

2019 ANNUAL REPORT

FIRST UNITED PRESBYTERIAN CHURCH
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*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.*

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CONGREGATIONAL MEETING - SUNDAY, FEBRUARY 3, 2019

Moderator Rev. Katie Palmer opened the meeting with prayer. The clerk declared a quorum of the active membership. The agenda was approved with the addition of the Coffee Project report from Mission and Peacemaking. Karen Billingsley agreed to submit a report of the Fair Trade and Just Coffee sales she coordinates.

2018 Annual Report

The minutes of the February 11, 2018 Annual Congregational Meeting were approved as submitted.

The Clerk’s Report indicates 87 active members as of 12-18, with the addition of Renee Buchanan and Renee Soderlund, by profession of faith and letter of transfer; and the loss of six members, Carol Linder and Mary Oviatt (2017) by letters of transfer, and Eleanor Nelson, Susan Swan, Clyde Turner and Lucille Van Horn by death.

The 2018 Annual Report included reports from the following committees: Building and Grounds, Community Life, Deacons, Interpretation and Support, the Joint Operating Team for the Old Town Mission, Mission and Peacemaking, Mustard Seed, New Horizons, Nominating, Personnel, Presbyterian Women, Columbarium, and Worship and Music. The congregation was sent the report via email. There were no comments or corrections.

Mary Schipper, Treasurer, said the budget was distributed to the congregation via email and an input meeting to which everyone was invited was held on Dec. 5, 2018. The Session approved the 2019 operating budget of \$207,740. The budget is a deficit budget; however, there is a small cushion we can use if needed, although we’ll go on faith that the budget will be met. It should be noted that Mary and Linda Solyntjes have worked tirelessly this year with Steeple Accounting (our Church Windows consultant) to refine and monitor the accounting system. We are all grateful for their time and diligence. Mary thanked everyone for their continuing generosity in support of the work of this church.

The 2018 Annual Report was approved by the congregation.

Pastor's Terms of Call

Moderator Rev. Katie Palmer and spouse, D.R. Palmer, were excused from the meeting as Deb Reid, Chair of the Personnel committee, presented the following Terms of Call for 2018:

Effective Salary	
Cash Salary	\$27,846
Housing Allowance and Utilities	<u>\$18,564</u>
	\$46,410
Continuing education reimbursements	\$1,850 (includes \$600 carryover from 2018)
Mileage/Professional Expenses	\$1,500
Self-employment tax allowance (annual)	\$3,627
Medical/Dental	\$11,682
Board of Pensions PCUSA/DD Insurance	\$6,303
Renewal Leave (contribution to 7 th year sabbatical)	\$1,200
Total Pastor’s salary & benefits	\$72,572

Additionally, Deb explained that at the time of Rev. Palmer's hiring, she was offered and accepted in her terms of call leave allowances that include the following excused absences from the pulpit: 4 Sundays included in the 4 weeks of vacation time; 2 Sundays included in 2 weeks of study leave; 3 respite Sundays and 1 Sunday away to attend the weekend Presbytery meeting.

The congregational meeting was adjourned. The corporation meeting was called to order by President of the Trustees Judy Long with Trustees Denice Spicer and Tom Trigg in attendance. A motion was made and seconded to approve the Pastor's Terms of Call as presented. The motion was approved. A motion was made, seconded and approved to adjourn the corporation meeting. A motion was made, seconded and approved to resume the congregational meeting. Moderator Rev. Katie Palmer resumed leadership of the remainder of the meeting.

Rev. Palmer thanked Robin Carlson and the Building and Grounds Committee Members for their continuing work on our two buildings, including the installation of windows at OTM and supervision of the stabilization of the northeast corner of the building; and supervision of the exclusion of bats, removal of guano and re-insulation at 1000 Douglas as well as refitting the back bathroom in the east wing for adult use and much painting. She thanked the congregation for their love and support, and expressed her gratitude to the committees and Session members who continue to move the work of the church forward.

A motion to adjourn was approved and the meeting was closed in **prayer** by Rev. Katie Palmer at 12:15 pm.

Clerk

Moderator

CONGREGATIONAL MEETING - SUNDAY, JUNE 16, 2019

Moderator Rev. Katie Palmer opened the meeting with prayer. The clerk declared a quorum of the active membership. Rev. Palmer stated that the **purpose of the meeting was to elect the officers** for the class of 2021. She explained that the Deacons had requested a change in the practice of having 9 deacons and instead have 6 deacons at this time. The Session approved that change in the FUPC Policies and Procedures on May 28.

Van Swan, chairman of the Nominating Committee, presented the nominee for Deacon, Sharon Vander Meer. With no nominations from the floor, it was moved that Sharon be elected by acclamation and the ayes carried. Thus, the Deacons are Murl Baker, Patrick Rucker, Julie Salman, Mary Schipper, Bonnie Trujillo, and Sharon Vander Meer. Christina Litherland is going off the Deacons.

Nominating Chair Swan presented the nominees for Elders/Session members: Deb Reid and Lisa Weinstein who are finishing their terms and are willing to serve another term; and Corky Halverson and DR Palmer, filling the vacancies of Christie Baskett, who moved last fall; and Judy Long, who has served six years, the term limit. With no nominations from the floor, the four elders were elected unanimously. The recent resignation of Elder Denice Spicer will not be filled at this time, but revisited in six months.

The Nominating Committee term is one year and members are elected annually. With no nominations from the floor, the following were elected unanimously to continue their service on the Nominating Committee: Joyce Litherland, Kent Reid, Mary Schipper, Van Swan, and Bonnie Trujillo.

Katie thanked the Deacons and Elders for their service to the church and the members of the Nominating Committee for their work.

A motion to adjourn was approved and the meeting was closed in prayer by Rev. Katie Palmer at 12:00 pm.

CALLED CONGREGATIONAL MEETING - SUNDAY, DECEMBER 22, 2019

Moderator Rev. Katie Palmer opened the meeting with prayer. The clerk declared a quorum of the active membership. Rev. Palmer stated that the **purpose of the meeting was to elect Elder Carol Linder to the Session**. Carol's nomination was presented to the moderator by the Nominating Committee and Carol has agreed to serve if elected.

The motion to elect Elder Carol Linder to the Session was approved unanimously. With Carol's election, there are nine Session members.

