of the Southwest, who shared his perspective on the Church’s connection and influence in the wider culture.

We then launched into a series on the Bible. Pastor Harry led a session on the Bible in general, its history, which books appeared or did not appear, with multiple authors spanning 1100 years. We had a five-part Lenten series on Women in the Bible, including Mary and other women, the women mystics, feminist theology, and reproductive rights. Rev. Madeline Hart-Anderson of our sister church Westminster spoke, as well as several of our members.

Continuing with our themes of Christ in culture and the Bible, the Rev. John Buchanan presented a three-part series on Biblical ideas that changed the world, including how we as Christians aspire to live in the world today. In May, Rev. Bobb Barnes presented an overview of the principles of nonviolence. Rev. Andrew Black spoke about conservation matters, looking at both federal policy as well as protecting areas near Santa Fe. Bill Eklund provided an update of our Cuban partnership with the church in Sagua la Grande. This concluded our winter-spring schedule. Throughout this time, the Friday series on Dismantling Racism continued, coordinated by Gale Wright, Mary Ann Amos, Dennis Sanderson, Mary Norris, and Judy Crawford. Weekly presentations were on topics such as: Remembering the Santa Fe Internment Camp; Asian Americans-portraits and poetry; the Black Church; the Buffalo Soldiers; tutoring in Santa Fe; faith-based investment; housing; Conrad Rocha discussing our Synod activities; and many other topics.

Pastor Harry and others conducted Bible studies during the summer months.

Our primary theme for the fall was Matthew 25—how can we address the challenges of today? We heard from Rev. John Nelson from University Presbyterian Church in El Paso who discussed the border crisis. This was followed by a discussion about climate change, led by Sister Joan Brown, Executive

Director, New Mexico Interfaith Power and Light. We featured two Sundays where David Solem discussed how we can heal our divided country and other severe divisions in our world. We then had a four-part series in October on the Pueblo Nations-Our Resilient Neighbors. This included eight centuries of history, survival under U.S. governance, restoration of rights, and a call to action by us.

In November, we had a discussion on gun violence in our society, with New Mexicans to Prevent Gun Violence, and our member C.C. Wright. As a Matthew 25 congregation, church vitality is an essential part of this, and we had a discussion led by Pastors Harry and Andrew, and also Professor Tony Arnold, about church vitality and what the pandemic is teaching us. Finally in December, we took a “Fresh Look at Advent”, with Rev. Brendalyn Batchelor presenting a metaphysical orientation to the Christmas story. Rev. Jim Brown made an Advent presentation on “A Longing for Kindness” in our lives and society today. This concluded our 2021 year. Throughout the year, we always tried to educate and inform ourselves, and then ACT as new apostles in our Church, Santa Fe, and the world.

Sabbath Moments

The presentation of “Sabbath Moments”, short spiritual exercises for the week, was started shortly after the closing of all in-person worship at FPCSF. These 3-7 minute videos, created by Jeannie Bowman and edited by Raymond Raney, appeared weekly on Thursdays, allowing the congregation the opportunity for meditation practices for over a year. The fifty-six videos are currently available for viewing on the church website.

Journaling as a Spiritual Practice

This group has been meeting together for the past 5 years, using content lessons and writing prompts for the class format. The current 7 members have been meeting at the home of facilitator Jeannie Bowman during the Covid pandemic, safely meeting outside during the warmer months, moving inside with masks and social distancing in inclement weather. Vaccinations are required for attendance.

The group sessions include sharing of pieces that have been written (or drawn) during the month prior to attendance, as well as discussion of the topics introduced by the author of the current resource *Writing to Awaken: A Journey of Truth, Transformation & Self-Discovery*, written by Mark Matousek. Deep discussion, self-revelation, and discovery of how the Holy Spirit is at work in our lives has brought us to deeper levels of friendship and sisterhood.

A new group of Spiritual Journaling will be forming for the Lenten Season. If interested, contact Jeannie Bowman for information and specific details.

Children's Programs and Family Ministry

This year, as most parents have chosen to limit their children's exposure and thus have not returned to their normal Sunday church routine, we have chosen to keep in touch in non-traditional ways.

We have done family hikes in the Galisteo Basin, participated in a Halloween Caja del Rio Clean-up day, and created and distributed Advent bags with Advent calendars and Advent activities.

We hired two new Sunday morning day care workers. Brenda and Vicente bring a wealth of knowledge and expertise to our Sunday youth. Vicente Avila was born and raised in Santa Fe and graduated from Capital High School's esteemed Biomedical program. He continued his education at New Mexico State University where he earned a Bachelor degree in Social Work in May 2019. He currently works as a special education case manager with Turquoise Trail Charter School. Brenda Bojorquez was also born and raised here in New Mexico and graduated from Capital High School. Brenda continued her education at the Santa Fe Community College where she earned an Associate degree in Criminal Justice. She currently works at a local immigration law firm as a legal assistant. Both Brenda and Vicente are bilingual.

We purchased Sunday school curriculum from PC(USA) that will be used in 2022 and beyond. This new curriculum will help our children see God's grace in the biblical narratives and in our world today. The curriculum provides age-appropriate opportunities for responses of gratitude through claiming, celebrating, praying, and offering. There is diversity in learning as well as support for parents to adapt lessons for home learning. Each session will embrace children in the grace of God through engagement with the Bible that echoes reformed worship: gathering in God's grace, responding in gratitude, and loving and serving God. I hope you and your children enjoy exploring the bible through these fun and engaging stories, songs, and crafts.

Jen Black, Director

Youth Ministry

Even though it was a challenging year for everyone the Youth Connection remained hopeful and enthusiastic, connecting with the church and with each other. Here are a few highlights.

The after school Girl's Group no longer met at the church, but occasionally had coffee at Starbucks in the mall. There were also some "one on one" lunches and dinners and, during a "Covid down time", the entire group came to the Kirby's for dinner. This was definitely a highlight as Sadie Hill was able to join us, home from Salt Lake City for a few days.

Drew Hill continued his service on the Associate Pastor Nominating Committee and participated in the decision to call the Rev. Andrew Black. He also served as an Elder on Session, representing the Youth Connection.

Youth leaders in the Santa Fe Presbytery met once a month via Zoom, checking in to support one another and to learn how other youth groups were navigating the pandemic.

At last we felt safe enough to gather for a November retreat at Rio Rancho Presbyterian Church. It was a fun and fully masked event, attended by Drew Hill, Sam Mitchell, Brian Ortiz, Youth Connection "graduate" who came as an advisor, and Sharon Kirby. It was a great day and we all felt encouraged about plans for the coming year.

Triennium 2022 is happening! Three student delegates and one advisor will travel to Indianapolis July 24-27 to join with several thousand Presbyterian Youth for fellowship, worship, and study about what

it means to be a part of a faith community. Stay tuned for more information and consider supporting the fund-raiser that the youth will host in the coming months.

The Youth Connection has four new members and one regular visitor. Two teens attended worship with their family, then joined the Youth Connection. Two more “graduated” from the younger group of FPCSF students. That makes a total of six plus one regular visitor; we are always hoping for more.

The year ended with everyone working hard to make the Angel Giving Tree the huge success it was. With most of the group out of town for Thanksgiving, Leah and Sam Mitchell made angels, decorated the tree, and created a list of Christmas wishes of clients of the Teen Shelter. The Sunday after Thanksgiving, Sam hosted the sign up table, answered questions, and helped folks select an angel. The following week Drew hosted all morning and we were off to a great start! On the Saturday before Christmas, Margo, Rees, Sam, and Lake were curbside in front of the church, greeting and receiving drop-off gifts, wrapping, and making more angels. Thanks to the generosity of the congregation, four SUV’s were filled with gifts, which were then delivered to the outreach office of the Teen Shelter. Every wish on the list was fulfilled!

Finally, the Youth Connection made 150 farrolitos and placed them around the church on Christmas Eve. Lighting them in the rain proved to be challenging, but the tradition continued, ending the year with another act of service.

Sharon Kirby, Advisor to the Youth Connection

Worship and Music Committee

Members: Malissa Haslam (Communion), Chris Haynes (At Large), Karin Lerew (Liturgical Arts), Alice Tinkle (Ushers), Tom Kingston (Chair and Liturgists). Staff: Linda Raney, Director of Music; Harry Eberts, Pastor.

Helping to navigate the way to hybrid in-person and online services, the committee met with the Health Committee and staff as all prepared for a guarded reopening of the church.

The Sunday morning services began with the “Triangle” short service in June and moved to the masked and distanced Sanctuary and Rooftop Garden service on July 4. Wednesday evening Celtic services also resumed. Before the modified reopening, programming continued through virtual services; the community owes enormous debt to Pastor Harry, Linda Raney, C.C. Wright, and Raymond Raney for successful continuation of creative worship. We are most grateful to Travis Bregier, Assistant Choir Director, for stepping forward to serve as a cantor for virtual services, as well as for assisting in the transition to live rehearsals and services. Thanks to David Beatty, Associate Musician as well as Office Manager, who provided numerous arrangements for the Bell Choir. David Solem remained ever loyal as he returned to be the choir’s rehearsal accompanist; we were especially pleased to hear David again at the organ and the beautiful rebuilt Steinway piano.

Thanks go to the members of the FPCSF choir who cautiously and conscientiously ventured into live performances that culminated in the renewal of the Festival of Lessons and Carols the Sunday before

Christmas. We also welcomed under Linda's leadership the return of the in-person TGIF concerts with audiences required to have been vaccinated.

We give special thanks to the 25 volunteers who served as liturgists virtually during the first half of the year and then embraced the opportunity to lead after the reopening. The 25 do not include those who volunteer on the spur of the moment during the less formal rooftop garden services—thanks as well to them. Also precious are the volunteer ushers who work with Alice Tinkle and the servers under Malissa Haslam's leadership. Karin Lerew and the members of the Liturgical Arts Committee have renewed the splendid visual space of the church in harmony with each liturgical season. We'd be remiss not to acknowledge the wonderful support the committee has also received from staffers Maria Gonzales and Delicia Nakazono.

The Committee would welcome additional volunteers and would especially be grateful this coming year for Session to appoint a member to the vacant liaison seat on the committee.

