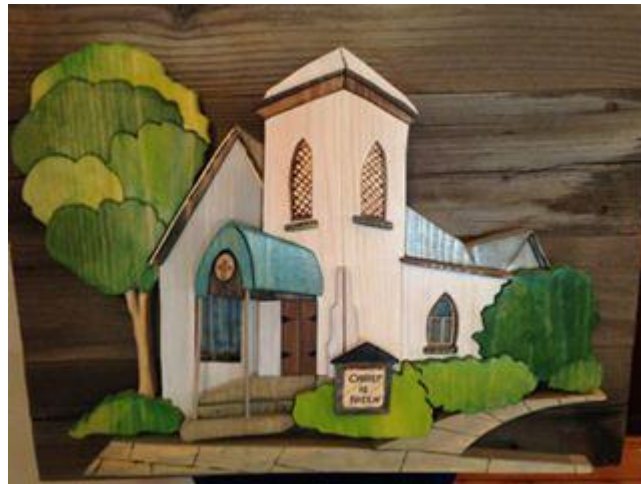


2016 Annual Report

First United Presbyterian Church
1000 Douglas Avenue
Las Vegas, NM 87701

(505) 425-7763
(505) 425-7771 fax
fupc.nm@gmail.com
www.lvpresbyterian.org



*With Christ as the center of our ministry,
First United Presbyterian Church of Las Vegas, New Mexico
is dedicated to sharing the love of Christ in our community and beyond.*



2016 Congregational Meetings

➤ Minutes – Congregational Annual Meeting - Sunday, February 7, 2016

The meeting was opened with a **prayer** by moderator Rev. Dr. Frank Yates. The clerk reported that a **quorum** was present.

Reports of the Pastor, the Clerk of Session. Frank reported his gratitude for making him feel so at home in this congregation and is happy to work as long or as short as needed depending on calling of new pastor as is Pat.

Received the Congregational minutes from three meetings (the annual meeting, the meeting in May to change the bylaws and also meeting in July to elect our new leadership.

Treasurer Douglas Baskett reported to the congregation that we are in sound financial standing. A great deal of work to be done on the church, a lot already done. \$2000 donation from Tom Trigg's sister in honor of her late husband for the renovation of the Fellowship Hall to create needed storage space.

Rev. Dr. Frank Yates and Rev. Pat Halverson left the meeting so that the Terms of Call could be approved. Clerk Carol Linder led the discussion of the terms of call. The terms were approved unanimously.

TERMS OF CALL for Rev. Dr. Frank Yates

The pastor is employed on a part time basis, serving approximately 10 hours per week and will be compensated as follows

Effective Monthly Salary

Cash Salary	\$1,382.00
SECA allowance 7.65%	\$105.86

Monthly Reimbursable expenses by voucher

Mileage (.37 per mile)	up to \$393.00
Professional expenses, housing and food	\$262.00
Continuing Education	\$69.00
Vacation (2 weeks)	

We will pay regularly in advance to the Board of Pensions a sum equal to the requisite percentage of your salary which may be fixed by the General Assembly of the Presbyterian Church (USA), for participation in its Benefits Plan, during the time you are in the interim pastoral relationship set forth in this contract.

TERMS OF CALL for Rev Pat Halverson

The pastor is employed on a part time basis, serving approximately 20 hours per week and will be compensated as follows:

Effective Monthly Salary

Cash Salary	\$1,428
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Monthly Reimbursable expenses by voucher

Continuing Education \$52
Vacation (2 weeks)

Committee Reports

Thanks to all the committees that do the work, especially the Pastor Nominating Committee.

There was a time for sharing of hopes and dreams as we prepare to call a new pastor

Angelica Stockholm shared thanks for her baptism and friendship. Sean Croto also shared his thanks.

Approved motion to adjourn and the meeting was closed with a prayer by moderator Rev. Dr. Frank Yates.

➤ *Called Congregational Meeting - Sunday, February 21, 2016*

Moderator Jim Roghair and Presbytery Commission on Ministry (COM) Representative to FUPC during its search for a pastor, opened the meeting with prayer. He explained that the purpose of the meeting was to hear the report of the Pastor Nominating Committee (PNC) and to vote on its recommendation regarding a new pastor for FUPC. No other business would be conducted at this meeting.

Moderator Roghair asked if a quorum was present and Clerk Pro Tem Karyl Lyne replied yes. Moderator asked for the PNC report and recommendation from PNC Chair Richard Lindeborg. PNC Chair Lindeborg introduced PNC members Murl Baker, Christie Baskett, Juli Salman, Linda Solyntjes, Tom Trigg and Sharon Vander Meer, thanking them for their time and work. He led the congregation through the printed PNC Report, which had been distributed at the beginning of the meeting. He then presented the motion of the PNC, which was in three parts:

- a. That the congregation call the Rev. Kathryn D. Palmer to be the pastor of the First United Presbyterian Church of Las Vegas, NM, effective May 9, 2016;
- b. That the congregation approve the terms of call outlined in the printed PNC Report for the Rev. Kathryn D. Palmer; and
- c. That the congregation dissolve the Pastor Nominating Committee effective March 6, 2016, upon completion of the following tasks:
 1. Notification of the Church Leadership Connection (CLC) that a pastor has been called;
 2. Notification of remaining prospective pastors;
 3. Disposition of PNC records;
 4. Sharing of any additional agreements between the new pastor and the PNC.

Ballots were distributed to congregation members by counters Judy Long and Jackson Awuzing and the congregation was directed to cast a yes or no vote for each of the three motions. Ballots were collected and the counters went to the library to count while the congregation sang Cantad al Señor.

The counters returned with the results of the voting and Moderator Roghair that the three motions passed 54 – 0.

Thus completing the business of the meeting, Moderator Roghair adjourned with prayer.

Respectfully submitted,

Karyl Lyne, Clerk Pro Tem in the absence of Stated Clerk Carol Linder

➤ **Congregational Annual Meeting - April 17, 2016**

The meeting was opened with a prayer by moderator Rev. Dr. Frank Yates. The clerk reported that a quorum was present.

Addendum to the terms of call for Rev. Kathryn Palmer that was approved at a Congregational Meeting On February 21, 2016

Effective Salary	\$43,000
Cash Salary	\$25,800
Housing Allowance and Utilities	\$17,200

Approved motion to adjourn. The meeting was closed with a prayer by moderator Rev. Dr. Frank Yates.

➤ **Congregational Meeting - June 26, 2016**

Moderator Rev. Katie Palmer opened the meeting with prayer. The clerk declared a quorum of the active membership. The purpose of the meeting was to approve the 2016-2017 leadership slate put forth by Nominating Committee presented by committee Chair Carol Linder.