The meeting adjourned at 11:54 am with prayer and an invitation to gather in Perea Hall for coffee and conversation.

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 2019

In 2019, FUPC once again experienced an active year and exploration of potential new activities. As pastor, I focused on working with the church's leadership teams, supporting church and local communities, and developing meaningful worship opportunities.

FUPC's leaders are dedicated to serving this church family and the larger community. Session members focused on many issues over the course of the year, from developing policies and procedures for the church cemetery to authorizing expenditures for projects large and small. Among the projects tackled in 2019 were new stucco and beginning a landscaping overhaul at the Douglas Street facility, and repair of the steeple, which was struck by lightning last year, at the Old Town Mission Community Center. As always, your elected elders approached decisions with care, commitment, and concern for the church family and finances.

FUPC committees continued to approach their work faithfully while enjoying opportunities to work together. As Pastor, I attended many meetings, but at the suggestion of the Personnel Committee, participated in fewer meetings and focused time and energy saved from committee work to other activities, including more pastoral visits. I so much enjoyed time spent with many of you over a cup of tea or in your homes. I look forward to continuing these visits in the new year.

Much of my work involved time spent in church community, local community, and denominational communities, as well as in worship planning and other activities for the congregation.

Church Community:

- Tuesday morning Coffee with Katie allowed for casual visiting over coffee or breakfast each week. Generally, four to eight people gathered around a table at Charlie's to chat, share stories, and get to know one another better.
- Though unable to attend all of its events, I continued to help plan gatherings of the Conversations group, which sought to provide opportunities for people from different perspectives to come together in discussion.
- I met with Los Mensajeros—Commissioned Pastors Gay Viet and Shirley Sandoval as well as those trained but not commissioned (Rod Billingsley and Siobhan Croto)—weekly as we offered mutual support and discussed approaches to sermon development in each of our congregations. In April, we celebrated Gay's retirement. I am happy to continue to serve as Shirley's supervisor.

Las Vegas Community:

- I continue to serve on the Board of Directors for Samaritan House (SH) and to participate on its grant-writing team. The Board is excited that SH's new facility will open early in 2020 and will offer expanded services, including a day center at which clients can participate in educational programs. FUPC continues to support this important agency by cooking weekly meals for clients, collecting food donations, and giving financial support through the Board of Deacons.
- I am part of the leadership team for the Interfaith group that arose out of participation in 2018's Peace Hanukkah celebration of the Jewish Community. Representatives from FUPC, St. Paul's Peace, Our Lady of Sorrows, the Jewish Community and the Sufi Community comprise this team. This year, the group held a Friendship Day potluck in the spring and a fall picnic, at which we collected toiletries kits to donate to those in need at the border. The Jewish Community once again hosted the Peace Hanukkah on December 28. We look forward to continue to grow relationship and joint service opportunities next year.
- FUPC hosted Sound Circle, an a cappella women's chorus from Boulder, CO, for a concert in June. The concert was well-attended and received rave reviews. We also hosted two concerts in Ron Maltais' concert series. FUPC has much potential as a host site for arts events; we hope to explore this potential further in the future.

Denominational Involvement:

- In addition to attending presbytery meetings (two out of three this year, as the third meeting conflicted with a wedding at which I was co-officiant), I was part of the Jicarita Cluster council, helping to plan events for this group of small northern New Mexico churches.

- I served on the Worship Networking Committee (WNC) of the Presbytery, which designs worship for presbytery meetings. In addition, the WNC sponsors worship workshops. At the committee's request, I led one such workshop in July and am scheduled to lead another in January.
- I served on a Special Administrative Review Committee at the request of the presbytery.

Congregational Worship and Education:

- Along with the Worship and Music Committee and a few other interested individuals, I participated in two worship planning retreats, which resulted in worship themes for Lent ("Digging Deep: Quest for Hidden Treasure"), Eastertide ("Sharing the Treasure"), and Advent ("Prepare the Way").
- Additionally, I planned worship themes for the rest of the liturgical year, including a "Summer Storytime" theme that used a series of children's books to illustrate Scriptural texts.
- Each first Sunday of the month, I was honored to take communion to church family members who are unable to attend Sunday services, accompanied by the Deacon of the Month or other Deacon.
- We once again held ecumenical Holy Week services with St. Paul's Peace and First United Methodist Church congregations. In addition to the traditional Easter service in the sanctuary, we held a sunrise service at the home of Bob and Mary Rose Henssler.
- I had the privilege of teaching adult Sunday classes during the Lent and Advent seasons. In Lent, the class focused on Joyce Rupp's book *Open the Door: A Journey to the True Self*; Advent's study, from *The Thoughtful Christian*, was Walter Brueggemann's "The Messiah."

Amid all of this activity, I was able to take two weeks of study leave. The first was for silent retreat and worship planning at the Sacred Heart Jesuit Retreat House in Sedalia, CO; the second was for the Synod of the Southwest's preaching event, "Noche: Metaphors for Preaching from the Darkness" led by the Rev. Dr. Claudio Carvalhaes, Associate Professor of Worship at Union Theological Seminary.

In 2019, it was my great pleasure to co-officiate with Rev. Chad Boliek the marriage ceremony of Katie Linder and Maggie Morris.

FUPC welcomed two new members into the congregation this year: Judi Ruprecht and Pam Abreu. Additionally, several individuals attended the class for those interested in membership but opted to be a part of the church family without formal membership. We are happy to have them all as part of our church family.

Sadly, I also had to say goodbye to members and friends who are so missed. It was an honor to lead memorial services for John Cunningham, Emma Estrada (with Rev. Randy Campbell), Albert Rodriguez (with Rev. Randy Campbell), and Lynda Smith.

I continue to be grateful for this congregation and for the dedication of its leaders.