While the pandemic has enforced us to reinvent the ways and means of worship, we believe that we have been able to provide significant and meaningful services to reunite us together as a worshipful community. Our challenge for 2022 will be to expand our creativity and to continue ensuring safe and meaningful worship experiences.

Respectfully submitted,
Thomas S. Kingston, Chair

Liturgical Arts

Members: Karin Lerew (chair), Barb Hutchison, Malissa Haslam, Mary Norris, and Judi Haines

2021 was spent in a continuum of organizing banners, material, and supplies, while finishing other projects:

- The FPC Cross banner was painted by many, many members of our church.
- Three cross paraments were completed, designed and painted by Barb Hutchison and Judi Haines
- Several prized older banners were separated at the seams to be remade to fit our new banner spaces.
- Advent adornments were done in 2021 but scaled down, due to less manpower and higher costs.

Projects for 2022:

- Remaking banners and paraments, along with designing a few new additions will continue.
- Organizing photos of our Sanctuary into meaningful albums for future reference.
- We will explore the use of liturgical colors in a contemporary way—exploring our world through a fresh approach.
- We will reassess Advent adornments to see how we can truly make FPC a memorable and inviting Sanctuary for all who enter for worship.

Respectfully submitted,
Karin Lerew, Chair

Circle of Friends

Circle of Friends is an open, inviting gathering of women, new or old to the church and community, who seek spiritual growth and a deeper connection with other women. Pre-pandemic we were meeting in each other's homes every second Saturday of the month 10am-noon. Since the church suspended in-person gatherings, we have been meeting via Zoom. Presently we have 27 on our mailing list. In 2021 we completed our reading of Anne Lamott's *Almost Everything: Notes on Hope*. We are now reading Richard Rohr's *Falling Upward: A Spirituality for the Two Halves of Life*. Gatherings are meaningful, lively, contemplative, informative, and confidential. For more information, or to be put on our mailing list, please contact Jenny Harland at harlandjn@gmail.com.

A Fireside Chat with the Mystics

During the winter and spring of 2021, A Fireside Chat With the Mystics met weekly on Tuesday evenings, 5:00-6:00, via Zoom. Our thanks to C.C. Wright for making that technology possible. The 8-12 participants studied the life and works of mystics Teresa of Avila, Dorothy Day, and Cynthia Bourgeault.

After a summer break, the group gathered again via Zoom, this season meeting twice monthly, on the first and third Tuesdays from 5:00-6:15, to study Carl McColman's *The Big Book of Christian Mystics*, a book that discusses what constitutes a Christian mystic.

Each class includes a meditative component, group discussion, and a *lectio divina* exercise. Co-facilitators Jan Charter, Jeannie Bowman, and Elise Packard conduct the classes. All are encouraged to attend as they can, and no requirement for obtaining the current book is made. Both men and women have typically participated on a session-to-session basis.

Contemplative Silence

This group of 50+ participants have been meeting "in Spirit" over the past almost two years since the Covid pandemic began. Originally (the joint effort of First Presbyterian Santa Fe and Westminster Presbyterian), a group of 12-15 met on Tuesday mornings at Westminster for two periods of silence after a short reading and followed by group chanting. When we could no longer meet together in person, we began to hold silence from 10:30-11:20 on Tuesday mornings each week, responding to an e-mail with readings for the week sent out each Tuesday before the beginning of the silent period. Under the co-leadership of deacon Marian Goad of Westminster and spiritual director Jeannie Bowman of FPCSF, the list of participants grew as more and more desired to hold the silence in a group effort while not being able to meet in person or virtually.

Three Saturday morning retreats – one each in January, March, and November of 2021 – brought over 65 in attendance to these Zoom-virtual retreats. In June, our dear Marian died, leaving Jeannie to continue the e-mails and connections with the Contemplative Silence community alone. Anyone interested in being added to the e-mail list may contact her. We anticipate meeting in person when it

feels safe to return to that format.

"Navigating Paths of Transition in Life's Journey" and "The Road Taken" are two classes designed and taught by Jeannie Bowman, spiritual director, for the Ghost Ranch Education and Retreat Center. Since February, 2020, these two courses have been conducted a total of four times, two virtual via Zoom and two in-person 5-night courses. The content is based on the premise that change is inevitable, and oftentimes difficult, and that through that change, transformation can take place. Through practical and useful strategies for coping with the present, and spiritual practices for releasing and healing the past, the class explores the pathways, by choice or by default, that have brought each to this moment in time.

Religion and Science

The Monday evening Religion and Science gathering, an open and welcoming group, continued to meet throughout 2021 on the first and third Mondays each month except only once in December, religiously and scientifically by way of teleconference Zoom technology. Books are agreed upon by the group; usually different chapters are introduced by different participants; stimulating conversations fill up the strictly-followed 90-minute gatherings beginning at 7:00pm. 2021 was filled largely by the recent study of RNA technologies leading to Covid-19 vaccinations and more recently and continuing into the new year, the 1973 Ernest Becker book *The Denial of Death*. Still, we're a lively group and we welcome new participants! Thank you to FPCSF, for providing a place to land! Please contact the church office for getting on to this group's e-mail announcement list.

Bill Humphreys

Spanish Bible Study

The Spanish Bible Study class is for all levels of Spanish learners. We use the Presbyterian Women's annual study book, translated into Spanish. This is an excellent resource that provides thought-provoking ideas and questions. This year's study was on Finding Hope Through Prayers of Lament.

Class continued to meet via Zoom in early 2021, but once the building was open in June, began meeting in person at the church every other Saturday. Through the many years that we have met we have acquired a feeling of family within our group, but we always welcome new members. If you have any questions about this group, you may contact Judy Crawford at 505-660-2629, or Alice Tinkle at 505-986-1741.

JUBILEE CIRCLE

Communications Committee

During 2021 the members of the Communications Committee of First Presbyterian Church of Santa Fe (FPCSF) were Kristy Brusso, Keith Kirby (chair), and Gale Wright. Harry Eberts was an ex-officio member of the committee.

A special thanks to C.C. Wright who helped the church maintain ongoing business and committee work via Zoom conferencing, and whose tireless efforts managing FPCSF's livestreaming sustained the church's mission. Thank you, also, to David Beatty who produced the eNews without fail, and to our new Associate Pastor Andrew Black whose regular postings to Instagram and Facebook visually presented FPCSF as the loving, caring community it is.

Purpose

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

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

Projects

With Covid-19 restrictions in place, the committee focused its attention on improving and maintaining the branding initiated with the church's website and to help ensure congregational access to worship services.

Branding/Website

First Presbyterian Church's website, launched on October 21, 2016, continues to be improved on a timely basis. In addition to graphics and navigation refurbishment, other enhancements include the addition of sermon livestreaming, and sermon and EvenSong and Sabbath Moments videos, Acts II program updates, and YouTube and regular event postings. A fellowship gathering on Zoom prior to online Sunday worship was initiated in 2020 and continued into 2021 until in-person worship resumed in July.

Sermon live streaming and other videos significantly boosted the congregation's ability to access important worship from home, and have been well received and complimented.

Improvements coordinated by Gale to the website's navigation streamlined the site and her ongoing efforts to keep the site's information relevant made for a more informed and better user experience.

Communications to the Congregation

During 2021, two editions of the *La Epístola* newsletter were published: a collection of meditations, “Breaking Out of Your Rut One Day at a Time,” and “Teach a Child and the Child Will Teach You,” reflections from Child Development Center (CDC) kids. The committee is most appreciative to the congregants who contributed articles, and to CDC Director Anne Liley, the CDC teachers, and the 13 little ones who made us wonder why we even want to grow up.

The committee also provided assistance to the Stewardship and Outreach committees.

Email communications, via eNews, kept the congregation informed and involved, and gave Pastor Harry a platform for delivering messages of hope, resilience, courage, love, and blessing.

Strategic Communications Plan

During 2021, the communication of church events and activities to the public primarily occurred through a weekly “Faith” ad in The Santa Fe New Mexican newspaper, and newspaper ads supporting Easter and Christmas services and the Alternative Christmas Market. Event postings were also made to *The Santa Fe New Mexican*, *The Santa Fe Reporter*, Facebook, and local neighborhood groups.

History Committee

The purpose of the History Committee is to organize and archive the official records of FPCSF as well as anything of historical significance and to educate the congregation about the church’s history.

Members of the committee are: Jean Ball, Betty Kersting, Esther Milnes, Ethel Trimmer, Clerk of Session, Judi Haines (ex-officio), and Carolyn Minton (chair). We recognize at this time the passing of our member, Helen Sutton, in September 2021.

This year we began to meet in person in the archive room on the 3rd floor of the church. We had been absent from our in-person duties since March 2020. We set up our goals again:

1. to set up 3-4 displays in the middle display case in the lobby of the church. Our first was the *Welcome Back* display for the July 4th opening of the church. In November the display was *What Did You Do During the Pandemic?* Pictures of our members are now posted for your viewing.
2. to start to digitize our paper material (due to deterioration). We ordered a scanner to reproduce these historical papers and pictures, put them in folders on the computer, and stored them in the cloud. This is a very large and important project.
3. to order archival notebooks and archival sleeves to hold the paper materials to prevent deterioration. We have ordered these items and are in the process of putting them in storage.

The History Committee meets the first Thursday of the month to make sure we know what our duties will be going forward as well as what we have accomplished and finished. We also work every Thursday of the month in the archive room. We are looking for people who are interested in history to become part of our committee. Technology skills and writing skills are in need.

Carolyn Minton, Chair

Prayer Shawl Ministry

The purpose of the Prayer Shawl Ministry is to gather for a time of meditation, blessing, and the knitting/crocheting shawls. The shawls we make are shared with our church members and friends who are experiencing a special time in their lives, whether it be sadness or a time of joy.

During this time of Covid we have met on Zoom, in parks, on the church's rooftop with heaters and then with masks inside the building. 30 shawls have been shared locally and from New York to California this year.

We meet the first and third Tuesdays of the month with 11 active participants. Also we have some church members participating in the knitting/crocheting who are not able to attend our gatherings but send their shawls our way. Their participation is greatly appreciated.