Thank you to the outgoing Class of 2016 (August 1, 2014- July 31, 2016)

Session

Amos Estrada (2nd term)
Karyl Lyne (1st term)
Robin Carlson (1st term)

Deacons

Sharon Vander Meer (3rd term)
Jackson Awuzing Igondou (1st term)
Murl Baker (1st term)

The following slate was approved **SESSION (8 Elders)**

Nominations to the Class of 2018 (August 1, 2016- July 31, 2018)

1. Amos Estrada (3rd term)
2. Karyl Lyne (2nd term)
3. Robin Carlson (2nd term)
4. Richard Lindeborg (1st term)

Nominations to the Class of 2017 (August 1, 2015- July 31, 2017)

1. Christie Baskett (1st term, 1 year to replace Douglas Baskett)
Joining Carol Linder, Judy Long, Denise Spicer

DEACONS (9 on Board)

Class of 2018 (August 1, 2016- July 31, 2018), joining class of 2017 (Linda Cunningham, Siobhan and Sean Croto, Frank Hager, and Bonnie Trujillo)

1. Mary Schipper (1st term)
2. Chuck Peterson (1st term)
3. Jackson Awuzing Igondou (2nd term)
4. Patrick Rucker (2nd term)
5. Murl Baker (2nd term)

Nominating Committee

Carol Linder (Chair, Session rep)
Bonnie Trujillo (Deacon representative)
Rudy Laumbach (Member at large)

Joyce Litherland (Member at large)
Mary Schipper (Member at large)
Van Swan (Member at large)

Approval of the motion to adjourn and Rev. Katie Palmer closed the meeting with a prayer .

Bylaws of First United Presbyterian Church

*1000 Douglas Avenue
Las Vegas, New Mexico 87701*

ARTICLE I: Name

The name of this Congregation and Corporation shall be “The First United Presbyterian Church of Las Vegas,” located in Las Vegas, New Mexico, a Congregation of The Presbyterian Church (U.S.A.).

ARTICLE II: Authority

This Congregation and Corporation are governed in all its parts by the Constitution of the Presbyterian Church (U.S.A.) and by the laws of the State of New Mexico for religious Corporations.

ARTICLE III: Congregational and Corporation Meetings

Meetings of the Congregation and the Corporation shall be held in conjunction with each other to the extent permitted by civil law.

Annual and special meetings of the Congregation and Corporation shall be called by public notice from the pulpit during the two Sunday worship services preceding the meeting. Such notice will include the time, place and purpose of the meeting. The annual meeting shall, if possible, take place in January or February.

The annual Congregational meeting will include election of a Nominating Committee for the coming year.

A quorum (G-1.0501) of congregational and corporation meetings shall consist of the moderator and ten percent (10%) of the active (G-1.0402) members. All active members of First United Presbyterian Church of Las Vegas shall be eligible to vote. Voting by proxy is not allowed.

ARTICLE IV: Elected Officers

The officers of the church shall include:

- Ruling elders, who will make up the session, shall be ordained elders elected to the session by the congregation;
- Trustees of the corporation shall be ruling elders currently serving on the session, who are eligible under civil law to be corporate officers and are elected by the session;
- Deacons, who are elected by the congregation.

The number of each type of officer to be elected shall be determined by the session based on church membership and activities.

The term of office for all officers shall be 2 years, with a limit of 6 years of service on a body. Terms shall be staggered so that approximately ½ of each body is elected each year.

Elections for ruling elders and deacons will be held annually at a special meeting of the congregation (normally in the summer).

Candidates shall include those presented by the nominating committee and those nominated at the meeting from the floor. Any person, whether nominated by the nominating committee or from the floor, must have agreed to the nomination.

ARTICLE V: Nominating Committee

Nominating Committee - The nominating committee shall be elected at the annual congregational meeting and consist of at least five members of the congregation, one of whom shall be a ruling elder.

The nominating committee shall nominate candidates for the following year's nominating committee and other officers of the congregation. Those nominated must have agreed to serve.

Once elected, nominating committee members will serve through the next year's annual meeting.

ARTICLE VI: Conduct of Meetings

The session, its committees and the deacons shall hold scheduled meetings at least quarterly.

A quorum of the session shall consist of the moderator and three session members.

ARTICLE VII: Delegations of Responsibility

The session may delegate responsibilities to committees, working groups, task forces or other units, provided such units include a member designated to report activities to the session.

The Book of Order lists the responsibilities of the session, trustees and deacons.

ARTICLE VIII: Amendment Procedure

These By-Laws may be amended subject to the Constitution of the Presbyterian Church (U.S.A.), the Charter of the Corporation and the laws of the State of New Mexico. Amendments may be voted at any Annual Meeting of the Congregation or at any special meeting of the Congregation by a two-thirds (2/3) vote of the active members present and voting. There shall be a full reading of the proposed change(s), or printed distribution of same shall have been made in connection with the call for the meeting. There shall be a quorum of active members present as provided for in ARTICLE III above.

ARTICLE IX: Effective Date

Approved May 31, 2015, these by-laws immediately replace all previous by-laws, including those revised 2/8/2004.



Pastor's Report 2016

It's so hard to believe that I am in my eighth month with all of you at First United Presbyterian Church in the original Las Vegas. I have been warmly welcomed and gently shepherded as I've learned about all of you and how you are used to doing things. It has been a joy to become a part of the FUPC family and to see your faith in action in Las Vegas and beyond. Thank you for that! I couldn't have asked for a more loving group of people with whom to share my first pastorate. From the time I first spoke with the Pastor Nominating Committee through my neutral pulpit experience in January and my candidating weekend in February, things just seemed to click! My first week, during which I attended five committee meetings and moderated my first session meeting, gave me a taste of this active, passionate church community. I don't think we've slowed down since!

FUPC's session members understand their responsibility to lead the church with God's guidance and consistently demonstrate dedication and willingness to listen to one another. My work with session has made clear to me why I was so often asked, during my candidating process, how I work with "strong lay leaders." The answer remains, "I am grateful for them"—more so now that I know them and their passions a bit more.

This fall, Session examined and welcomed into membership six people, all of whom commented on the welcoming, opening, active congregation here. On a sad note, I report the resignation of Elder Amos Estrada in November. His voice on session and his passion for the community will be missed.