With thanks for all of you,
Pastor Katie

**First United Presbyterian Church , Las Vegas, New Mexico
ACTIVE MEMBERSHIP DECEMBER 2019 (N=80)**

Abreu, Pam	Kretz, Betty	Salas, Fred
Apodaca, Susan		Salman, Juliann
Allen-Reid, Debra	Laumbach, Rudy	Samuelson, Trudi Reyman Cozad
Ayers, Allan	Lindeborg, Richard	Schipper, Mary
	Linder, Carol	Seto, Sharon
Baker, Murl	Litherland, Carol	Soderlund, Renee
Beurskens, Frank	Litherland, Christina	Solyntjes, Linda
Beurskens, Jan	Litherland, Nicoletta (Nicky)	Spicer, Denice
Billingsley, Rod	Litherland, Joyce	Spicer, Norman
Buchanan, Renee	Litherland, Kenneth	Spicer, Waymoth
	Long, Judy	Swan, Van
	Lopez, Rosalie	
Carlson, Robin	Lyne, Karyl	Thatcher, Maxine
Crespin, Irene (Estrada)		Topping-Billingsley, Karen
Croto, Jim	Martinez, Karlene	Trigg, Tom
Croto, Sean	McCord, John Edward	Trujillo, Art
Croto, Siobhan	Meadows, Bernadine	Trujillo, Bonnie
Cunningham, Linda	Monnheimer, Don	Trujillo, Carolina (Carly)
	Monnheimer, Maridell	Trujillo, Celina
De Herrera, Theresa	Mountjoy, Rustie	Trujillo, Connie
Dimsey, Pauline		Trujillo, Diego
Ditton, Alex	Owens, Donald	
		Urech, Beth
Estrada, Amos	Palmer, D.R.	
	Peterson, Chuck	Vander Meer, Bob
Geng, Bud		Vander Meer, Sharon
Geng, Rebecca	Quick, Betty	Veit, Gay
Hagar, Frank	Reid, Kent	Weinstein, Lisa
Halverson, Cordell (Corky)		Wertz, Bruce
Igondou, Jackson Awuzing	Roe, Sharon (Litherland)	Wootton, Charlotte
	Rucker, Patrick	Wootton, Evelyn
Johnson, Bryan (Brendon Stefano)	Ruprecht, Judi	
Johnson, Kevin		

CLERK'S REPORT - CHURCH STATISTICS

January 1 – December 31 2019

PULPIT SUPPLY

Rev Katie Palmer
Permanent Pastor

MODERATOR OF SESSION

Rev Katie Palmer

MEMBERSHIP

Active Member gains

Two (2) by Transfer and Reaffirmation of Faith

Active Member losses

Seven (7)

Prior to December 17, 2019

Active Members: Eighty-eight (88)

Affiliate Members: Zero (0)

Baptized Members: Twenty-six (26)

Action taken by Session, December 17, 2019

Members removed from roll: Four (4)

Membership as of December 31, 2019

Active Members: Eighty (80)

Affiliate Members: Zero (0)

Baptized Members: Twenty-six (26)

SPECIFIC MEMBERSHIP CHANGES

Losses: seven (7)

Letter of transfer: four (4)

Christi Baskett

Douglas Baskett

Carol Linder

Gabino Rendon, Jr.

Deaths: three (3)

Emma Estrada

Albert Rodriquez

Lynda Smith

Gains: three (3)

New Members: Two (2)

Pam Abreu

Judi Ruprecht

Reactivated Membership: One (1)

Carol Linder



BUILDINGS & GROUNDS 2019

The two biggest things for 2019 were that we have started stuccoing the church, and we have repaired the lightning damage to the Old Town Mission Community Center (OTMCC) steeple. Both of these projects were contracted out to professionals.

Our new stucco color is “Buckskin” with a sand texture, and the window and door trim is being painted at the same time. The stucco money was set aside as an accrual fund a few years ago. This is how we pay for big dollar items.

The lightning damage to the steeple at OTMCC plus replacing all the rotten wood, and railings, and installing new shingles has been completed. All we need now is to install a bell. Check it out!!!

A time capsule was put under the ball at the top of the steeple; ask Pat Leahan for more information.

The projects that were done “in house” include building a step across the front of the stage at the OTMCC, and installing a gutter on the north side of the addition. Smaller projects included cutting off the bottom of a door to fit the carpet, installing mirrors, installing a towel dispenser, checking out the elevator, east wing ceiling repair, removing the awning from the north side of the church, and interior painting.

Kitchen hood and fire suppression systems were checked, and fire extinguishers are ok for another year.

Defunct knob and tube wiring was removed from the attic space before new insulation was blown in to replace the bat soiled insulation that was removed, and a netting was put up between the organ pipes and the sanctuary just in case there are any more unwanted guests. We are also taking precautions by having an annual warranty renewal inspection by Critter Control.

Grease trap in the kitchen was cleaned, and with the extra cooking that is happening we will have it cleaned twice a year.

Your B & G crew is also working on repairing cracks in the sheet rock, and getting estimates for repairing the front side walk.

B & G committee/crew: Robin Carlson, Chair, Corky Halverson, Don Owens, Patrick Rucker, Secretary, and Charlotte Wootton.



CHRISTIAN EDUCATION 2019

Again this year, our Christian Education program was based on two components: the Sunday morning Bible-based class for adults and youth and special Lenten and Advent studies. Average attendance was 10-11. Breakfast is provided prior to these Sunday Morning classes.

January-February (6 sessions) Elder Richard Lindeborg led a discussion of *The Third Reconstruction: How a Moral Movement Is Overcoming the Politics of Division and Fear* by the Rev. Dr. William J. Barber II.

February-March (3 sessions) Elder Richard Lindeborg led a discussion of *Love in the Void: Where God Finds Us*, edited by Laurie Gagne. The book is a collection of essays by the 20th Century French philosopher, mystic and political activist Simone Weil.

Lenten Study Pastor Katie Palmer led a discussion of *Open the Door: A Journey to the True Self* by Joyce Rupp. The pastor also covered the material in an online chat room.

May-June (8 sessions) Long-time bible class teacher Rod Billingsley led a discussion of *Christian Doctrine* (3rd edition) by Shirley C. Guthrie. Doctrines covered included justification, atonement, the incarnation, providence, predestination, and the trinity. (to be continued in 2020)

June-July (4 sessions) Music director Karyl Lyne led hymn sings from the newly arrived Presbyterian hymnal, *Glory to God*. Sessions were based on major sections of the hymnal –God’s Mighty Acts, The Church at Worship, and Our Response to God. Brief lectures covered how to use the hymnal and descriptions of each hymn

July- August (6 sessions) Elder Richard Lindeborg led a discussion of *Faith: A Journey for All* by former president Jimmy Carter.