Through the years our friend and church member Pat Luiken has shared her yarns and fabrics with us. Pat died in August. She would be delighted to know her family gave more yarns and fabrics which we have been able to share with others.

During the pandemic we made a special gift of a shawl to all the caregivers of the Care Partners in the Second Family Ministry. We are thankful for the caregivers who provide daily assistance to those who need extra help.

Most often the members of this ministry furnish the yarn for the shawls. Donations from members have assisted in this ministry and we thank them for their contribution to this ministry.

Betty Kersting

Prepared by Men Breakfast

The Prepared by Men Breakfast meetings for 2021 commenced with two Zoom sessions per month. The sessions were under the auspices of C.C. Wright, our Zoom-master. In the fall and winter, the regular programming took on a new guise as it moved to an as-needed basis with potential slots for programs on the second and fourth Saturdays of the month. The original concept of the breakfast was to bring together the men of the church to prepare a breakfast and program for all members of the church and community for their enjoyment. With the advent of Covid Delta and Omicron varieties, it became apparent that restoration of the program to its original concept was far in the offing, because having fellowship in the traditional sense as a celebration and direct personal contact would not be happening in the foreseeable future. More specifically, the comradery of men together preparing the breakfast meal, which deepening friendships and allowed for exchanging life events, provided opportunities for members of the church to have fellowship in a social setting and allowed guest speakers to express themselves and their concerns using their own platform, but that ambiance is not yet viable. Rather the interim program is now focused on providing opportunities for members of the church and community to express their concerns in this limited Zoom venue when requested. There is also an option to additionally present programs in Pope Hall, but until restaurant standards for serving are met and approved by Session, food and beverages are precluded. Anyone desiring a deserving

program may get in touch with the chairman, Jim Elliott at church or at jimelliott5247@gmail.com with program ideas. As one can see from the list of the ten programs for 2021 (one more than 2020) roughly one third was presented by members(*) of our own church, one third dealt with local concerns, and one third with national and international issues. In detail the programs were:

January 9, Lutheran Advocacy Ministries NM, Kurt Rager, director
January 23, Trials of a New Energy Economy, Mariel Nanasi, legal advocate
February 13, Quiet Navigation—Steady Work in Dark Waters, *Sarah Stark
February 27, Tomorrow's Women Young Leader Speaking Tour, Exec. Dir. Tarrie Burnett & Shams Frej, Katrin Gabriely, and Diala Sarrawi
March 13, Black Women United of NM: A Story of Sisterhood, *Juanita Thorne-Connerty LPN, MA
March 27, Placing the Narrative in the Hands of the People, Eric Maddox, Open Roads Media
April 10, Where we are. Where we're headed, Alan Weber, Mayor Santa Fe NM
April 24, Using Native Plants to Regenerate, Terra Linda Pittenger, Terra Gardens, LLC
May 8, Our Cuban Partnership, *Bill Eklund, also in-person in Pope Hall, a concerted experiment
May 22, Always Seek Justice, Rev. Tonny Algood, Dir. United Methodist Inner City Mission, McKemie Place, Mobile, Alabama

I hope to hear from you with your ideas.

Jim Elliott

Second Family Ministry

The Second Family Ministry is carried out by small groups of members and friends of the church forming circles of care — Care Circles — around some members of our congregation — Care Partners — who are not able to be quite as independent as they used to be. These Care Partners do not have the support of family living in Santa Fe. The leader of each Care Circle coordinates activities with the Care Partners.

The Pandemic has required all of us to more careful during our visits. Wearing masks to protect one another and our Care Partners has been very important.

The Care Circles shopped, delivered weekly meals, special treats, visited, and provided transportation to doctors and physical therapy. At times Second Family helps in contacting agencies in Santa Fe that can be of ongoing assistance as needed by our Care Partners.

This year the Care Circles have provided special care and love during times of illness and death. Our dear Care Partners Helen Sutton and Glennis Hinshaw died in August. This has been a great loss to their families and to their Care Circles. Those in the Care Circles were present to give support to the Care Partners' loved ones and also helped with the preparation of services.

The friendship and companionship of the Care Circles is a gift that cannot be measured. The care and commitment of the participants in the Second Family Ministry is outstanding.

At the end of 2021 we have four Care Partners. This includes one couple, and two who are now single. There are presently 20 or more members of the church involved in the ministry.

The leaders of the Care Circles are Rosie and Tom Mott, Jeannie and Darryl Bowman, and Nancy Peterson. The coordinating team consists of Mary Black, Sharon Kirby, and Betty Kersting.

Betty Kersting

Fun Food and Fellowship

Members: Karin Lerew and Judi Haines (chairs), Marie Gonzalez

The FUN, Food, and Fellowship Committee had yet another uneventful year due to Covid-19 restrictions.

Marie Gonzalez, FPC our Facilities Administrator, deep cleaned the kitchen and ordered supplies for the Deacon's soup making. However, the soup making has temporarily been put on hold.

FFF had the privilege of:

- serving refreshments in celebration of the Installation of Rev. Andrew Douglas Black on September 19, 2021 which was held in Federal Park,
- providing Hot Cocoa & Coffee for Stewardship Committee for the Hoodie Drive in November,
- kicking off the Advent Season with pizza for those volunteers helping adorn the church,
- providing cookies and hot chocolate for the Christmas Eve services.

Respectfully submitted,
Karin Lerew

STEWARDSHIP CIRCLE

Technology Committee

Members: C. C. Wright (chair), Harry Eberts, Jim Toevs, with assistance from contractor Ryan Miller

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

The first accomplishment of this group was to purchase and install 3 additional Dell desktop computers to replace the existing desktop computers for the Office Manager, the Treasurer, and Archives. In addition, the 2 remaining desktop computers purchased in 2020 were used to replace the computers for the Business Manager and Membership. With this action, all desktop computers except the one in the Associate Pastor's office are less than 2 years old.

The second accomplishment was to start livestreaming the 11:00 services held in the Sanctuary. We also livestreamed the Santa Fe Soul Festival that was held in the Sanctuary.

The third accomplishment was the purchase of new wireless access points to replace all the old access points as they had reached their end of life. A few had died and several had become unreliable.

The fourth accomplishment was to purchase the equipment and to establish procedures to successfully hold hybrid Zoom sessions for Adult Education classes in the Chapel.

The fifth accomplishment was setting up the 2 boom microphones purchased in 2020 in the Chancel.

The sixth accomplishment was the purchase of 2 new Dell laptops to replace the 2 refurbished laptops that were purchased 3 years ago.

Covid-19 Health Committee

Introduction

The Health Task Force is an ad hoc committee established by Session action in the spring of 2020 in response to the Covid-19 crisis out of concern that our situation of having preschool children in the same building in which many elderly persons congregate, work, and socialize, is potentially a dangerous situation in regard to the pandemic. With the least vulnerable and most asymptomatic people (small children) mixed with the most vulnerable people (elderly), and that this situation is not addressed by government authorities, the Session agreed that we need to rely on our own best resources to judge whether government guidelines and restrictions, which have evolved over time and from place to place, are adequate to meet our needs, and we should choose to go beyond the guidelines and restrictions if we deem it necessary to prevent an outbreak in our church. We have

continued to address protocols for protection from Covid through the Delta and now the Omicron variants.

Members of the task force include Bill Eklund (Facilities Committee Co-Chair), Gayle Lomax (President of the CDC Advisory Board), Harry Eberts (FPC minister), Margaret Lyerly (RN and MS in Immunology; spent 25 years with pharmaceutical companies managing clinical trials for vaccines and various treatments), Mary Ann Amos (epidemiologist), Stewart Anderson (MD), Janis Gonzales (MD, MPH, Medical and Title V Director for NM-DOH Family Health Bureau), Rita Dodge (MD), Anne Liley (CDC Director), Liesl Gonzales (BS in Public Health, Community Vaccine Coordinator for the NM-DOH, specializing in health equity, working with community organizations and community health workers through Covid education meetings, creating Covid educational materials, and setting up vaccine events), and Jim Toevs (PhD in Physics, Chair).

We shall describe our 2021 work in terms of actions before and after the Omicron surge.

Before the beginning of the Omicron surge – return to in-person services

The following steps were taken by the Health Committee, Facilities Committee, and others to enable First Presbyterian to return to in-person services on the 4th of July:

- The HVAC system was reprogrammed to provide operation with 100% outside air during services. Because sanctuary air might be Covid-bearing if we have an infected person in the congregation, no sanctuary air will be recycled during the Sunday service.
- Two window fans were installed in the balcony. The window fans operating on low speed essentially double the air flow of the HVAC system. On a reasonably warm day they are operated on intake mode, contributing to the fresh air coming into the sanctuary; on a cold day they operate as exhaust fans, increasing the rate of removal of air from the sanctuary. The purpose of this and the following step is to make the air indoors like outdoors regarding air quality and air motion.
- Four vortex fans were installed on the floor at the front of the balcony to blow air just above the heads of the congregation. The air flow from these fans will help to break up and disperse any Covid aerosol clouds emitted by an infected person.
- Sanctuary pews have been labeled to provide a guide for social distancing.
- The church family has been told that we expect them to be fully vaccinated.
- WINIX air purifiers with HEPA filters that absorb essentially all Covid from air passing through them have been installed in many spaces in the church – CDC, chancel, etc.
- Three radiant heaters were purchased for MorningSong to continue outdoors on the rooftop deck for as long as possible.
- Sunday services have been shortened, only a few verses of hymns will be sung by the congregation, and Communion has been modified, all to reduce the duration of exposure to any Covid aerosols that might be present.
- The Choir is spaced for social distancing, fully masked and vaccinated including booster, and choir members' vaccination cards are on file.

Steps taken after the beginning of the Omicron surge:

- Four WINIX air purifiers were purchased for MorningSong indoors in Pope Hall now that the weather has turned too cold for the rooftop deck.
- A supply of N95 and KN95 masks has been purchased to give to the church family to upgrade their masks. We have been passing them out at MorningSong and the 11:00 service for over a month. A

note will be placed in the eNews informing people that they may come to the church office to pick up a mask.