The bulk of my work with session during the past several months has focused on discernment and decisions regarding New Horizons Preschool. From the time I arrived, it was clear that the session had been drained by revisiting issues that FUPC's operation of New Horizons Preschool presented. With a much smaller congregation than when the preschool was founded over 40 years ago and with changes in state regulations and guidelines, session was feeling the heaviness of wanting to serve the community yet no longer having resources—especially the resource of a full committee to oversee and guide the preschool's work—to feel comfortable with this responsibility. Having decided more than once to close the school but never implementing that decision, the session committed to making and carrying through a decision regarding New Horizons. Through several lengthy, called meetings to faithfully discern God's guidance, session opted to hold information-gathering meetings with New Horizons parents and with the congregation and community. The result of our discernment process was a consensus to hire a director who could help us move the preschool and its staff to independence. The relief expressed after this decision was made was palpable. We quickly moved forward to appoint a director search committee with representatives from the Personnel and New Horizons Committees and began the hiring process. I regret that we have not yet found someone to fill the position; that work will be a priority in early 2017.

Session will be starting the new year with a retreat that had to be postponed because of my illness during its originally scheduled time in December. We will be spending some time in fellowship—a luxury we didn't have over the last several months—and will be using asset mapping to imagine possibilities for FUPC and to plan a time for the congregation to share in our imagining.

So that I could get a feel for the work of FUPC's many committees, I made it a priority to attend meetings of all committees when I first arrived. I continue to attend a majority of committee meetings and, if I don't attend, to check in often with committee members. I work especially closely with the Worship and Music Committee (WAM). We made a decision shortly after I arrived to implement weekly communion for a period of four months and to reevaluate that decision early in 2017. Additionally, members of WAM and a few others met in October for a planning retreat, during which time we got our creative juices flowing and responded to lectionary Scripture readings in a way that led us to the "Journey to Joy" Advent theme, the result of which the congregation saw in stars! Our next planning retreat is scheduled; it is my hope that they will continue, as such creative input is immensely helpful to me.

Additionally, I work closely with the Personnel Committee, which had been busy getting job descriptions updated and now will focus on a more standardized structure for staff evaluations and supervision.

My move from chaplaincy to the pastorate here has allowed me to immerse myself in preaching and leading church school classes. Over the summer, I enjoyed sharing how the Holy Spirit shows up in movies and, during Advent, preaching on the Journey to Joy. Holding weekly Advent Taizé services was meaningful for me and for several others; attendance ranged from six to 15. I have enjoyed getting to know people through pastoral care visits, and hope to get a better handle on scheduling to allow me more time for such visits. As I work toward that goal, the Deacons have also developed a plan for each Deacon to accompany me on introductory visits with those members of their prayer group whom I may not have had a chance to meet. I look forward to that. The Deacons also assist in taking communion to members who are housebound on the first Sunday of the month.

During this year I have had to say goodbye to several people whom I did not have a chance to get to know as well as I would have liked. In my 7 ½ months here, I have officiated or co-officiated at seven memorial services—for members Joan Laumbach (6/18), Jack Van Horn (7/28), Robert Heidlebaugh (8/23), Karen Montoya Salazar (12/17) and Ray Litherland (12/27) as well as for Drema Godwin (6/3) and Albert Gonzales (6/4).

On the education front, leading a class with husband D.R. as we explored Genesis was great fun—such wonderful stories to discuss! Focusing on spiritual disciplines during Advent also allowed D.R. and me, and we hope those who attended the class, a chance to focus on our more contemplative side.

My involvement on the Joint Operating Team (JOT) has been rewarding. This team has a vision for the Old Town Mission Church (OTM) and I am glad to be part of it. I see my work on JOT as part of my job, but also as an avenue for service to the community. The work JOT does at OTM is both unique and full of potential. Another avenue through which I offer service to the community is my position on the Samaritan House Board. It is an honor to be part of this group that works so diligently to provide services for those experiencing homelessness and poverty.

I have very much enjoyed and have been fed by Los Mensajeros group (Rod Billingsley, Siobhan Croto, Shirley Sandoval, Gay Veit and John Detterick, when he is in town). Although I am not able to attend each of their weekly meetings, I attend when I can and enjoy the fellowship and discussion of preaching approaches I have with them.

I am looking forward to seeing what the future holds for FUPC—let's work with and for God to make it a great year!

With thanks for all of you,
Katie



Active Membership-December 2016

Apodaca, Susan		Salas, Fred
Ayers, Allan		Salazar, Thomas
Baker, Alnita	Linder, Carol	Salman, Julianne
Baker, Murl	Linder, Charles	Salman, Mack
Baskett, Christie	Linder, Katie	Salman, Molly
Baskett, Douglas	Litherland, Carol	Samuelson, Trudi
Billingsley, Rod	Litherland, Christina	Schipper, Mary
Beurskens, Jan	Litherland, Nicoletta	Seto, Sharon
Beurskens, Frank	Litherland, Joyce	Smith, Lynda
Carlson, Robin	Litherland, Kenneth	Solyntjes, Linda
Conway, Tori	Long, Judy	Spicer, Denise
Crespin, Irene (Estrada)	Lopez, Rosalie	Spicer, Norman
Croto, Jim	Lyne, Karyl	Spicer, Waymoth
Croto, Sean	Martinez, Karlene	Swan, Susan
Croto, Siobhon	McCord, John Edward	Swan, Van
Cunningham, Linda	Meadows, Bernadine	
De Herrera, Theresa	Monnheimer, Don	Thatcher, Gordy
Detterick, Bobbye	Monnheimer, Maridell	Topping-Billingsley, Karen
Detterick, John	Mountjoy, Rustie	Trigg, Tom
Ditton, Alex	Nelson, Eleanor	Trujillo, Art
Estrada, Amos	Oviatt, Mary	Trujillo, Bonnie
Estrada, Emma	Owens, Donald	Trujillo, Carolina (Carly)
Garrett, Beverly	Palmer, D.R.	Trujillo, Celina
Geng, Bud	Peterson, Chuck	Trujillo, Connie
Geng, Rebecca	Quick, Betty	Trujillo, Diego
Hagar, Frank	Reid, Deborah	Turner, Clyde
Halverson, Cordell (Corky)	Reid, Kent	Urech, Beth
Igondou, Jackson Awuzing	Rendon, Gabino Jr	Van Horn, Lucille
Johnson, Kevin	Rieniets, Karen	Vander Meer, Bob
Kretz, Betty	Rodriguez, Albert	Vander Meer, Sharon
Laumbach, Rudy	Roe, Sharon (Litherland)	Veit, Gay
Lindeborg, Richard	Rucker, Patrick	Weinstein, Lisa
		Wertz, Bruce
		Wootton, Charlotte
		Wootton, Evelyn



Clerk's Report - Church Statistics

January 1 – December 31 2016

PULPIT SUPPLY

Rev Katie Palmer (5/9/16 – present)
Permanent Pastor

Rev. Dr. Frank Yates (2/1/15-4/30/16)
Interim Pastor

Rev. Pat Halverson (4/10/15 – 5/12/16)
Interim Pastor

CRE John Detterick

MODERATOR OF SESSION

Rev Katie Palmer (5/10/16 – present)