September-October (8 sessions) Elder D.R. Palmer led a discussion of *Addiction and Grace: Love and Spirituality in the Healing of Addictions* by Gerald G. May, M.D.

November (3 sessions) Elder Richard Lindeborg led a discussion of several early church stories that were excluded from the canon of the Bible but remain popular in art. Handouts covered works of art and apocryphal scriptures related to Mary, the mother of Jesus; the life and mission of Jesus; and Paul, Thecla and Peter, and the apostles

Advent Study Pastor Katie Palmer led a discussion of the Thoughtful Christian’s study “The Messiah” by Walter Brueggemann. Sessions covered four royal titles from Isaiah 9:6 - Wonderful Counselor, Mighty God, Everlasting Father, Prince of Peace.

Submitted by Richard Lindeborg



COMMUNITY LIFE 2019

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.

2019 activities have included:

Fellowship time following church services most Sundays

- We have a list of volunteers who bring snack, set up & clean up.

Jan. 2019

- Our annual game night was on Jan. 25th in Perea Hall.

Feb. 2019

- Sunday Feb. 10th - Sunday April 7th we held our annual Lenten soup lunches

Mar. 2019

- Lenten Soup lunches

April 2019

- Palm Sunday we held a Potluck
- Easter Sunday- Sunrise Service and breakfast at the Henssler's house

May 2019

- May 18th there was a baby shower for Claire Weinstein & Cole

June 2019

- May 1st- Sound Circle concert and potluck

July 2019

- Service Service; we provided lunch

Aug. 2019

- Annual picnic at the O.T.M.

Sept. 2019

- Hymn sing and Ice Cream social

Nov. 2019

- Giving Thanks lunch with the Samaritan House Cooking Team

Dec. 2019

- Dec. 14th Annual Christmas luncheon @ Charlie's with music provided by Em Krall
- Dec. 24th Biscochitos for all who attended the service
- Dec. 29th Christmas Carol sing & Ice Cream Social

Community Life is a fun committee and has very dedicated members. They are tireless!!

Lisa Weinstein-Chair

Maridell Monheimer- Secretary

Judy Long

Jan Buerskens

Pam Abreu

Susan Apodaca



BOARD OF DEACONS 2019

-
-
-
-

MEETINGS: Monthly, on fourth Monday at 11 AM @ FUPC.

MEMBERSHIP: Patrick Rucker, Mary Schipper, Sean Croto (Honorary) , Murl Baker, Sharon VanderMeer,, Juli Salman, and Bonnie Trujillo. Pastor Katie (ex-officio)

OFFICERS: Chair: Mary Schipper; Secretary: Patrick Rucker

NOTE: We currently have only 6 active ordained Deacons, and are always praying for additional interest among the membership to round out our numbers to nine.

2019 ACTIVITIES

1. Communion Preparation and Table Preparation for Worship Services

2. Prayer Shawl Ministry: This year, six shawls were distributed.

3. Visitation: Members who are homebound, hospitalized or in assisted living settings, are visited and Communion is offered on a monthly basis. Flowers are often distributed during visitations.

4. 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.

Several Deacons participate in our Samaritan House weekly Meal ministry, along with many other dedicated cooks and shoppers.

5. 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.

6. Monetary Donations: Through 2019, the Deacon budget has provided monthly donations of \$75.00 to Samaritan House.. The Deacon Budget also has included discretionary funds for the Pastor to distribute as needed. \$1200 is available for Pastor Katie to use as needed.

7. 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 Kevin Johnson, on a regular basis.

8. Prayer Groups: Each of the Deacons have assumed leadership of a prayer group. The members of these groups are the church membership and friends of FUPC. The Deacons are especially praying for their group members on a regular basis, offering assistance as requested, and providing transportation at times. The groups are individually contacted to encourage their attendance at church community events.

9. Transportation Ministry: When needed, Deacons transport church members for appointments, and errands.

10. Ushering and Fellowship on a rotational basis with other committees.

11. Bedding Assistance: This year, a monetary donation of \$200, was given to Samaritan House Cold Weather Shelter to aid in purchasing sleeping bags and cots for the overnight guests.

12. The Deacons also contributed \$100 to the Garden Well Project, being organized by Mission and Peacemaking, during Advent, 2019.

Respectfully submitted, Mary Schipper, Chair



**TIME, TALENTS, AND TREASURE (TTT) 2019
(FORMERLY INTERPRETATION AND SUPPORT)**

Maggie Harmon visit – Maggie Harmon is on the staff of the Presbyterian Foundation and has much experience in fund raising and church finances. While part of her visit was used to encourage and develop planned giving, most of it was a workshop for the committee. At that time we started serious consideration of replacing our annual pledge campaign with an ongoing culture of giving.

We discontinued the annual pledge campaign and the annual Consecration Sunday activities. As an integral part of our financial plan, we felt that we needed to more frequently inform the congregation of our financial status using multiple form of communication. We need to focus on both our income, as well as our spending, with emphases on the mission of the church and the money spent on our mission work. Our plan is mostly complete.

We clarified the role and status of the Mustard Seed Committee. Traditionally, the I&S committee had organized the annual Enchilada Dinner as a fundraiser for the Mustard Seed Grants. Since the net revenue from this dinner was decreasing, this committee felt the dinner was no longer financially able to continue and recommended to the Session that it be discontinued.

Online methods for giving were completed. The church Office Manager reported that about 20% of the donations are now online. The process is smooth and has reduced her work load. The donations are directly entered into our Church Windows accounting software.

To more accurately describe the work of our committee, we changed the name to the Time, Talents, and Treasure Committee.

Submitted by Van Swan



MISSION AND PEACEMAKING 2019

Mission and Peacemaking (M&P) continues to lead the church in reaching local, state, national and international communities through advocacy, education, prayer and donations.

With the leadership of Pat Halverson, FUPC completed the six steps to become an Advocacy Church and a part of the Lutheran Advocacy Ministry-New Mexico (LAM-NM). An Advocacy Church is a church that speaks with and on behalf of people in need, and encourages the adoption of public policies that serve justice and help people who suffer. FUPC has long been a church to examine and speak out about such issues facing our world. The six steps include: sending people to the annual Fall LAM-NM Conference; inviting a LAM-NM speaker to teach or preach; keeping advocacy visible to the congregation; forming an advocacy team—M&P; encouraging people to join LAM-NM to be aware of pending legislative action at lutheranadvocacynm.com; including advocacy in corporate prayers, and sending letters to state public officials on advocacy issues. Then, LAM-NM Director Ruth Hoffman, presented the Advocacy Church Certificate after worship July 7 and spoke about the theology of advocacy.