- Two additional vortex fans have been placed in the balcony to further improve breakup and dispersal of Covid because of the extremely high infectiousness of the Omicron variant.
- We approached the NM Department of Health to determine whether there would be an opportunity to hold vaccination events at First Presbyterian Church to help our church family receive booster shots. As a result, two events have been held. The first was on December 27 for which we expected about 35 people to come and arranged for 45. In fact, 159 people came and about 230 came to our vaccination event on Martin Luther King Day (January 17).
- We recommended to session that now is a good time to require proof of vaccination rather than just expect people to be vaccinated. We provided suggestions to session on how to go about this. Session accepted and announcements have been placed in the eNews and elsewhere. Requiring proof will be implemented on February 6, the first Sunday in February.

Consultation

The Health and Safety Committee frequently has been asked to provide advice and to suggest Covid-safe protocols for a wide range of activities involving outside organizations as well as our own church groups.

Respectfully submitted
James W. Toevs, Chair

Personnel Committee

Members: Barry Lyerly; Tom Tindall; Anne Liley; Rev. Harry Eberts (Ex Officio); and Sharon Eklund (chair)

Due to Covid 19 effects, the Personnel Committee (PC) met in person or remotely three times this year. On several other occasions, the PC Chair polled committee members on various personnel considerations, and the Chair was asked to assist with other personnel-related topics that required attention.

The PC Chair polled committee members for approval of a recommendation to hire a new part-time custodian in one of their first actions of 2021. In conjunction with that approval, the members also recommended approval of new job descriptions for the Facilities Administrator and for the part-time custodian.

A major personnel action this year was the hiring of Andrew Black as half-time Associate Pastor; PC members met virtually to recommend to Session approval of the PC(USA) Terms of Call and a job description for this new position.

At a virtual PC meeting in August, the members voted to recommend to Session that there be no changes to the benefits offerings to eligible staff for 2022. This recommendation was reached based largely on the fact that the Board of Pensions did not raise medical premiums for 2022. The PC also reviewed 2022 raise proposals for all staff and voted to recommend the raises as well as some minor

adjustments in work hours for office staff. Session approved the recommendations.

The PC met briefly in person in October to review Harry Eberts's Performance Evaluation. After suggesting some minor revisions and additions, committee members encouraged Harry to share his evaluation with Session at a future meeting.

None of the current FPC staff or volunteers were familiar with the particulars of the PC(USA) Long Term Disability Plan, so the PC Chair worked closely with the CDC Director and with Board of Pensions support to assist a CDC employee in the process of leaving employment on medical disability. There was a steep learning curve about long term disability filing processes, and the departure of the employee from FPC required the hiring of a replacement teacher.

The Chair also worked with FPC staff in the hiring of two Sunday Child Care workers (thereby eliminating the need to ask and pay CDC teachers to work overtime for this purpose) and on the development of a vaccination policy for all staff.

Finally, the PC Chair worked with the Treasurer and the Business Manager to gather the data to provide every employee who qualifies for benefits with a Total Compensation Report for 2022; the reports included announcement of individual increases in 2022 compensation as well as the monetary value of the benefits FPC provides to each employee who qualifies for benefits.

All in all, it was a busy 2021.

Respectfully submitted,
Sharon Eklund, Committee Chair

Office Operations Committee

The Office Operations Committee members are: Patti Poitras, Delicia Nakazano, David Beatty, and Judi Haines. Ex-officio members include Marie Gonzales, Linda Raney, Anne Liley, and Harry Eberts.

We "met" regularly via email and text throughout 2021 and once by Zoom. Included in our responsibilities is managing front desk volunteers, the church calendar, publishing, mailing, and a myriad of other administrative tasks in support of our Pastors and Committees. As most of this is accomplished by staff, the OOC serves to fill in the gaps.

Office staff, David and Delicia continued to work remotely or at church in isolation until the church opened for in-person worship in July. Front desk volunteers resumed duties starting in August.

Third-party use of our facility continued to be sparse, though Santa Fe Women's Ensemble began rehearsing at FPC in August and held two concerts in December. The Santa Fe Opera conducted a series of lectures during July; Santa Fe Chamber Music Festival artists rehearsed in Pope Hall C for most of July and August. eSSO resumed rehearsals in September.

Morning Prayer and Prayer Shawl began meeting in the church again. The Summer Organ Academy

met in the Sanctuary the first week of August. Our AA groups continue to meet elsewhere.

Facilities Committee

Highlights of activities in 2021 include:

- The new Church sign, crafted by renowned local church woodworker Jay Fann, was completed and installed adjacent to the Grant Avenue patio.
- Two access panels were installed on the sanctuary roof to permit rodent control in the roof structure and monitoring of the condition of the sand layer that overlays the ceiling latillas for sound absorption purposes.
- Owen Van Essen and Bill Bergner completed the garage workshop, which is now available for modest projects that demand a workspace — hand tools are available.
- Extensive renovation of the landscaping around the sanctuary was undertaken by a team of volunteers led by Suzanne Davis. Additional maintenance volunteers are always welcome — inquire at the Office if ever you are interested.
- Stucco, canale, and downspout repairs were completed around the CDC playground at the northeast corner of the second floor.
- Rain gutter leaks and areas of roofing deterioration over the Grant Avenue patio were completed.
- The sanctuary floor was stripped of carpeting and refinished.
- Measures to mitigate airborne transmission of Covid — under the leadership of Jim Toevs and the Covid Health Committee:
 - A total of approximately 20 portable air purifiers have been installed in the primary gathering areas of the church.
 - Two fixed exhaust fans have been installed in the windows of the sanctuary balcony for use during church services.
 - The sanctuary HVAC duct system is being opened to introduce exclusively outside air during Sunday services, to supplement the exhaust fans in the balcony.
 - The HVAC systems in three of the CDC classrooms have been programmed to purge the indoor air, twice each weekday, with externally sourced fresh air.
- Minor repairs and replacement of failed components in the chiller and the cooling tower of the air conditioning system were completed.
- New half-time Custodian Mike Larranaga was hired.
- We continue to address problems with the roll-up garage door in the basement. It has already been completely replaced once in the 15-year life of the Annex, and failures continue to occur all too often. Our long-term plan is to increase security measures in the basement that would permit the door to be left open during most of each day, thus reducing the expensive wear and tear that results from heavy use (some 60,000 openings having been logged since the current door was installed).
- The rubber tiles on the outdoor third floor deck were removed, the underlying roof was cleaned of debris, and many tiles were turned over and reinstalled, reducing a trip hazard that had developed as a result of upward curling of the tile edges, caused by sun damage.
- New LED spotlights were installed in the sanctuary to better illuminate the chancel area for video recording and streaming.
- One of our fan coil units (FCUs) failed and was destroyed due to a short circuit and a resulting electrical fire, resulting in heavy electrical smoke in the Rendon Room and the adjacent Sacristy.

The Fire Department responded within minutes. The FCUs are part of the HVAC system, functioning to heat or cool air that is then introduced into the various rooms of the church. We have some 35 FCUs throughout the Annex, most all in the ceilings, and one very large FCU that serves the sanctuary. They are all the same design and the same age (15 years). We were able to identify the source of the problem — an electrical short where a 110v power line passes through a metal motor housing. We intend to focus our periodic maintenance inspections on those potential failure points going forward.

- All of our major pieces of HVAC equipment are now out of warranty, including our boiler, chiller, cooling tower, FCUs, and various water pumps, valves, pressure tanks, water treatment equipment, fire suppression systems, and so on. Also, the external roofing, stucco, woodwork and canales of our Annex are aging and out of warranty. The Annex woodwork, stucco and canales were originally scheduled for restoration as part of our NFSP/GHBF project of 2019-2020, but were postponed due to funding limitations and other reasons. Now all the foregoing items are potential candidates for refurbishment or replacement as capital expense items. In addition, the front patio on Grant Ave. is gradually subsiding, as our three underground PVC plastic cisterns (which capture rainwater to supplement our landscaping water needs) deform due to the weight load on them - yet another source of longer-term concern.
- An end-of-year flurry of effort was directed to the cleaning, polishing, and finishing of our cork flooring in the first-floor lobby, hallways, McFarland Chapel, and parts of Pope Hall. This was done entirely by our staff and a couple volunteers. The cork surface had become heavily discolored over the past 15 years, and is worn out in a few high-traffic locations. As it turns out, that effort has been remarkably cost effective, as the estimates we received for replacing the cork, with either ceramic tile or contemporary laminated flooring, were \$200,000 and \$100,000 respectively. While work done to date has greatly improved the overall appearance, there remain a few locations that are still highly discolored. We are optimistic that some of those areas can still be significantly improved upon, and we are consulting with flooring professionals on how to proceed.

The Building Reserve Fund

Our Building Reserve Fund is a Donor Restricted Fund dedicated to capital and other major building repairs, replacements, and refurbishment. In 2021 we incurred \$31,968 in major facility repair expenses. Yet the total amount of the Fund increased from \$497,773 to \$534,997 over the year. This net increase was due to an allocation of annual investment earnings of \$25,824 and 2021 contributions of \$43,369.

The Facilities and Finance Committees are striving to make this Fund last as long as possible. Despite the net increase in 2021, its level of funding remains of concern in view of the substantial major and capital expenses that are estimated to be incurred through 2029. That year is the nominal end of the 10-year duration that was proposed for our GHBF Capital Campaign in 2019.

Detailed estimates of the all the major facility costs that we should expect to incur through 2039 are set forth in a detailed "Condition Assessment and Maintenance Plan" of 2018, prepared for us by a team of architects and engineers assembled by the architectural firm of Atkin, Olshin & Schade. That plan was the basis for the target donation goals and the Fund duration that we set for the Capital Campaign. We did not achieve our funding goals, nor were we able to fund all the short-term projects proposed in the Plan for the 2019-2020 NFSP projects.

Consequently, we continue to give priority to major repairs that are necessary to the continuing

operation of our church and preschool. Our estimated combined expenses in the major areas of roofing, the HVAC system, and the Annex exterior, along with the never-ending stream of unanticipated failures and repairs, could easily exhaust this Fund prematurely unless we carefully manage our discretionary expenses and our preventive maintenance.