Rev. Dr. Frank Yates (2/1/15- 4/30/16)

MEMBERSHIP

Active Member gains

Seven (7) by Confession or Reaffirmation of Faith

Three (3) transfer of membership

Active Member losses

Five (5) by death

Prior to December 13

Active Members: Ninety-seven (97)

Affiliate Members: Zero (0)

Baptized Members: Twenty-six (26)

Action taken by Session, December 13, 2016

No members removed from roles

One (1) by death following meeting

Membership as of December 31, 2016

Active Members: Ninety-six (96)

Affiliate Members: Zero (0)

Baptized Members: Twenty-six (26)

SPECIFIC MEMBERSHIP CHANGES

Losses: five (5)

Deaths:

Robert Heidlebaugh (8/11/16)

Joan Laumbach (2/20/16)

Ray Litherland 12/15/16)

Karen Montoya Salazar (10/30/16)

Jack Van Horn (7/7/16)

Gains:

New Members: ten (10)

Frank Beurskens (11/17/16)

Jan Beurskens (11/17/16)

Bud Geng (2/27/16)

Rebecca Geng (2/27/16)

Donald Owens (10/27/16)

DR Palmer (9/29/16)

Deborah Reid (3/19/16)

Kent Reid (3/19/16)

Beth Urech (10/27/16)

Lisa Weinstein (9/29/16)

Reactivated Membership: one (1)

Bernadine Meadows (2/6/16)

First United Presbyterian Leadership

August 1, 2016 – July 31, 2017

Deacon of the Month

September, 2016---Bonnie Trujillo

October, 2016---Patrick Rucker/Sean Croto

November, 2016---Murl Baker

December, 2016---Jackson Awuzing

January, 2017---Siobhan Croto

February, 2017---Linda Cunningham

March, 2017---Murl Baker

April, 2017---Mary Schipper

May, 2017---Siobhan Croto

June, 2017---Bonnie Trujillo

July, 2017---Jackson Awuzing

August, 2017---Frank Hager

Elder of the Month

August 2016 Robin Carlson

September 2016 Denice Spicer

October 2016 Judy Long

November 2016 Karyl Lyne

December 2016 Carol Linder

January 2017 Robin Carlson

February 2017

March 2017

April 2017

May 2017

June 2017

July 2017

August 2017

Christie Baskett

Denise Spicer

Carol Linder

Carol Linder

Judy Long

Richard Lindeborg

Robin Carlson



Buildings & Grounds 2016

Douglas Avenue

This year started off with a bang, a hammer and a saw as the Buildings and Grounds committee took on the M.A.D. (Music, Audio Visual, and Deacons) remodel. It all started out innocently enough with a thought to build a closet for the choir's music books since we took that old cabinet out of the new chapel space. With Richard Lindeborg's efforts, plans were made to make better use of the space. And the B & G started. This project was also made possible by two donations from non-members, Joyce Blanton, in memory of her husband William, and Nancy Colalillo.

Office Manager's and Pastor's offices were painted by Charlotte Wootton and Susan Apodoca. Sanctuary walls and ceiling were also painted. Exterior sills were painted. The glass from the sanctuary lights was cleaned and re-frosted.

Bell Tower louvers were installed to keep out the rain, snow and critters.

Bulletin boards were purchased and installed.

Ten people helped in a cleanup day that was scheduled before Katie's installation.

Door lock was repaired.

Pine tree in the front of the sanctuary was removed.

Regular maintenance and repairs of the fire system, including fire extinguishers, smoke detector, exit lights, and hood fire suppression were done. Furnaces and air conditioners were inspected with parts needed on three of them and Freon inserted into the New Horizons air conditioner.

OTM

Just before Easter a railing was installed at the front steps and walk for the Old Town Mission Church (OTM). The front pillars were finished and painted. The windows and sills were filled and painted.

The ceiling holes were repaired and smoke detectors were installed.

Temporary storms were removed in the spring and reinstalled in early winter.

A pest inspection was performed for bedbugs and none were found.

A basketball hoop was secured for outside use.

New front doors for the OTM were ordered and painted. Installation still needs to happen.

The buildings and grounds committee is a dedicated and committed group working to keep both buildings functioning and in good repair.

Thanks to the 2016 B & G Committee whose members include Robin Carlson, Chair; Patrick Rucker, Secretary; and members at large Amos Estrada (who resigned in September), Corky Halverson, Norman Spicer, special volunteer Bud Geng and Rosie Lopez, volunteer secretary.

If what we do sounds like fun to you, think about joining our committee or crew.

Thanks, Robin Carlson Chair



Christian Education 2016

Once again this year, Christian Education program for adults and youth was based on two components:

- Sunday morning Bible-based study
- A Sunday morning Advent study

Breakfast is provided prior to these Sunday Morning classes, and childcare is available. Average attendance: 7

Bible-Based Study

Average attendance 10

In January the class resumed its study of *The Shape of Living: Spiritual Directions for Everyday Life* by David F. Ford.

In February, the Mission and Peacemaking Committee continued its emphasis on the Israeli-Palestinian conflict with a Sunday morning series on what the Bible has to say about Israel, the Promised Land and the Chosen People. The series, led by the Rev. Dr. Frank Yates, HR, was based on the book *Chosen?: Reading the Bible Amid the Israeli-Palestinian Conflict* by Walter Brueggemann.

During March, April and May the class studied the book *The Name of God is Mercy* by Pope Francis. The book also included the complete text of the "Bull of Indiction," the announcement of the Catholic Church's Holy Year of Mercy.

During the summer, the class studied the first of three Abrahamic religions -- Judaism, Christianity and Islam. The class inserted other topics in the fall, but will complete the three-faith series by the end of 2017.

The text for the summer series was *Judaism* by Norman Solomon, former Fellow in Modern Jewish Thought at The University of Oxford, UK. The book is part of the University of Oxford's "A Very Short Introduction" series.

In the fall, our new pastor, Katie Palmer, and her husband, D.R. Palmer, led series of classes on the book of Genesis. The class was so popular we had to screen off a portion of the fellowship hall to house it. Attendance 15-18 people.

Advent Series

Our Advent series, "Spiritual Practices for the Season," was also led by Pastor Palmer and D.R. The class was attended by 12-15 people.

Submitted by Richard Lindeborg



Community Life 2016

This committee is charged with planning for and enhancing the fellowship life of our church. We do this in a number of ways, almost always centered on the nurturing of each other with food.