The increasing polarization of people in our country around many issues gave rise in M&P to the creation of the How to Start the Conversation gatherings. Led by Pat Halverson, the group met a number of times through the year to ‘start the conversation’ about such issues as climate change, gun control, reproductive rights, immigration, etc. At each gathering, small groups of people would share their thoughts and ideas about the issue without interruption, question or comment by others. Active listening was a ground rule. The gatherings were promoted in the community and a number of community members participated.

The Synod of the Southwest and the Presbytery of Santa Fe are encouraging churches to educate themselves about the Doctrine of Discovery, which justifies Christian dominion over non-Christian peoples originating in 1245 with Pope Innocent IV. The far-reaching results of this doctrine continue today in the treatment of Native American Peoples and their rights. M&P has proposed that this study be undertaken in the Adult Sunday School Class in 2020.

As the immigration/asylum-seeker situation at the border has become more concerning through the year, M&P has responded with support of the community group, Understanding Immigration Task Force, which meets Monday evenings in Perea Hall. This group has sponsored public forums, the public showing of films on immigration, demonstrations at 7th and Mills Ave and contacting public officials. As a part of this effort and M&P long-range plans, M&P members, Pat Halverson and Bob and Carrol Pearson, and 5 others traveled to El Paso in October for a 4-day Border Immersion program sponsored by Iglesia Luterana Cristo Rey. \$1000 from the FUPC Bunch Mission Trip Fund helped make the trip possible. The group delivered a number of donated backpacks. Also, in response to the border situation, a group of FUPC quilters have responded to a call for Welcome quilts for people entering the US. Dubbed the Piece Makers, the group continues to make quilts. As a part of these efforts, FUPC members and community members purchase Café Justo and Fair Exchange products, which support growers and producers in Central America allowing them to remain in their home countries. Thanks to Karen Billingsley and Randy Campbell, who handle these sales.

In May, M&P welcomed Tecla Namachanja Wanjala, Eastern Mennonite University Center for Justice and Peacebuilding’s 2019 Peacebuilder of the Year and a colleague of Murl Baker. Dr. Wanjala chairs the Kenya-based Green String Network for social healing and reconciliation, which was selected as one of the top 10 global governance solutions at the November 2018 Paris Peace Forum. She also heads the Hear Africa Center, which enhances communities’ capacities for social healing, restorative justice and reconciliation. The award “recognizes demonstrated exceptional commitment to conflict transformation, restorative justice, trauma healing, development, organizational leadership and peacebuilding efforts at all levels of society”. It is hoped that Dr. Wanjala will return to lead a workshop at UWC on trauma healing.

HOPE, a group of volunteers led by Rosie Lopez, continues to offer transportation for the elderly to doctor’s appointments in Las Vegas and Santa Fe and arrange for help with yard work and minor repairs in coordination with a Mennonite youth group. They also hold yard sales on the first Saturday of each month to raise money for their work.

M&P members, Pat Halverson and Murl Baker, continue to read books to children at Carnegie Library on a regular basis.

M&P continues its attention to and concern for Palestinian people in Israel and signed on to the Global Kairos petition, which calls for an end to the unjust treatment of Palestinians by the Israeli government, and steps toward peace and justice in the region. M&P also led FUPC to become an organizational member of the Health Security for New Mexicans Campaign.

FUPC M&P members were once again the leadership for the Las Vegas CROP Hunger Walk. Held on Oct. 26 at UWC with 210 participants, it raised \$10,573.50 resulting in \$881.12 returning to support the Las Vegas Community Soup Kitchen, Comedor de San Pascual Soup Kitchen and the Samaritan House. For the first time, we sought business/professional sponsors who included Energy Concepts; Balanced Acupuncture; Territorial Title; State Farm; Paper Trail; Regal Inn; Floyd's Rental Center; Quick Lube; Krall, DC & Stauber, DC, ND; NM360; Dick's Pub; Borracho's; The Skillet; Indigo Theater; Bar Castaneda; Las Vegas Board Realtors Community Fund; Dennis Aragon, DDS.; El Rialto; G. Michael Lopez, MD.; Northgate Self Storage; Ron's Flooring & More; H&R Block; Del Norte Pharmacy; Sena Partnership; The Range Café; Martinez Trucking and Alta Vista Hospital. Also this year for the first time, the OLOS Confirmation Class and the WLV Middle School Cheerleaders participated along with the Rio Gallinas K-Kids, RHS Key Club, NMHU Women's Basketball Team, Noonday Kiwanis, and Las Vegas Rotary Club. First United Methodist Church, Immaculate Conception Church Confirmation Class and First United Presbyterian Church were our faith sponsors. The 2020 CROP Walk Planning Team is planning to have Crop Walk in town next year with stops at the 3 agencies we support along the way. Thanks to all who participated and contributed.

FUPC congregational generosity was recognized by PCUSA at the February 23 Presbytery of Santa Fe Meeting with a certificate for participating in all four national offerings. That certificate is on the Mission bulletin board in Perea Hall. Our Great Hour of Sharing Offering of \$1565 supports Presbyterian Disaster Assistance (PDA), Presbyterian Hunger Fund (PHF) and Presbyterian Self-Development Fund. The Pentecost Offering of \$471.40 supports youth activities and M&P designated the 25% which remains here to the JOT Youth Team at the Old Town Mission Community Center. The Peace and Global Witness Offering of \$606 supports peacemaking efforts and the 25% remaining here supports our local missions. The Christmas Joy Offering of \$702, supports retired church workers in need; and racial-ethnic education at Menaul School in Albuquerque; Pan Am University in Kingsville, Tx.; and Stillman College in Tuscaloosa, Ala. FUPC once again supported the Presbyterian Giving Catalog with donations of \$1275 toward a Garden Well.

Mission and Peacemaking supports Camino da Vida, the mission church in Albuquerque's South Valley, with \$200 a year; Presbyterian Mission Co-Workers Farsi Risakotta in Indonesia and Carol and Leith Fujii in Thailand with \$100 each; as well as Mission Co-Workers Mark Adams and Miriam Maldonado Escobar at the Border with \$200.