Respectfully submitted,
Bill Eklund and Bill Bergner, Facilities Committee Co-Chairs

Columbarium Committee

Members of the committee are Barbara Strange (chair), Bill Eklund (Chair of Facilities), and Judi Haines (Chair of Office Operations). Pastors Harry Eberts and Mary Kuhns generally attend the meetings. The Columbarium Committee operates under the Facilities Committee and coordinates with the Office which handles the reservations and other processes. The Columbarium Committee met once in early 2021 primarily to discuss the process of inurnment.

One niche (for two) was purchased by church members in 2021, and another niche (for one) was purchased by a non-member, with approval by the Session. Two inurnments and memorial services were held in 2021.

More information is available in a Columbarium brochure available in the Church lobby, or by contacting the Church office at 505.982.8544 or by email to office@fpcsantafe.org.

Stewardship Committee

Faithful, Hopeful, Loving, the stewardship theme for 2021, provided inspiration and guidance to FPC as we battled our way through another Covid year. Although we began, tentatively and with careful planning for safety, to worship in person and sometimes to gather in very small groups to study and do the work of the church, the world was far from normal for FPC. Despite the lingering difficulties presented by Covid, the congregation lived out the call to action in our stewardship theme throughout the year by supporting each other, our church, and our community with dedication and good cheer.

The goal for the **Faithful, Hopeful, Loving** pledge campaign was \$475,000. Pledges totaling \$489,816.00 were received, and \$491,292.97 was paid; 103% of budget.

The Stewardship Committee planned three pop-up donation events during 2021. These were supported very generously by the members of FPC and benefitted Youth Shelters and Family Services, Communities in Schools, and Los Bienvenidos Outreach Program.

A Planned Giving subcommittee was established early in the year the goal of which is to invite and encourage members to make legacy gifts to FPC, becoming members of the Heritage Circle. Committee members include Diane Buchanan, Rick Andrew, John Ed Withers, John Berghoff, Dan Crane, Bill Eklund, and Jane Stringfellow. Due to the pandemic the committee decided not to hold an in-person introductory event in 2021. A mailing will take place early in 2022 with hopes that an in-

person event might take place later in the year.

FPC participated in five PC(USA) Special Offerings: One Great Hour of Sharing, Pentecost Offering, Peace and Global Witness Offering, Thank Offering, and Joy Offering. Total funds contributed to the PC(USA) offerings were \$5880.00. Additionally, a special offering was conducted for our Cuba outreach in June.

The Stewardship theme chosen for 2022 is **Building the Beloved Community**. Due to Covid restrictions the committee mailed pledge packets on November 8, 2021. In the weeks following the mailing reminders were included in the eNews and during worship.

The Stewardship and Finance Committees set our 2022 pledge goal at \$500,000. As of January 29, 2022, our pledge total is \$451,966.42, representing 116 pledges. This is 90% of goal.

Pledge results for 2022 as compared to 2021 are as follows:

2021: 147 pledge units for \$489,816.00

2022: 116 pledge units for \$451,966.42

The Stewardship Committee is grateful for the work of the members of the Finance Committee; office staff, David Beatty and Delicia Nakazono; Clerk of Session, Judi Haines; FPC Treasurer, Gale Wright; and Business Manager, Maria Romero. The committee also offers deep appreciation to those members of the congregation who have supported the **Building the Beloved Community** pledge drive.

Respectfully submitted,

Diane Buchanan & Rick Andrew, co-chairs

Mary Ann Amos, Keith Kirby, Roger Said, Bill Eklund, Barry Lyerly, Margaret Lyerly, Kristy Brusso

Harry Eberts, ex-officio

Finance Committee

Finance Committee Members for 2021 were: Gale Wright (Treasurer), Bill Eklund (President), Judi Haines (Pledge Clerk), Dick Lindahl, and Dennis Sanderson (Chair). Our committee met regularly by Zoom during 2021 and often during the budgeting cycle. We provided financial results and commentary to Session at each meeting with emphasis at quarterly intervals. Fortunately, Gale Wright successfully shepherded our second application for a PPP loan and its forgiveness. We also assisted Stewardship a bit during its annual campaign this year co-led by Diane Buchanan and Rick Andrew.

Investment Committee

The Investment Committee continued to operate in 2021 with Gale Wright, Bill Eklund, and Dennis Sanderson (chair).

The investment portfolio held at Fidelity began 2021 with \$1,477K and ended with a \$1,780K balance.

The investment gains totaled \$114K and the total increase was considerably aided by an addition of \$189K from the second forgivable PPP loan as a result of Covid. The year-end asset classes held are shown below for 2020 and 2021, with the largest changes being the increase in short term and a decrease in longer term debt (without any sales).

2020	Asset Class	2021
28%	U.S. Equity	29%
6%	Foreign Equity	5%
33%	Debt	23%
32%	Short Term	41%
1%	Other	2%

Despite turmoil in our lives centered on Covid issues, the U.S. equity market moved steadily upward in 2021 with only shallow and short-lived pullbacks. The S&P 500 Index led the way with a remarkable return of 28.7%. Our mutual fund tied most closely to that index returned 25.6%. The difference is that our fund also invests minority positions in small and mid cap stocks, which once again underperformed the large caps. The concentration of returns in the largest of stocks, though, was reduced in 2021 from 2020's extremes—that's good thing.

Because pullbacks in equities were short and shallow, the investment committee only deployed \$50K during 2021. This investment was in the PAX Sustainable Allocation Fund in early October. It gained 4% at year's end. Importantly, this PAX fund follows guidelines similar to those of our largest bond fund, New Covenant Income Fund, in that both are considered ESG funds. This means that both take into consideration environmental, social and governance matters in their security selection.

The PAX Sustainable Allocation Fund is a pioneer in the ESG discipline and has produced attractive returns while limiting equity exposure to 50-70%. With its results, the fact that the portfolio is diversified in asset classes held, and its leadership in ESG, the investment committee expects to add to it several times in 2022. Eventually, if not in 2022, we expect that this PAX fund will become a major holding for us.

Although domestic equities performed really well, foreign equities gained "only" 8% and bonds lost money. In fact all 4 of our bond funds, which are different in their approach, dropped in value last year. The 5-year treasury bond yield began the year at .36%, increased steadily through the year, and ended at 1.27%. When yields increase on existing bonds the prices decrease unless the bonds are nearing maturity. Of course higher yields help when placing new money.

Inflation rose during the year as economic growth was brisk despite problems in manufacturing, supply chains, and employment. Inflation is expected to remain a factor in 2022. The Federal Reserve is hinting at raising rates and reducing other means of stimulation, which is prudent action at this point.

We expect to add to several holdings, not just the PAX fund, during 2022. We will continue to honor our moderate risk tolerance policy, but will reduce the high level of short-term debt in 2022.

Financial Commentary

2021 Actuals

The fiscal year 2021 turned out much better than expected. We budgeted very conservatively due to the concerns about the effect of the continuing pandemic and expected a loss of \$153K. Fortunately, we had two large, unexpected sources of funds which brought 2021 to a gain of \$251K. In 2021 we received a second Paycheck Protection Program (PPP) loan of \$189K through the CARES Act, which was used for salaries and fully forgiven, thus reducing expenses. In addition, CDC received a Child Care Stabilization grant which provided \$120K in 2021 (the first half) and increased CDC revenue. Pledged and unpledged FPC revenue also came in higher than budgeted and so did CDC tuition. We raised an unusually high amount for Cuba, which was offset by expense in the same amount.

We needed to spend more for CDC teachers and facilities staff due to the demands of Covid. We also took advantage of the non-use of the sanctuary to refinish the hardwood floors. Expenses also increased because of the Cuba donations which were also expensed, as noted above.

Without the PPP funding and the \$120K stabilization grant, we would have lost \$58K, compared to the budgeted \$153K loss. The gain of \$251K from 2021 was transferred to our reserve accounts for FPC (\$98.5K) and CDC (\$152.5K).

2022 Budget

In 2022, we will need to use much of the 2021 gain that we put in the reserves. Because CDC is receiving another \$120K from its Child Care Stabilization, CDC will be able to return another \$25K to the CDC reserves. However, FPC has a drop in pledge revenue and an increase in expenses that mean FPC will need to pull \$159K from the FPC reserves. FPC reserves were \$975K at the end of 2021.

The 2022 Budget assumes FPC will continue operating in the same manner as the second half of 2021, and CDC as it has been essentially since April. FPC revenues are budgeted at \$722K, which is \$75K lower than realized in 2021. At this writing, pledge revenue for 2022 is \$440K, which is \$54K lower than that realized in 2021. The Stewardship Committee is still following up with people who have not yet pledged, and it is hoped that the pledge number will increase with their efforts. Other Contributions are also budgeted lower in 2022 because we received two generous gifts in 2021 that are not expected to repeat in 2022. Also, we raised an unusually large amount for Cuba in 2021 (all of which goes toward support of our Cuban sister church). CDC revenue is expected to decline by \$25K to \$856K. CDC received a number of small grants in 2021 that are not expected to repeat. In 2022 CDC does have another quarter of the Child Care Stabilization Grant, which will provide \$120K (the same amount received in 2021). Total Church revenue budgeted for 2022 totals \$1,578K.

Total operating expenses for the 2022 Budget are \$1,712K, an increase of \$96K or 6% over 2021's level. Having the service of our half-time Associate Pastor for the entire year accounts for \$37K of the increase; therefore, the total of all other expenses is only a 3.5% increase over 2021. The 2022 Budget includes pay increases for church and preschool staff (\$19K), full year Sunday expenses (\$13K), a Sunday morning AV contractor (\$8K), expected increases in utility rates and building maintenance (\$13K), full year TGIF expenses (\$6K), and EarthKeepers activity increase (\$10K). PC(USA) Offering

revenue and correlating expense are down mostly because of the unusually high donations for Cuba in 2021, as mentioned earlier.

The revenue and expense results lead to a budgeted loss of \$134K in 2022. Because of the Stabilization grant, CDC will have a gain of \$25K, which will be added to its reserves (currently at \$152K). However, FPC is budgeted at a loss of \$159K. FPC gains in 2020 and 2021 were \$142K and were put into the FPC reserves, so we will be pulling that back out plus an additional \$14K. As noted above, the FPC reserve balance was \$975K at the end of 2021.