The busy year's activities have included:

Fellowship time following worship most Sundays, with special emphasis on the first Sunday of the month to recognize birthdays. Volunteers agree to provide cookies or small snacks and prepare drinks. It is a time to visit, share, buy fair traded coffee and chocolate, and sometimes join in active mission efforts.

Dutch treat fellowship luncheons at a local restaurant at least twice a year. The Christmas lunch is always a big hit and well attended (including numerous door prizes)

A game and pizza night in January. Too much fun!

Lenten Soup lunches for the 6 Sundays of Lent are arranged by this committee

Easter Sunrise breakfast after the sunrise worship service

Mother's Day luncheon prepared and served by "Men in Aprons" after church

Father's Day luncheon prepared by the women of the church after service that day

A July All-Church picnic in Lincoln Park after church service, with the rain holding off until we finished

Dinner for Katie Palmer's installation on August 21. All the planning and execution, including traditional Hispanic dancers

Dinners for 6+2 were started in the fall by popular demand after the previous year's round was finished in the spring. A great way to get to know people in the informal and intimate environment of people's homes.

An international potluck lunch followed the service on Peacemaking/Worldwide Communion Sunday in October

The first Saturday in Dec. we helped the Worship and Music committee with decorating the church for Christmas and shared an almost spontaneous potluck meal with over 35 people, including two babies. Then we all watched the Electric Light Parade right in front of the church, and didn't freeze to death this year.

Planning for a 2017 all church retreat continued throughout the year, as well as supporting the on line giving and password protected web site access.

We find people to write the "Getting to Know You" profile in the monthly newsletter.

Many thanks to the dedicated members of this committee who serve with enthusiasm and energy in our mission to enhance the fellowship of this congregation.

Denice Spicer, Chair, until August 2016

Judy Long, Chair, August 2016

Tom Trigg, Secretary

Rudy Laumbach

Juli Salman

Sharon Vandermeer

Nancy Ellington

Katie Palmer



Deacons 2016

- MEETINGS: Monthly, on first Thursday @ 2:30 at FUPC.
- MEMBERSHIP: Patrick Rucker, Mary Schipper, Bonnie Trujillo, Sean Croto (Honorary) , Siobhan Croto, Frank Hager, Murl Baker, Jackson Awuzing, Linda Cunningham, Chuck Peterson. Pastor Katie (ex-officio) 6 year term finished in 2016: Sharon VanderMeer
- OFFICERS: Chair: Mary Schipper; Secretary: Patrick Rucker
- 2016 ACTIVITIES
 - ❖ Communion Preparation and Table Preparation for Worship Services
 - ❖ Prayer Shawl Ministry: Hand made shawls are distributed to someone experiencing a health crisis or life transition. This year, twelve shawls were blessed during a worship service with the prayers of the congregation and presented to various church members and friends in need.
 - ❖ Visitation: Members who are homebound, hospitalized or in assisted living settings, are visited and Communion is offered on a monthly basis. Flowers, provided by Pam's Flowers, and arranged by Judy Long, are also distributed during visitations.
 - ❖ Meal Ministry: Meals are prepared and delivered to members in need of assistance.
 - ❖ Food Ministry to Samaritan House: Non perishable food items are collected in the church narthex and taken to Samaritan House for distribution.
 - ❖ Memorial or Funeral Receptions: When requested, the Deacons will provide simple refreshments or help serve a catered meal (provided by the family), following the services so that family members are free to celebrate the life of their loved one with friends and family.
 - ❖ Monetary Donations: Through 2016, the Deacon budget has provided monthly donations of \$75.00 each to Samaritan House and the Community Soup Kitchen. The Deacon Budget also has included discretionary funds for the Pastor to distribute as needed.
 - ❖ Card Ministry: Greeting cards are offered to the congregation for signatures and are sent to those experiencing joyful or difficult times. Birthday cards are also being sent by Alnita Baker on a regular basis. Some of the cards for this ministry are graciously provided by Joyce Litherland. Postage and the balance of cards are provided by the deacons.
 - ❖ Prayer Groups and Gatherings: Each of the Deacons have assumed leadership of a prayer group. The members of these groups are the church membership and friends of FUPC. Gatherings of these groups are organized quarterly, as a means for our church community to gather in smaller and more intimate settings. The Deacons are especially praying for their group members on a regular basis.
 - ❖ Coats Ministry: Gently used coats are collected and taken to Samaritan House Shelter for distribution in the cold weather.
 - ❖ Transportation Ministry: When needed, Deacons transport church members for appointments, and errands.
 - ❖ Ushering and Fellowship on a rotational basis with other committees.



Mission and Peacemaking 2016

Mission and Peacemaking has had another busy year, which focused on “next steps” after the completion of our 2015-2016 nine-month in-depth study of the Israeli/Palestinian conflict.

The steps included meeting with members of the Las Vegas Jewish Community, newsletter articles, developing dialogue questions for Senators Udall and Heinrich regarding the people, resources, military practices, treatment of children and role of the US government in P/I; meeting with the senators’ staff members, and soliciting responses from the senators to our questions.

At the conclusion of the Israeli/Palestinian conflict study, we contacted members of the Las Vegas Jewish Community to meet and hear their perspectives. One member opened the meeting saying one thing would be true of the conversation, which was that there would be as many perspectives on any one issue as there were Jews in the room. That turned out to be true, but we gained valuable insights from each perspective. It is our hope to meet with them again after getting responses from Senators Udall and Heinrich.

We met in August with Senator Udall’s staff and in December with Senator Heinrich’s staff. A written response from Senator Udall has been promised, but we’re unsure about a written response from Senator Heinrich. We also asked about S10, the Anti-Semitic Awareness Act legislation, passed by the Senate Dec. 1, 2016 unanimously, which contains language suggesting that student protests against the Israeli government would not be allowed. Neither staff was aware of this legislation, but would call it to the attention of the senators.

M&P was delighted that the overture to the 222nd PCUSA General Assembly, which originated here in support of and thanks for Pope Francis’ Encyclical *Laudato Si*, was adopted in June. We are grateful to Betty Quick and Randy Campbell for the idea and the language of the overture.

A third grant proposal for \$5005 to the Presbytery Educational Networking Committee for programming costs at the Old Town Mission was approved, and M&P continues organizational oversight there. M&P member, Tom Trigg, now chairs JOT (Joint Operating Team).

M&P purchased a “Welcome, Highlands Community” banner, which was displayed in late August, followed by our Season of Peace and CROP Hunger Walk banners in Sept. and Oct. The Season of Peace worship was accented by an installation of war rubble, created in the narthex, moved to the sanctuary, replacing the communion table and then becoming the communion table. This visual litany reminded us of the many places in the world where such rubble is the norm, but out of which God’s peace can occur. We coordinated the Las Vegas CROP Hunger Walk in October at UWC where 157 people participated. \$7000+ has been collected thus far.