M&P encourages the congregation to write messages of hope and support to prisoners of conscience and messages for release to those who imprison them around the world in Amnesty International's Write for Rights efforts.

M&P prays for those who are forced to leave their homes and flee violence and poverty; peace and justice for Palestinians in Israel; the congregation of Principe da Paz Presbyterian Church in Juarez; the faculty, staff and students of Menaul School; and advocates who speak for those who cannot speak for themselves. We continue to give ear to the work of HOPE, JOT, the Conversations group and the Understanding Immigration Task Force.

Members of the Mission & Peacemaking Committee are Murl Baker, Pat Halverson, Rosie Lopez, Bob Pearson, Carrol Pearson and Tom Trigg.

Karyl Lyne, Chair
Mission & Peacemaking Committee



THE COFFEE PROJECT 2019

In 2001 – 2002 FUPC member Ruth Hazelton turned in a proposal for \$1,000 to the Mustard Seed Committee and a grant was given to Just Coffee/Cafe Justo for its first year of roasting 2002-2003.

Cafe Justo is a grower owned coffee cooperative based in Salvador Urbina, Chiapas, Mexico, formed to address the poverty and migration from Mexico to the USA. They market a pure, organic coffee which is grown, harvested and marketed in the spirit of justice. Their goal is to provide incentives for people to remain on their family lands.

“Just Coffee is unique in the members also do the roasting, grinding, packaging and shipping (instead of exporting green beans) thus there is job creation in Mexico and all earnings stay in the coffee community (both in Chiapas and the expatriot community in Agua Prieta). Profits are used to grow the business to enable more families to participate; to improve community infrastructure in Salvador Urbina or other community projects; and to be shared among the cooperative members.”– Mark Adams, Frontera de Cristo March 10, 2003.

“What started as a vision, continues today with 3 more communities involved. As many as 80 families are now involved, with probably 15 or 20 family members each being supported by Cafe Justo. There are 7 more people employed in Agua Prieta. In 2015 an internet cafe opened next to the roasting facility in Agua Prieta – not just a coffee shop with internet, but a free, safe and open space for meetings of youth and adults from the wider community.”– Rev. Randy Campbell (HR) June 27, 2017.

In 2019 FUPC bought \$516.90 worth of coffee from Cafe Justo. The church also uses Cafe Justo for fellowship and other events.

FUPC’s Mission and Peacemaking Committee (Wendy and Don Frederickson) used a different source at this time (Equal Exchange). I took over from Wendy and Don around 2003-2004.

In 1986, Equal Exchange was founded to challenge the existing trade model, which favors large plantations, agri-business, and multi-national corporations; support small farmers; and connect consumers and producers through information, education, and the exchange of products in the marketplace. They have organized as a democratic worker co-op, now one of the largest in the USA. They work in partnership with 13 national faith organizations and congregations of all faiths.

Equal Exchange sells many different types of coffee and roasts – I carry French Roast 5# bag beans but all others can be special ordered. They also sell chocolate bars, minis, chips and cocoa, teas, and fair foods. This year saw the introduction of more Palestinian foods in addition to the olive oil -medjool dates, freekah, and couscous (maftoul). I carry most of the chocolate bars, cocoa and tea...again all others can be special ordered. We are wholesale customers so we are able to get a cheaper price than retail with little/no markup.

In 2019 FUPC purchased \$3,165.10 worth of products from Equal Exchange. The church also uses Equal Exchange teas and cocoa for fellowship and other events.

Between the 2 organizations, in 2019 we purchased \$3,682.00 worth of products and sold \$3,654.93. FUPC transfers money from Community Life into the coffee fund for products used at the church.

I sell to the community as well as the church and am happy to meet you at the church on most days as well as Sundays if you call/text 505-617-5315. I take cash and checks – no credit cards.

www.justcoffee.org

www.equalexchange.coop

Submitted by Karen Topping, Just Coffee/Equal Exchange Program



LANDSCAPING TASK FORCE 2019

This taskforce was appointed by the Session in 2019 to plant and execute the creation of attractive, limited water use and easy to maintain landscaping on all sides of the church. New church signage was added to the mandate. Work has begun, thought slowed by the stuccoing of the exterior of the church and the weather. Plans are for laying down professional weed barrier, then gravel on all sides of the church. The east front will be sculpted for drainage and design. Decorative rocks, boulders and differing gravel sizes will be used. Specimen plantings will include shrubs, grasses and blooming plants. A 2020 tree will be planted in the east yard. Two new benches will be installed in front of the stained glass windows and trash cans will be fenced and rest on a concrete pad. A new larger lighted sign with movable letters will be installed in front of the church with the old historical sign moving to the west side to indicate Perea Hall.

We have pulled out some old plantings and laid down plastic to kill the grass. We plan to proceed in early spring when the stucco is finished and the weather is warmer. We hope to have the church looking as beautiful in the landscape as the new stucco is on the church by June 2020.

The hardworking committee is Tom Trigg, Lisa Weinstein, Jeff Salman and Judy Long



MUSTARD SEED 2019

The Mustard Seed program was born from the parable of mustard seed, Matthew 13: 31-33. The goal of this mission outreach is to provide seed money for community service ideas that are new projects or one-time expenses for any groups or organizations within our community. These volunteer groups are then able to provide services that benefit much of our area and reach many people.

These grants have been funded through bequests, donations, and the FUPC enchilada dinner and silent auction.

The committee, consisting of Judy Long, chair, Sharon Vander Meer, Denice Spicer, and Corky Halverson, received 18 grant applications in March. After prayerful deliberation, we were able to fund these projects:

Buena Para Todos (El Vallé), community garden supplies	\$ 500
Don Cecilio Elem. School, classroom cooking cart	\$ 654
HOPE, Art supplies	\$ 361
JOT, Friday Night Fun Supplies	\$ 400
Literacy Council of NNM, Traveling book bag project	\$ 840
Little Free Libraries, building little free libraries	\$ 500
Los Pueblos Community Council, food program for children	\$ 500
NMHU Foundation, Harry Potter book party	\$ 800
San Miguel Co. Extension, Recycle Fair	\$ 603
Silver threads, Quilting Group. Quilt batting	\$ 300
Special Olympics, baseball helmets	\$ 400

(It is my understanding that the check for quilt batting was never cashed)

It was the decision of the I and S committee (now TTT) to not hold the enchilada dinner in 2019 as it was producing less and less revenue, and the ticket sales were becoming a greater problem. We will look for other sources of income. This fall we had a raffle that brought in a little over \$1,100, and have scheduled breakfast with the Masonic Lodge.