Balance Sheet

The balance sheet is strong and liquid. The primary change expected in 2022 is that we will invest more cash into longer term investments.

Receipt of the second forgiven PPP CARES Act Loan (\$189K) and the Child Care Stabilization Grant (\$120K) in 2021 provided the most meaningful changes to the balance sheet during 2021. Investments increased \$303K, \$114K of which came from gains in investment value and \$189K from depositing the PPP loan. The FPC general reserve fund advanced \$170K, and the CDC general fund was reopened with \$152K.

Financial Review of 2020

The Financial Review Committee was chaired by Alvin Baca and included Ed Maglisceau and Jim Winter. Their commitment is much appreciated by the Finance Committee. The review of 2020 was conducted in May 2021, and the review results were submitted to the Finance Committee in June. No material issues were identified, and no recommendations for procedures were deemed necessary.

First Presbyterian Church of Santa Fe
Statement of Financial Position
As of December 31, 2021

	2021	2020	\$ Change
ASSETS			
Current Assets			
Cash and Cash Equivalents	\$ 609,732	\$ 496,536	\$ 113,196
Accounts receivable	31,425	30,188	1,237
Prepaid Expenses	4,260	4,796	(536)
Total Current Assets	<u>645,417</u>	<u>531,520</u>	<u>113,897</u>
Fixed Assets			
Furniture and Fixtures, Equipment	195,208	195,208	-
Organ	1,075,930	1,075,930	-
Building and Land Improvements	8,091,228	8,091,228	-
Less Reserve for Depreciation	<u>(3,087,802)</u>	<u>(2,820,088)</u>	<u>(267,714)</u>
Total Net Fixed Assets	6,274,564	6,542,278	(267,714)
Investments	<u>1,780,302</u>	<u>1,476,919</u>	<u>303,383</u>
TOTAL ASSETS	<u>\$ 8,700,283</u>	<u>\$ 8,550,717</u>	<u>\$ 149,566</u>
LIABILITIES & NET ASSETS			
Current Liabilities			
Revenue Received in Advance	\$ 106,865	\$ 105,843	1,022
Donations Payable	24,083	5,507	18,576
Other Payables	<u>6,732</u>	<u>2,474</u>	<u>4,258</u>
Total Current Liabilities	<u>137,680</u>	<u>113,824</u>	<u>23,856</u>
Net Assets			
Fund Balances*			
General Reserve (Unrestricted)	975,268	805,550	169,718
Facilities/Physical Plant	554,523	506,992	47,531
Mission and Social Justice	118,758	127,969	(9,211)
Child Development Center	361,927	187,419	174,508
Music & Worship	108,555	104,739	3,816
Education (Children, Youth & Adult)	24,184	26,658	(2,474)
Congregational Care	18,710	14,783	3,927
EarthKeepers	4,663	3,811	852
Other Funds	112,250	107,493	4,757
Capital Campaigns	-	-	-
Total Fund Balances	2,278,838	1,885,414	393,424
Fixed Assets Investment	6,274,564	6,542,278	(267,714)
Operating Fund/Prev. Years Bal	<u>9,201</u>	<u>9,201</u>	<u>-</u>
Total Net Assets	<u>8,562,603</u>	<u>8,436,893</u>	<u>125,710</u>
TOTAL LIABILITIES & NET ASSETS	<u>\$ 8,700,283</u>	<u>\$ 8,550,717</u>	<u>\$ 149,566</u>

*Fund balances consist of the following:

Session designated funds	1,286,115	964,868	321,247
Donor restricted funds	992,723	920,546	72,177

First Presbyterian Church of Santa Fe
Statement of Activity
January 1 - December 31, 2021

	Unrestricted			Retricted	TOTAL
	FPC	CDC	Subtotal	Funds	
Revenue					
FPC Revenue					
Pledges	494,393	-	494,393	-	494,393
Other Contributions	134,611	-	134,611	-	134,611
Capital Campaign Donations	-	-	-	49,025	49,025
Sacred Places Donations & Grant	-	-	-	6,600	6,600
Other Restricted Donations	-	-	-	97,689	97,689
PC(USA) Special Offerings	27,781	-	27,781	-	27,781
Space Usage	10,480	-	10,480	-	10,480
Other FPC Income	2,926	-	2,926	-	2,926
Investment Gain (Loss)	314	-	314	114,582	114,896
Release from Restriction	125,556	-	125,556	(125,556)	-
Total FPC Revenue	796,061	-	796,061	142,340	938,401
CDC Revenue					
CDC Tuition	-	426,292	426,292	-	426,292
PreK Grant	-	305,695	305,695	-	305,695
CDC Scholarships Releases	-	13,181	13,181	(12,450)	731
CDC Other Revenue	-	136,171	136,171	12,629	148,800
Total CDC Revenue	-	881,339	881,339	179	881,518
Total Revenue	796,061	881,339	1,677,400	142,519	1,819,919
Expense					
Pastoral Expenses	169,865	-	169,865	-	169,865
Staff Expenses	268,509	751,339	1,019,848	-	1,019,848
Admin/Offc/Tech/PreK Meals	54,870	71,698	126,568	-	126,568
Building & Grounds Expense	102,334	50,378	152,712	-	152,712
Worship, Music & Art Expense	22,065	-	22,065	-	22,065
PC(USA) Offerings, Mission, Per Capita	49,646	-	49,646	-	49,646
Activities / Committees	74,591	-	74,591	-	74,591
PPP Reimbursement for Salaries/Wages	(65,200)	(123,600)	(188,800)	-	(188,800)
Support for CDC	39,673	(39,673)	-	-	-
Total Expense	716,353	710,142	1,426,495	-	1,426,495
Net before Genl Reserves release (return)	79,708	171,197	250,905	142,519	393,424
General Reserve release (return)*	(98,456)	(152,449)	(250,905)	250,905	-
Net after Genl Reserves release	(18,748)	18,748	0.10	393,424	393,424
Capital Expenditures (not included in above)					
Releases	-	-	-	-	-
Expenditures	-	-	-	-	-
Net Capital Releases and Expenditures	-	-	-	-	-
Net Operating & Capital Expenditures	(18,748)	18,748	0	393,424	393,424

*In 2020, FPC reserves covered \$19K of CDC loss. In 2021 the \$19K is being retored to FPC reserves.

First Presbyterian Church of Santa Fe
Fund Activity
January 1 - December 31, 2021

Fund Categories	Balance as of 31-Dec-20	Receipts	Investmt Gain	Disburse- ments / Returns ¹	Capital Campaign Transfers	Balance as of 31-Dec-21	\$ Change
General Reserves	805,550	-	71,262	98,456	-	975,268	169,718
Facilities	506,992	12,143	25,815	(33,796)	43,369	554,523	47,531
Mission Funds	127,969	10,783	2,003	(28,125)	6,128	118,758	(9,211)
CDC (Preschool)	187,419	14,947	15,502	137,931	6,128	361,927	174,508
Music, Art, Worship	104,739	37,807	-	(33,991)	-	108,555	3,816
Christian Ed	26,658	300	-	(2,774)	-	24,184	(2,474)
Congregational Care	14,783	4,650	-	(723)	-	18,710	3,927
EarthKeepers ²	3,811	20,500	-	(19,648)	-	4,663	852
Other Funds	107,493	11,255	-	(6,498)	-	112,250	4,757
Capital Campaigns ³	-	55,625	-	-	(55,625)	-	-
Total Fund Balances	1,885,414	168,010	114,582	110,832	-	2,278,838	393,424

¹Gains from FPC and CDC in 2021 were returned to their general reserve funds.

²EarthKeepers is a special fund for a movement that may later become its own nonprofit. If that happens, the fund balance will be transferred to the new nonprofit. This effort is led by Andrew Black, assisted by Jen Black. Major funding in 2021 was a grant of \$20,500. Also, Mission leadership elected to offset EarthKeepers' expenses with a donation of \$1K.

³On December 31, 2021, collections on the capital campaigns were distributed to building, mission, and CDC funds.

Donor Restricted (DR) and Session Designated (SD) Funds in Each Category (fund descriptions are on website)

Facilities / Physical Plant

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

Music, Art and Worship continued

35700 · Music Director Cont Ed (SD)
35800 · L Raney Fund (DR)
35900 · Back Pew Gallery Fund (DR)

Mission and Social Justice

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

Christian Ed Funds

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

Congregational Care

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

Child Development Center

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

EarthKeepers (38800, DR)

Other Funds

38100 · Ministry Support (DR)
38150 · Pastor Sabbatical Fund (DR)
38200 · Pastor Housing (SD)
38250 · Pastor Continuing Ed Fund (DR)
38300 · FPC Memorial Gift Fund (SD)
38600 · Technology Fund (DR)
38700 · Presbyterian Women (DR)

Music, Art and Worship

35100 · Genl Music Fund (DR)
35160 · L Babcock Music Fund
35200 · Organ Maint Fund (DR)
35300 · Chancel Choir Fund (DR)
35400 · Chancel Bells Fund (DR)
35500 · Piano Practice Donations (DR)
35600 · Recital / Concert Fund (DR)
35600 · Recital / Concert Fund (DR)

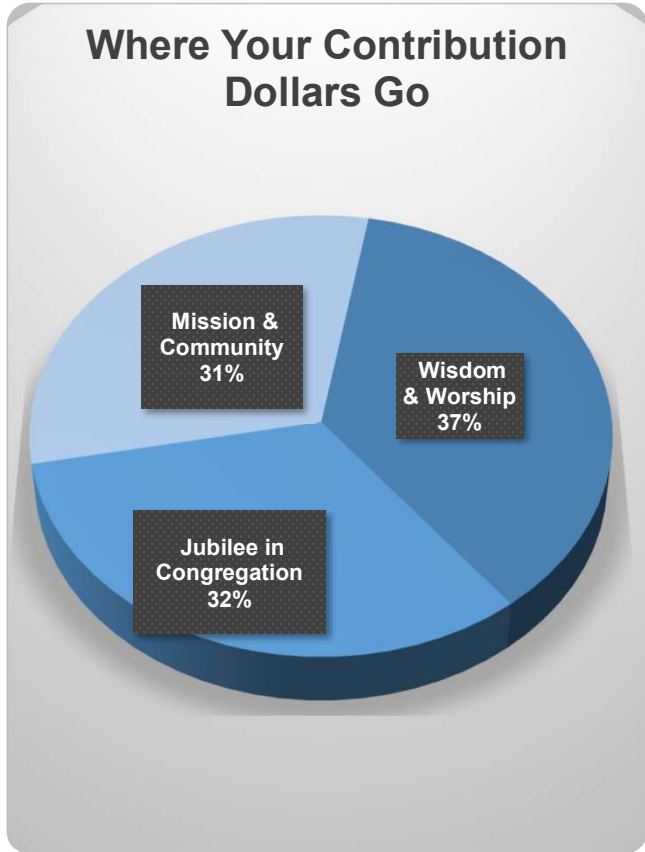
Capital Campaigns

38510 · Capital Campaign - General (DR)
38580 · Sacred Places (DR)

Details available from Treasurer upon request.