25% of the October Peace and Global Witness Offering stays here to help fund local missions. M&P has not utilized this for a number of years and is now considering a number of local missions to support. We’re also inviting the congregation to support the PCUSA Christmas Joy Offering and the Giving Catalog’s Garden Well project. We’ll continue to promote the PCUSA special offerings. FUPC supports the PCUSA Unified Mission Fund and Pasos de Fe Border Ministries in Juarez, Mexico. We hope to either sponsor a mission co-worker visit or visit mission churches next year.

Finally, we continue to hold mission co-workers, Claire Zuhosky in Niger; Bernie and Farsi Adeney-Risakotta in Indonesia; and Leith and Carol Fujii in Thailand in our prayers.

Peace!
Karyl Lyne, Chair



Mustard Seed 2016

The Mustard Seed Project has been part of this congregation since 1999. It was originally conceived as a way to provide funds for seed money or one-time expenses for innovative, goal directed, church related ideas. Over the years many organizations in this community and beyond have benefited and been touched by God's hand through the mission of this church.

In 2016, we had 15 applicants and 8 were fully or partially funded. The total funds disbursed were \$5,100. The money is raised through the Enchilada Dinner, the silent auction at the dinner and direct donations. Many thanks to all who helped with the fundraisers or gave donations.

2016 MUSTARD SEED RECIPIENTS

Las Vegas Arts Council	\$1,000	People's Faire Art Demo
Literacy Council	\$750	Summer Reading Fiesta
Rio Gallinas	\$ 500	Garden to Donate Food
Diane Lay	\$ 250	Free Yoga Classes To Seniors
International Service Group		
NMHU	\$700	Medical Supplies to Guatamala
Community Life FUPC	\$ 600	Commercial Kitchen Supplies
Bernal Community Center	\$300	Insulation Needs at Center
Parachute Factory	\$1000	3d Printing Project

Committee in 2016 was Mary Schipper, Mary Oviatt, Wamoth Spicer, Linda Solyntjes, Corky Halverson, Carrol Pearson and Judy Long, Chair



New Horizons 2016

2016 was a challenging year for New Horizons, the staff and Session. The transition to a different accounting system was a process that was hindered by unclear policies and leadership. The committee struggled with understanding the consolidated budget process and this left the staff with a persistent uncertainty regarding finances. The New Horizons committee voted to remove Joanne Angel from the committee in order to improve communication with the Treasurer and Session.

In March the NH staff was paid a lump sum payment which represented accumulated vacation time which had not been taken in previous years. This accumulation of time was the result of lack of oversight and staff management. Going forward the staff has been instructed that they will need to take all earned vacation in the calendar year it is earned. Inadequate record keeping and oversight facilitated this accumulation of time. A system for tracking employee hours has not been established but remains a goal for Personnel in the coming year. Delores Crespin was made a full time staff member after serving a year as a part-time employee. This move was necessary to adequately cover the child care to teacher ratio without the continual use of overtime by the current full time employees.

New Horizons enrolled in the state FOCUS program which is an incremental process of improvement for early childhood providers in New Mexico. The process will eventually lead to improved ranking of the facility and higher reimbursement rates for CYFD eligible children enrolled in the program.

In the fall Session hosted a series of parent input meetings to gather information from parents and community members regarding the future direction of the New Horizons program. Participants were against closing the facility and felt that FUPC was not fairly managing the program with regard to the staff. There is a difference of philosophy between the Session and the parents and it seems clear that everyone agreed that New Horizons should not continue to operate under the direction of FUPC.

Session tasked a subcommittee to conduct a search for a director that could lead the NH program through a process that would lead to independence within 12-18 months. A pool of candidates was assembled from local, regional and national employment advertisements. This pool was evaluated for teaching experience, education, leadership experience, and early childhood experience. One candidate was invited to interview and declined for personal reasons. At the time of this report no candidates are being considered.

Denice Spicer, NH Committee Chair



Nominating Committee Slate 2016-2017

SESSION (8 Elders)

Class of 2018

(August 1, 2016- July 31, 2018)

5. Amos Estrada (3rd term) resigned
11/17/2016
6. Karyl Lyne (2nd term)
7. Robin Carlson (2nd term)
8. Richard Lindeborg (1st term)

Outgoing Class of 2016

(August 1, 2014- July 31, 2016)

1. Amos Estrada (2nd term)
2. Karyl Lyne (1st term)
3. Robin Carlson (1st term)

DEACONS (9 on Board)

Class of 2018

(August 1, 2016- July 31, 2018)

- Mary Schipper (1st term)
6. Chuck Peterson (1st term)
 7. Jackson Awuzing Igondou (2nd term)
 8. Patrick Rucker (2nd term)
 9. Murl Baker (2nd term)

Class of 2017

(August 1, 2015- July 31, 2017)

1. Linda Cunningham (2nd term)
2. Frank Hagar (2nd term)
3. Bonnie Trujillo (3rd term)
4. Siobhan Croto (1st term)

Sean Croto – Deacon Assistant

Outgoing Class of 2016

(August 1, 2014- July 31, 2016)

1. Sharon Vander Meer (3rd term)
2. Jackson Awuzing Igondou (1st term)
3. Murl Baker (1st term) (elected Oct, 2014)
4. Vacancy
5. **Nominating Committee**

Class of 2017

(August 1, 2015- July 31, 2017)

2. Carol Linder (2nd term) **Clerk**
3. Judy Long (2nd term)
4. Denice Spicer (1st term)
5. Christie Baskett (1st term)

- Carol Linder (Chair, Session rep)
Bonnie Trujillo (Deacon representative)
Rudy Laumbach (Member at large)
Joyce Litherland (Member at large)
Mary Schipper (Member at large)
6. Van Swan (Member at large)



Joint Operating Team (JOT) 2016

The year of 2016 was a mixed year of early progress and late stall due to reorganization and other issues for the Joint Operating Team of the Old Town Mission Church. Our leadership changed in May as we said farewell to Rev. Pat Halverson, our chair, and welcomed Tom Trigg as her replacement. The primary UWC representative with the group, Naomi Swinton, also was not able to fully participate through the latter half of the year due to family health issues. Less problematic was the changing of the guard in the area of Student Coordinators. This combination of events caused a slowdown in some areas of team development after July.

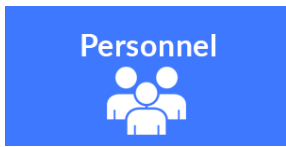
In concert with The Spot and UWC there were numerous activities throughout the year. The preponderance of these was in the first half of the year. There were two fundraising international dinners held (January and February) that were very successful both in amount raised and popularity with the community. There was a UWC workday on Martin Luther King Day during which a cadre of students helped to clean, organize and repair various areas of the building.