It was also decided by Session that the Mustard Seed Committee would assume all aspects of the Mustard Seed Grant Program. That is, it would create, coordinate and promote all fund-raising activities to support the grants; promote the submission of grant applications from the community; review the applications and award the grants; and schedule the recipients to report on their projects to the congregation in Minutes for Mission during worship services in the fall of the year.

Current members: Corky Halverson, chair, Kevin Johnson, Carol Linder, Joyce Litherland, Chuck Peterson, Patrick Rucker, Sharon Vandermeer.



NOMINATING COMMITTEE 2019-2020

Current Session Members: Judy Long (will not be returning as she has served three terms in a row.)
Tom Trigg
Van Swan
Denise Spicer
Lisa Weinstein (is finishing her current term, but agrees to serve another.)
Robin Carlson
Deb Reid (is finishing her term, but agrees to serve another)
Karyl Lyne
Christie Baskett (moved out of town.)

The number of Elders on the Session is 9. Thus we will have 4 vacancies, two of which will be filled by the current member, and two of which will need a new member. The Nominating Committee submits the following congregation members to fill these four vacancies: Lisa Weinstein, Deb Reid, Corky Halverson, and D. R. Palmer. All have been contacted and all agree to serve.

Current Deacons: Mary Schipper
Sharon vander Meer (Her term is up but she is willing to continue as a Deacon.)
Patrick Rucker
Christina Litherland (going off the Deacons)
Murl Baker
Juli Salman
Bonnie Trujillo
Jan Beurskens (going off the Deacons at the end of this term)

The Deacons are to have 6-9 members. The current 6 deacons are enough to continue the excellent job they have been doing, per the Chair. The Nominating Committee submits the following congregation members to fill the vacancy: Sharon vander Meer. Sharon has been contacted and is willing to continue on the Deacons.

Current Nominating Committee: Van Swan
Joyce Litherland
Mary Schipper
Bonnie Trujillo
Kent Reid

The Nominating Committee term is one year, and the members are elected annually. The Nominating Committee submits the following congregation members to continue as Nominating Committee members: Van Swan, Joyce Litherland, Mary Schipper, Bonnie Trujillo, and Kent Reid. All have stated their willingness to serve another year.



2020 CELEBRATION TASK FORCE 2019 ANNUAL REPORT

The planning for the 2020 celebration of our 150th anniversary began in August 2019. Our Task force has met nearly every week since we began, and is made up of devoted and creative folks: D.R. Palmer (chair), Jan Beurskens, Carol Linder, Juli Salman, Sharon Vander Meer, and Beth Urech. We have also had help from Robin Carlson, Richard Lindeborg, Peter Linder, Pastor Katie, Jeff Salman, and Charlotte Wootton.

We plan to have activities spread throughout the year in 2020, with the goals of reintroducing ourselves to Las Vegas, raising some funds, and celebrating our heritage and future in this town. The highlight is Saturday June 20, 2020, when we have a Procession and Celebration through both church locations and ending with a picnic in Lincoln Park.

Our accomplishments in 2019 are as follows:

New Logo And Tagline



We have chosen the tagline “Seeds. Roots. Branches.” to represent FUPC in 2020 and beyond. These three words describe us pretty well. We help plant seeds for new community services, as well as seeds of faith. We have deep roots in this community and our Presbyterian heritage. And we branch out beyond our walls to work and worship together with our neighbor, the other, the suffering, and the rejected.

Float in the Electric Light Parade

To introduce the new logo and tagline, and start to raise awareness of our 150th anniversary, we created a float for the city-wide Electric Light Parade. This beautiful angel float raised awareness of our upcoming 150th anniversary and our new “Seeds. Roots. Branches.” logo. We were awarded Second Place by the parade judges. Not bad for a first entry!

The theme of the parade was “A Magical Christmas. Film & Television”. Our float was based on a line from the classic movie “It’s a Wonderful Life: “Every time a bell rings, an angel gets his wings.” The float featured a beautiful angel in lights with airy wings. Each side of the base of the float had a banner with our “Seeds. Roots. Branches.” logo and “First United Presbyterian Church, Celebrating 150 Years in Our Community”. In addition to the float itself, there were four angels ringing handbells and two more angels handing out seed packets with the same information as the banners.



Based on comments from the crowd, we succeeded in our goal of raising awareness of the church and our anniversary. As an added bonus, we heard comments from children like, “Look, Dad, an angel!” A pretty wonderful evening for all.

A huge thank you to Jeff Salman for leading the team in their many hours devoted to the float. Float builders: Jeff Salman, Juli Salman, Judy Long, Carol Linder. Seed packets: Juli Salman, Jan Beurskens, Sharon Vander Meer. Angel bell ringers: Juli Salman, Chelsea Gutierrez, Carol Linder, Denice Spicer. Angel seed packet distributors: Linda Cunningham, Sharon Vander Meer. Float theme idea: Kevin Johnson

New Website

A subcommittee consisting of D.R. Palmer, Carol Linder, Linda Solyntjes, and Denice Spicer, has been working on a new website based on WordPress. The site is much more visual and inviting to web searchers. We expect to launch in early February.





JOINT OPERATING TEAM/OLD TOWN MISSION COMMUNITY CENTER (OTMCC) 2019

2019 at Old Town Mission Community Center saw continued growth in fulfillment of its primary mission to provide safe, welcoming and affordable event/meeting space for the community of Las Vegas in general and the West Side in particular. Perhaps our greatest success in 2019 has been the introduction of a new event: Friday Night Fun, which invites youth, children, and families to enjoy free pizza and have fun playing games, singing and dancing. This event is lead by the SPOT Youth Team and Pat Leahan and typically has 60-70 attendees. We hosted four Friday Night Fun events in 2019, with more planned for 2020. The re-institution of International Dinners as fund raisers has begun with the first one in December, 2019. These would not be possible without the cooperation of the food service staff of United World College. Besides the weekly use of the building by Rio Gallinas School and the SPOT team from United World College (during the academic year) we have seen several new smaller groups join the roster of renters.