First Presbyterian Church of Santa Fe
2022 Preliminary Budget
January-December 2022

REVENUE	
FPC	
Pledges	440,000
Other Contributions	117,000
Special PC(USA) Offerings	13,500
Space Rentals	10,200
Miscellaneous	1,400
Addl Releases from Funds	140,100
Total FPC	722,200
CDC	
CDC Tuition	424,200
PreK Grant	301,600
Scholarship Releases	10,000
Other CDC Revenue & Releases	120,100
Total CDC	855,900
TOTAL INCOME	1,578,100
EXPENSE by Purpose	
Wisdom & Worship	322,430
Jubilee in Congregation	286,910
Mission & Community	271,360
CDC Mission	830,900
TOTAL EXPENSE	1,711,600
NET before release from Genl Reserve	(133,500)
Release of FPC general reserves(1)	158,500
Return of CDC gain to CDC reserves	(25,000)
NET	-



EXPENSE BREAKDOWN by Account & Purpose	Wisdom & Worship	Jubilee in Congregation	Mission & Community(2)	CDC Mission(3)	Total
Pastoral Expenses	70,470	70,460	70,470	-	211,400
Staff Expenses	160,450	104,910	43,200	740,240	1,048,800
Admin, Office, & Tech / PreK Meals	10,160	31,920	6,290	81,630	130,000
Building & Grounds (3)	46,950	46,950	10,430	61,470	165,800
Worship & Music	18,150	8,370	8,380	-	34,900
PC(USA) Mission, Per Cap, Spc Offer	5,650	5,650	24,000	-	35,300
Activities/Committees	10,600	18,650	56,150	-	85,400
Support for CDC (3)	-	-	52,440	(52,440)	-
TOTAL EXPENSE (4)	322,430	286,910	271,360	830,900	1,711,600

(1) FPC gains in 2020 and 2021 of \$142K were returned to the FPC general reserves. The budgeted pull for 2022 of \$168K includes these recent returns and an additional \$26K. The balance of the FPC general reserves at the end of 2021 was \$975K.

(2) Expenses in the Mission column relate to serving the community, which includes cash donations of \$42K for Mission and Social Justice, \$10K to the Presbytery missions, plus donations of space to CDC, costs of TGIF, and costs of outside groups using our facilities.

(3) CDC direct expenses include CDC personnels, supplies, insurance for preschool, and cleaning services. These direct costs are usually funded by tuition fees, state aid and contracts, grants, scholarship funds, and special donations to CDC. Indirect expenses, including building and some administration expenses, are funded by the general revenue, e.g., pledges and other contributions, and are included in the Mission and Outreach column.

(4) Capital expenditures of \$40,000 for building renovations and any other capital projects are not included in the above. See the Annual Comparisons page.

First Presbyterian Church of Santa Fe

Annual Comparisons

2020-2022

	2020 Actual	2021 Budget	2021 Actual	2022 Budget
REVENUE				
FPC				
Pledges	465,971	475,000	494,393	440,000
Other Contributions	118,421	113,100	134,611	117,000
Special PC(USA) Offerings	13,765	9,000	27,781	13,500
Space Rentals	6,273	8,500	10,480	10,200
Miscellaneous	1,889	1,600	3,240	1,400
Release from Purpose Restriction	<u>90,575</u>	<u>94,600</u>	<u>125,556</u>	<u>140,100</u>
Total FPC	696,894	701,800	796,061	722,200
CDC				
CDC Tuition	302,435	370,300	426,292	424,200
PreK Grant/Contract	198,011	266,000	305,695	301,600
Scholarship Releases	14,855	15,800	12,450	10,000
Other CDC Revenue	56,916	25,000	134,834	120,100
Releases (Returns) of CDC Funds	<u>34,079</u>	<u>5,000</u>	<u>2,068</u>	<u>-</u>
Total CDC	606,296	682,100	881,338	855,900
TOTAL REVENUE	1,303,190	1,383,900	1,677,399	1,578,100
EXPENSE by Purpose				
Wisdom & Worship	224,962	286,620	245,107	322,430
Jubilee in Congregation	225,725	266,382	229,739	286,910
Mission & Community	202,682	205,098	241,509	271,360
CDC Mission (1)	<u>606,296</u>	<u>779,100</u>	<u>710,139</u>	<u>830,900</u>
TOTAL EXPENSE	1,259,665	1,537,200	1,426,494	1,711,600
	-	-	-	-
NET before release or return of general reserves	43,525	(153,300)	250,905	(133,500)
Release (return) of FPC general reserves (2)	(43,525)	153,300	(98,456)	158,500
Release (return) of CDC general reserves (2)	<u>-</u>	<u>-</u>	<u>(152,449)</u>	<u>(25,000)</u>
NET after release of general reserves	-	-	-	-
EXPENSE by Account				
Pastoral Expenses	147,208	187,300	169,865	211,400
Staff Expenses	974,049	959,100	1,019,848	1,048,800
Admin, Office, & Tech / PreK Meals	82,789	123,800	126,568	130,000
Building & Grounds	104,859	138,400	152,711	165,800
Worship, Music & Art	18,991	33,900	22,065	34,900
PC(USA) Mission, Per Capita, Spec Offerings	35,210	30,900	49,646	35,300
Activities/Committees	85,358	63,800	74,591	85,400
PPP Reimbursement for Salaries/Wages (3)	<u>(188,800)</u>	<u>-</u>	<u>(188,800)</u>	<u>-</u>
TOTAL EXPENSE	1,259,665	1,537,200	1,426,494	1,711,600
Capital Expenses covered by fund releases (not in above) (4)	296,063	40,000	-	40,000

(1) CDC expenses are reduced by the amount of support received by FPC, usually for building and some administration support.

(2) Gains in 2020 and 2021 were transferred to the general reserves--\$142K to FPC reserves and \$152K to CDC reserves. In 2022 the budget includes a pull of \$168K from the FPC reserves and return of another \$25K to the CDC reserves. Gains in 2020 and 2021 were primarily due to COVID relief funds. (See footnote 3.) Reserves for FPC at the end of 2021 were \$975K and for CDC \$152K.

(3) In 2020 and again in 2021, we received \$188,800 as part of the Paycheck Protection Program of the CARES Act in the form of a loan from the SBA. Since we used the full sum for salaries, we were eligible and received full forgiveness of both loans.

(4) The capital expenditures for 2020 were mostly for the last expenses on projects mostly covered by the Sacred Places campaign. Other expenditures were for building projects coming from the GHBF capital campaign fund and a piano rebuild funded by a separate donation. In 2021 no additional expenditures have been made. In 2022 we are budgeting \$40K for modest renovations.

2020 and 2021 Mission & Community Expenses

The congregation of FPC contributes to mission activities both directly and indirectly in many different ways. Below is a summary of distributions to mission by our congregation actual for 2021 and budgeted distributions in 2022.

Direct Distributions to Mission

Direct financial distributions to mission come from pledges and general contributions and also from donor-restricted donations to specific missions. In 2021 we answered the call to sponsor an Afghan family for resettlement in Santa Fe. In addition, we collected \$20K for support of our sister church in Cuba. Other Mission and Social Justice donations continued to support the efforts of nonprofits that work to feed, shelter, and otherwise support individuals and families in need. Following is the summary of all these financial distributions:

<u>Donations</u>	<u>2021 Actual</u>	<u>2022 Budget</u>
MSJ Committee distributions	\$40K	\$42K
Other mission activities (incl congregant donations)	13K	1K
PC(USA) special offerings (direct donations by members)	28K	14K
PC(USA) mission donation to Presbytery	10K	10K
CDC scholarship support to low-income families	<u>12K</u>	<u>10K</u>
Total Direct Distributions to Mission	\$103K	\$77K

Support for CDC Mission

FPC considers its preschool, the Child Development Center (CDC), to be its most important mission. Our facility is a five-star preschool that serves middle- and low-income children for a rate lower than other high-quality preschools. FPC’s commitment to its education mission dates back to its beginning in 1867, and the congregation is extremely proud of its current efforts through its preschool. Although most of the costs of the preschool are covered by tuition and grants, the congregation makes the space and some staff members available to the preschool (at no cost) as a part of its commitment to this mission. Also, volunteers assist the preschool with some administrative and other support as appropriate.

The pandemic closures of the preschool meant that in 2020 the church had to provide additional support of \$19K to cover preschool expenses. In 2021 CDC opened the year with pandemic restrictions that limited its ability to operate at full capacity. Fortunately, however, CDC received a NM Child Care Stabilization grant of \$120K in 2021 and will receive another \$120K in 2022. CDC was therefore able to “repay” the additional support from the church given in 2020.