The space continued to be used by numerous entities as word spread as to the availability of the Old Town Mission for rent. The Clearly Confused Productions (local youth theater group) entered into an agreement with JOT as a partner and the Rio Gallinas School continued to rent the space on a weekly basis throughout the school year. In the spring of the year we joined forces with the Parachute Factory to provide summer programming for youth. This was a very successful effort as they provided over a month of technological and art programming for more than 125 local children and youth. In addition to these more major things there was a fairly constant stream of smaller, one time, uses (parties and receptions, band practices and jam sessions, student tutoring, chess club, training sessions, performances, youth nights, basketball in the parking lot, etc.). Members of the team have done a good job at getting the word out.

Funding remains an issue for JOT. While we managed to function through fundraisers, commercial sponsorships (Wells Fargo and Alta Vista Regional Hospital) and two grants made from the Presbytery Education Networking Committee, there is a great need to develop non-grant related sources of support. Work began in the latter part of the year to develop a mailing list of potential donors to whom a newsletter would be circulated to keep them updated on activities and needs. We also have begun to identify more partners and potential commercial sponsorships.

All through the year, FUPC's Buildings and Grounds Committee has been working hard to remedy problems at OTM and we owe them a hearty thank you. A handrail at the front entrance makes the steps much safer and soon the front doors will be replaced. Kudos to the Team members, Coordinators, security and custodial personnel as well.

Tom Trigg, Chair



Personnel 2016

The Personnel committee continues to work on improving jobs descriptions and evaluation procedures for the employees of FUPC. Changes in the Fair Labor Standard Act have the potential to impact our current pay structure and we along with guidance from Presbytery are proceeding with caution to ensure that we are in compliance with this law. At this point the main impact will be New Horizons staff when they work overtime. Currently they are salaried and are not paid overtime but this will have to change as FSLA goes ahead. The staff are being encouraged to utilize substitutes in order to avoid working overtime on a regular basis.

2017 Current paid staffing for FUPC/OTM:

Katie Palmer – Pastor	Lillian Bustamante – Preschool Teacher - FT
Linda Solyntjes – Office Manager	Adela C de Baca – Preschool Teacher – FT
Karyl Lyne – Music Director – Volunteer	Delores Crespín – Daycare Worker - FT
Art Bustamante – Sexton/NH and 1000 Douglas	Geraldine Martinez - Daycare Worker - PT
Charles C de Baca – Janitor - 1000 Douglas	George Dimsey – OTM Custodian/Sexton
Katymae Browning - Assistant Janitor - 1000 Douglas	Fred Salas - Pianist
Em Krall – Pianist	

Thanks to Joyce Litherland and Amos Estrada for their service to this committee.

Denice Spicer, Chair

The Personnel Committee has had an exciting and challenging year. We supervised the final months of the Interim Pastor Year, which had all of our staff, both paid and volunteer, stepping up and doing a first-rate job of keeping the church running smoothly, under the able leadership of Interim Pastors Frank Yates and Patricia Halverson. Sincere thanks to all.

We welcomed our new pastor, Reverend Katie Palmer, and led her through the first months of familiarization with our committee structures and the duties of our committees. She, in turn, brought us many new and fresh ideas and ways of doing things. We look forward to many years under her capable leadership.

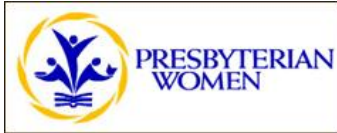
Tom Trigg moved into a new position as chairman of the JOT Committee. We welcomed Debra Allen-Reid to the committee and she agreed to be the new Secretary. Thanks to Chad Boliek for the many times he took the minutes during the year as well. Jeff Salman and Amos Estrada, Session Rep, rounded out the committee. It was chaired by Joyce Litherland until a family health crisis necessitated her retirement from all committees in September.

New position descriptions were developed for a Custodial Assistant and the OTM Safety/Security Position. The Administrative Assistant was renamed Office Manager and several revisions were made to that position description as well as those of the Director of Music, OTM Supplemental Coordinator, and the OTM Custodian. An employment contract was developed for New Horizons Personnel as well as a self-evaluation questionnaire.

Annual reviews were done for Director of Choirs, Office Manager, Custodian, Sexton, Old Town Supplemental Coordinator, OTM Custodian, and the New Horizons Teachers. An additional employee/volunteer who was not reviewed is the OTM Safety/Security Person.

My sincere thanks to all the loyal committee members who have given so generously of their time over the past years and supported and guided me as Personnel Committee Chair. It has often been challenging but also very satisfying as we have watched how well this church functions with such an outstanding staff, both paid and volunteer. My sincere prayers for your continued success in this very important committee of the Church.

Sincerely,
Joyce Litherland



Presbyterian Women 2016

The women of the Church continue to support Presbyterian Women (PW) with generous second-mile giving. \$555.00 was given to support the work of PW in Worldwide Mission. \$297.00 was donated to the Annual Birthday Offering and \$125.00 to the Thank Offering—a total of \$997.00. In addition \$80.00 was pledged and donated for the support of PW of the Presbytery and of the Synod.

Any woman of the church going to a church-related conference or retreat and needing support to pay travel expenses is encouraged to apply for funds from the Gertrude Shillinglaw Endowment for PW travel. The endowment is in a CD, but all the income earned from the CD goes into a Savings Account. Currently that account has a balance of \$811.39.

Joyce Litherland, PW Coordinator



Columbarium 2016

The focus of the columbarium, the memorial garden and memorial plaque is to provide a beautiful, quiet and meditative space. Judy Long and Tom Trigg keep the plantings thriving and blooming and the courtyard clean. With the table, chairs and new addition this year of shade cloth, the area could be used for meetings, fellowship hour in good weather or just time to sit and pray in an outdoor chapel.

New names have been added to the memorial plaque and this is a lovely way to honor a loved one. If you are interested or wish to purchase a niche in the columbarium, please contact Judy or Tom. The balance in the Columbarium fund is \$2,395.09.

Judy Long



Worship and Music (WAM) 2016

WAM provides worship leaders, musicians, ushers, and pulpit supply for each Sunday and special service.

We were blessed this year to continue working with Frank Yates and Pat Halverson as our interim pastors through April and begin to work with our new pastor, Katie Palmer, in May to make worship a meaningful and sacred experience.

On April 24, 2016 we hosted (along with Community Life) a special celebration for Frank Yates on his last Sunday with us. We also hosted a farewell coffee for Pat Halverson on May 8, 2016. WAM wishes to express our profound gratefulness for everything these two special people brought to our worship and ministry.

We were thrilled to help Katie Palmer, our new pastor, plan for her first worship service with us on Pentecost Sunday, May 15, 2016. We also helped plan Katie's installation service which included many pastors from our Synod and from other churches on August 21, 2016.

Early in the year, Judy Long's husband mounted the AV monitor permanently at the front of the sanctuary to make more room on the chancel and aid in our worship experience. Pastor Katie took advantage of this by including many movie clips in her sermons. We also worked with Buildings & Grounds to construct a new music closet to keep our music and robes organized and safe. We're grateful for a gift from Joyce & Bill Blanton (Tom Trigg's sister) to make these two projects possible. We also purchased new, smaller speakers and donated the old speakers to Old Town Mission.

Pastor Katie led WAM on a retreat in June which brought about several changes in our worship, including using the Narrative Lectionary for our Bible readings and our decision to have communion every week during worship from September 4 – December 25. In January 2017 we will return to communion twice monthly and we will host a discussion on February 5 with the congregation and make a recommendation afterwards about whether we continue weekly communion.

World Communion Sunday in October not only had the "rubble" throughout the sanctuary provided by Mission and Peace, but included readings about and bread from four different parts of the world experiencing conflict.

Pastor Katie conducted a planning retreat with WAM and a few additional members in October where we decided on the "Journey to Joy" theme for Advent. Each Sunday leading up to Christmas more star decorations adorned the sanctuary and we used special Advent readings and music. In addition, Katie held Taize services every Thursday in Advent.

We are grateful to everyone who provided music for our services including the chancel and bell choirs and especially to Em Krall and Fred Salas for their beautiful piano and organ playing. Thank you to Judy Long who continued to make floral arrangements from flowers donated by Pam's Flowers that adorn our sanctuary and then are sent home with congregation members.

And finally thank you to WAM members: Judy Long, Karyl Lyne, Katie Palmer, Linda Solyntjes, Tom Trigg, Beth Urech, and Lisa Weinstein.

Christie Baskett, Chair



Treasurer's Report 2016

The job of the treasurer is to work with church leaders, the Interpretation and Support Committee, and the congregation to create a budget each year that reflects the priorities of the church as guided by the Holy Spirit, to assist the session and committee chairs by tracking and reporting on income and spending through the year, and to advise and guide the session, committees and others as they implement and adjust their programs through the year.

Appreciation

2016 has been a year in transition with regard to the Treasurer's duties. Many members of the church deserve our gratitude for their service carrying out these functions:

For the first half of 2016, the duties of treasurer were performed by Douglas Baskett, who had become treasurer in October of 2014.

At the start of the year, other duties within the treasurer function were performed by Jim and Siobhan Croto (Joint Financial Secretaries, handling the income side of church finances); Office Manager Linda Solyntjes (inputting church expenses into our financial software, among other duties); and Mary Schipper, Joyce Litherland, Sharon Vander Meer, Lucille Van Horn and others (serving in teams of two, to count the weekly offering).

Starting in March, Linda Solyntjes agreed to take on most of the duties of Financial Secretary, and the counting teams were replaced by single counters each week (bonded under the umbrella of church liability insurance), with Mary Schipper and Sharon Vander Meer taking on these duties.

With the resignation of Douglas Baskett as Treasurer in June, the session appointed a Transitional Financial Team to maintain and improve financial recordkeeping and controls:

- Richard Lindeborg, acting treasurer
- Amos Estrada, acting budget officer through November (The session also approved Karyl Lyne, Rod Billingsley, Rudy Laumbach, and Joyce Litherland to assist Amos in budget preparation.)
- Denice Spicer, New Horizons finances
- Office Manager Linda Solyntjes

The members of the Interpretation and Support Committee.

Former Financial Secretary Karen Rieniets continues to write letters acknowledging special donations to the church.

Douglas Baskett, Mary Oviatt and Richard Lindeborg served as an investment team, recommending new ways of investing church funds. Their recommendations were approved by session and should be implemented soon.

At year's end, the session is still searching for a volunteer from the congregation to become treasurer.

2016 Summary

2016 was our second year in which church operations, Old Town Mission community center and New Horizons preschool operations were treated as a single financial entity. Combined operations were within \$200 of balancing income and expenditures for the year.

Our contributions to mission locally, through the presbytery and through the national church amounted to 10% of our church operating income, a traditional goal of our congregation. This included \$6,000 in contributions to the four national offerings of the denomination and more than \$1,400 in contributions to the Garden Well project.

We received more than \$4,000 in contributions designated to making additional principal payments on our church addition loan.

Funds set aside for major maintenance through accrual in 2016 were \$24,240 for work at 1000 Douglas Ave. and \$5,004 for work at the Old Town Mission. Amounts not spent have been carried over to 2017.

2017 Outlook

The Session has approved a balanced budget for 2017.

Church income is projected to be up by \$6,000, about 4%. Funds available for general operations are down significantly because we received more designated pledges for 2017 than in recent years. Designated amounts include

- Loan principal payments \$3250
- Presbyterian Women \$444
- Centsability \$240
- Border Mission/Pasos de Fe \$1,860
- World Wide Mission \$1,500
- Deacons \$50
- Mustard Seed \$100

Because of designated pledges, the overall mission budget in 2017 is 12%, well over our traditional 10% goal.

Maintenance Accruals for 2017 are only \$4,232 for the 1000 Douglas complex and \$1,057 for the OTM, but these amounts added to previous accrual balances give us more than \$30,000 for major repairs in 2017.

The budget meets traditional budget goals, such as

- Theological Education Fund \$1,609
- Unified Mission \$1,200
- Insurance Accrual \$1,000

It also provides for some new items:

- Retreat Accrual \$550
- Mustard Seed Grants \$3,950 plus carryover from prior years
- Consecration Dinner \$450

Recruitment

If the kind of analysis contained in this report appeals to you, please consider talking to any session member about the possibility of you becoming treasurer of the church. Your services are desperately needed.

***"Becoming A Community That Creates Space
For Faith, Hope, Love, and Witness"***

FIRST UNITED PRESBYTERIAN CHURCH

1000 DOUGLAS AVENUE

LAS VEGAS NEW MEXICO 87701

505-425-7763

EMAIL: FUPC.NM@GMAIL.COM

WEBSITE: LVPRESBYTERIAN.ORG

FACEBOOK PAGE: LAS VEGAS FIRST UNITED PRESBYTERIAN (NM)

OFFICE HOURS:

MONDAY – THURSDAY 9:00 A.M. – 1:00 P.M.

WORSHIP

10:30 A.M. SUNDAYS