Further, in August 2019 CDC received funding for one of its five preschool classes, and then in August 2020 CDC received a grant for a second preschool class. These grants fund some of the overhead

formerly funded by FPC. These grants have continued full payments during the pandemic. Following is the support to CDC provided for 2021 and expected in 2022:

<u>CDC Support Categories</u>	<u>2021 Actual</u>	<u>2022 Budget</u>
Bookkeeping and IT services	\$5K	\$6K
Preschool portion of building expenses		
Facilities management, labor, repairs, supplies (CDC pays its own custodial service and supplies)	31K	36K
Utilities	8K	10K
Return of additional support given in 2020	<u>-19K</u>	<u>-0-</u>
Total Distributions to CDC Mission	\$25K	\$52K

Other Community and Mission Support

Our pastoral staff is very active in mission activities. Pastor Harry Eberts spends approximately one-third of his time in work in the community. He serves as co-founder and co-president of New Mexicans to Prevent Gun Violence, a board member of the Ghost Ranch Foundation, Moderator-Elect of the Presbytery of Santa Fe, a member of Interfaith Leadership Alliance (ILA), and a leader and participant in other community activities. Each of these roles has led to various tangents and forays into the community. Pastor Harry is asked to speak at community events and rallies, give presentations on gun violence to organizations, on environmental issues with other faith leaders, attends and participates in Roundhouse committee hearings during the sessions, and the list goes on. He takes seriously the precept that Presbyterians are called to be in the midst of a society and its issues, and our church supports him in this effort.

In September 2021, FPC hired Andrew Black as a half-time Associate Pastor, and he also spends at least a third of his time in community activities. Pastor Black focuses much of his time on reaching out to residents of the Southside of Santa Fe and promoting efforts to address climate change. This includes leading a diverse community wide coalition of Tribal leaders, Hispanic traditional land users, business leaders, and youth to protect the Caja del Rio. Pastor Black has led various hikes for Southside and Tribal youth to the Caja as well as organized two Caja trash clean up days that had strong participation from FPC members. Pastor Black continues to present to various multi-faith communities on environmental issues. He recently was heavily involved in setting up two highly successful COVID vaccination clinics at the church. He has founded EarthKeepers 360, which is currently a program at FPC but may become its own nonprofit at some point, and has drawn significant grant support for the program and his activities on those projects.

In addition, during normal times, we make our church available to numerous nonprofits and to out-of-town groups in Santa Fe for mission work. In the last six years, over 150 organizations have used our facilities. During the early pandemic, we continued TGIF as a video recording, free to the community, and in July 2021, we resumed in person concerts on Friday nights open to the entire community. The costs for these contributions include:

<u>Other Indirect Support Categories</u>	<u>2021 Actual</u>	<u>2022 Budget</u>
Pastoral expense	\$57K	\$71K
Admin, music, other staff expense	38K	43K
Office, admin, tech expense	7K	6K
Building expense	10K	10K
Other (mostly contractors for TGIF and EarthKeepers)	<u>14K</u>	<u>22K</u>
Total Indirect Contributions to Other Missions & Community	\$126K	\$152K

Unquantified Contributions to Mission

In addition to direct and indirect financial support, members of the congregation support mission activities by giving food and other donations and by volunteering to do such things as feed the homeless and collect goods for relief for those in need.

Terms of Call

Effective January 1, 2022

The Rev. Dr. Harry William Eberts III – Pastor

Effective Salary	\$95,000	Includes \$55,000 toward housing
Medical, Pension, Death & Disability	35,150	Of which \$8,075 is Pension
SECA Allowance	7,270	
Vouchered Expenses		
Continuing Education	\$2,000	
Professional Expense	\$2,200	
Pastor Car & Travel Expense	\$2,600	
Pastor Discretionary Expense	\$2,000	
Total Pastor Compensation & Expense	\$146,220	
2022 Budgeted Expense	\$146,220	

Terms of Call

Effective January 1, 2022

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

Effective Salary	\$30,000	
Medical, Pension, Death & Disability	14,000	Of which \$2,550 is Pension
SECA Allowance	2,300	
Vouchered Expenses		
Continuing Education	\$1,000	
Professional Expense	\$1,100	
Associate Pastor Car & Travel Expense	\$1,300	
Associate Pastor Discretionary Expense	\$1,000	
Total Pastor Compensation & Expense	\$50,700	
2022 Budgeted Expense	\$50,700	

First Presbyterian Church of Santa Fe

Minutes of the Annual Meeting of the Congregation and Corporation

January 31, 2021, at 10 a.m. via Zoom

Moderator the Rev. Dr. Harry Eberts called the meeting to order at 10:15 a.m. Clerk of Session Judi Haines declared a quorum present. Harry delivered the Constituting Prayer.

The Moderator introduced Richard Lindahl, Chair of the 2020/2021 Nominating Committee who presented the slate for the election of officers to serve in 2021. Members of the Nominating Committee included Gary Murphy, Alice Tinkle, Karin Lerew, Roger Said and Pastor Harry Eberts.

Nominated for the Session to serve in 2021:

- Alan Hook, for the term of one year (Class of 2021)
- Gayle Lomax, for the term of two years (Class of 2022)
- Sharon Eklund, for the term of three years (Class of 2023)
- Juanita Thorne-Connerty, for the term of three years (Class of 2023)
- Melissa Mitchell, for the term of three years (Class of 2023)

There were no nominations from the floor. Dick Lindahl moved to pass the slate by Unanimous Consent. There were no objections. **Motion Passed.**

Nominated for the Board of Deacons to serve in 2021:

- Jane Stringfellow, for the term of one year (Class of 2021)
- Mary Norris, for the term of three years (Class of 2023)

There were no nominations from the floor. Dick Lindahl moved to pass the slate by Unanimous Consent. There were no objections. **Motion Passed.**

The **Session has elected the following Corporate officers** to serve in 2021 and moves that the Congregation confirm by Unanimous Consent:

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

There were no objections. **Motion Passed.**

The congregation then moved into a time of Celebration of 2020 Ministries and Surviving the Covid Pandemic. We shared our Joys and Concerns.

The meeting was re-convened to review Financial Results and approve the Terms of Call for Pastor Harry Eberts.

Gale Wright, Treasurer, presented the 2020 Results with the following highlights:

- Better than budgeted
- Added \$43K to our reserves instead of withdrawing \$96K
- \$189K CARES Act PPP loan / forgiveness
- Both revenue and expense depressed
- All personnel received full pay and benefits
- Sacred Places projects completed and paid
- Balance sheet – strong and liquid

and the 2021 Budget as approved by Session with the following highlights:

- Assumes full in-person operation by July
- Half-time Associate Pastor hired in July
- CDC continues restricted class sizes until July
- No changes in personnel pay or benefits
- Budgeted to withdraw \$153K from reserves
- No extensive building renovations planned
- Second PPP loan applied for (\$189K)

Bill Eklund, President presented 2021 Terms of Call for Pastor Harry Eberts. The terms of call did not change from 2020. Although Session had approved a raise, Harry declined, asking that the Parish Associate budget be increased instead, which has been done.

Bill Eklund moved that the Terms of Call as presented, be approved by Unanimous Consent. There were no objections. **Motion Passed.**

The Congregational Meeting was suspended at approximately 11:05 a.m.

The Corporation meeting was called to order by Bill Eklund, President at 11:05 a.m. and Bill Eklund presented the Corporate Officers for 2021:

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

There was no new or old business.

The Corporation Meeting was adjourned at 11:10 a.m.

The Meeting of the Congregation was re-convened for the purpose of reading the Service of Memorial and a service of Ordination and Installation.

Judi Haines, Clerk of Session read the Service of Memorial and Necrology Report.

Members of the Congregation

- Freda Elliott, January 2, 2020
- Ralph Williams, February 2, 2020
- James Moore, April 30, 2020
- Roger Copple, June 13, 2020
- Dr. Robert Zone, August 3, 2020
- Dr. Harris W. Barber, August 15, 2020
- Audrey Maehl
- Alfred Hill

Former Members of the Congregation and Friends

- Charles A. Schenck, December 18, 2018
- Mark Christopher Fallis, June 10, 2020
- Britt Finney, September 19, 2020

First Presbyterian Church of Santa Fe ordained and Installed: Alan Hook, Gayle Lomax, Sharon Eklund, Juanita Thorne-Connerty, and Melissa Mitchell to the office of ruling elder.

The session also ordained and Installed: Jane Stringfellow, Mary Norris, Blair Anderson, and Ken and Leslie Miller to the office of deacon.

The meeting was adjourned at 11:20 a.m. with a Benediction by the Rev. Dr. Harry Eberts.

Respectfully submitted,

The Rev. Dr. Harry Eberts III
Moderator

Judith Haines
Clerk of Session and Corporate Secretary

Approved by Session: February 17, 2021

First Presbyterian Church of Santa Fe

Minutes of the Called Congregational Meeting

July 18, 2021, (following the 11 a.m. service) in the Sanctuary

This meeting was called for the purpose of receiving the report and nomination from the Associate Pastor Nominating Committee (APNC) to call the Rev. Andrew Black as Associate Pastor.

The meeting was called to order at approximately 12 noon by the Rev. Bill Humphreys, Moderator. A quorum was declared. Rev. Humphreys led the congregation in the Constituting Prayer.

Jane Stringfellow, Chair of the Associate Pastor Nominating Committee, presented the APNC report and nomination and proposed Terms of Call.

Terms of Call (part time*)

Effective Salary (Annual)	\$30,000
Medical, Pension, Death & Disability (\$3,300 of this amount is Pension)	14,450
SECA Allowance	2,295
Vouchered Expenses:	
Continuing Education	1,000
Automobile Expense	1,300
Business & Professional Expenses	1,100
Other Vouchered Expenses	1,000
Total Associate Pastor Compensation & Expense – Annual	51,145
Vacation	4 weeks
Study leave	2 weeks

* Rev. Black's part time hours will be 20/week – to be scheduled in agreement with Pastor Harry.

Karin Lerew, Sharon Kirby, and Tom Tindall, members of the APNC each spoke about their personal experience serving on the APNC and their reasons for supporting the nomination.

Ballots were distributed, collected, and tabulated by Gale Wright and Alice Tinkle and confirmed by Judi Haines, Clerk of Session.

55 Votes were cast, all Yes, the call was Unanimous.

The Rev. Andrew Black returned to the meeting and was congratulated by the congregation. He spoke briefly about his hopes for his ministry.

Judi Haines made a motion, which was seconded by the congregation that the APNC be dismissed with the thanks of the Congregation. **M/S/P**

The meeting was adjourned at 12:30 p.m. by the Rev. Bill Humphreys, Moderator

Respectfully submitted,

Rev. Bill Humphreys
Moderator

Judi Haines
Clerk of Session

Approved by Session: August 18, 2021