The effort to reach out to leaders and residents of the West Side community has yielded the addition of two new members of the team from the local community over the past year. JOT members had conversations with individuals identified by members of the team who directed us to still other residents. We intend to continue our attempts to keep our “finger on the pulse” of the community.

We have nearly achieved our goal to become self-supporting with the exception of building maintenance. Towards the end of the year we began looking at consistency of rental payments by clients. By and large we were on track. We want to be able to assume the cost of our own cleaning and security by the end of 2020.

In December we were informed that we would be receiving a \$10,000 donation from David Martin. David is a descendant of Rev. John Annin and has a strong interest in maintaining the Old Town Mission structure. We are very grateful for this gift and will soon be discerning the best way to use it to enhance the experience of those who use the building. Perhaps, first on the to-do list will be to make the entrance more inviting and obvious, improving the drainage issues there at the same time. We expect that blown in insulation in the attic space above the Assembly Room will lower our heating costs. This cost will be covered from bequests.

As usual we offer our thanks to the Buildings and Grounds Committee for work done over the year including the addition of a step between the floor of the Assembly Room and the stage spanning the entire width of the room. This was previously a major safety hazard and now makes it easier to maneuver. We also had new 100W-equivalent LED light bulbs installed in the Assembly Room and Middle Room, making the OTMCC now wonderfully lit for evening events.

The repair of lightning damage to the steeple was begun in the late summer and was completed before Christmas. The job was masterfully done by Knutson Construction and we rejoice in having the building complete. Still to come is putting a bell in place in the new supporting structure. We have the bell which needs a paint removal and a serious cleaning but all intentions are to get it up there.

We have published our first quarterly newsletter and will shortly publish the second. These are to be distributed to all those who have donated in the past as well as any who express interest in what we are doing.

We express our gratitude to all those church members who are supporting our efforts through time, talents, and treasure.

JOT Committee Members:

D. R. Palmer – FUPC

Tom Trigg - FUPC

Robin Carlson - B&G Liaison

Pat Leahan – United World College

Virginia Mattingly – United World College

Alex Curtiss - UWC (not active)

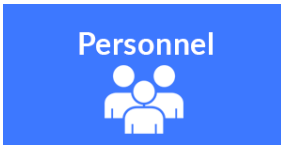
Nicole Montano - Community

Vikki Gold - Community

George Dimsey - Community

Rosie Lopez - Member up to end of 2019

Naomi Swinton - Advisory



PERSONNEL COMMITTEE 2019

Members: Judy Long, Don Monnheimer, Pastor Katie Palmer, and Deb Allen-Reid, Chair

Ongoing duties performed during the year included reviewing and approving the Pastor's leave requests and monitoring monthly personnel expenditures as reported by the Treasurer. The Committee met nine times and performed some additional work via email. By the month, activities included:

January

- Instituted Session-approved raises for the Pastor and the Office Manager.
- Changed Old Town Mission Custodian/Watchman position from contractual to direct-hire employee.
- Accepted resignation of Douglas Avenue Custodian/Sexton.

February

- Added new committee member and began search for a new Douglas Avenue Custodian/Sexton.
- Submitted Pastor's 2019 Terms of Call to the Presbytery.

March

- Hired new Douglas Avenue Custodian/Sexton.
- Established a protocol for hourly employees to request overtime.
- To come into compliance with New Mexico labor law, began paying hourly employees twice per month rather than once per month.

April

- A \$1500 increase to the personnel budget for payroll administration costs related to increasing to twice-per-month employee payments was presented to and approved by the Session.
- Conducted annual performance review with the Old Town Mission Custodian/Watchman.

May

- Conducted annual performance review with the Director of Music.

June/July/August

- Began discussions to develop a position description for the Pastor.

September

- Requested input from Session for Pastor's performance review.
- Prepared 2020 personnel budget:
 - No hourly or salary raises recommended for 2020
 - Added vision insurance to Pastor's benefits (\$93)
 - Deferred adding costs to budget for Sunday childcare pending demonstrated need

October

- Budget recommendations for 2020 provided to Treasurer for Session consideration.
- Conducted annual performance review with the Pastor

November

- Conducted annual performance review with the Office Manager

December

- Recommended that Session provide staff Christmas bonuses: \$50 for employees averaging less than 20 hours per week and \$100 for employees averaging greater than 20 hours per week. With the Pastor waiving her bonus, the recommended total cost was \$300.



PRESBYTERIAN WOMEN 2019

Presbyterian Women (PW) offers women in the church meaningful ways to live out their faith in the midst of a caring community of women. For more than 200 years, Presbyterian women's groups have strengthened the Presbyterian Church and played a major role in sharing the good news of Jesus Christ and witnessing to the promise of God's kingdom.

Our Purpose

Forgiven and freed by God in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves

- to nurture our faith through prayer and Bible study,
- to support the mission of the church worldwide,
- to work for justice and peace, and
- to build an inclusive, caring community of women that strengthens the Presbyterian Church (U.S.A.) and witnesses to the promise of God's kingdom.

Presbyterian Women make annual pledges to the Mission Budget of the National PW, and also contribute to the Birthday Offering in the Spring and to the Thank Offering in the Fall.

In 2019, donations included:

Presbyterian Women - \$280

Birthday Offering - \$155

Many thanks to Joyce Litherland for coordinating the PW activities.



COLUMBARIUM 2019

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 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.

Susan Swan's remains were interred in the Columbarium.

One new name was added to the Memorial Plaque this year for Gretchen Bush, a beloved member of our church. This is a special way to remember a loved one. If you are interested or wish to purchase a niche in the columbarium, please contact Judy Long or Tom Trigg. The columbarium has 20 niches and 10 have been committed.

The balance in the Columbarium fund is \$3,529.39.



WORSHIP AND MUSIC (WAM) 2019

WAM provides worship leaders, musicians, and pulpit supply for each Sunday and special services and works with Pastor Katie Palmer to create a meaningful worship experience.

We would like to thank everyone who has served as worship leader, run the A/V, run the sound system, and provided special music. Thank you to Em Krall for her beautiful music each Sunday that she plays. Thank you to the chancel choir and bell choir who enrich each service.

Thank you to Amy Hufnal and choir for their performance of the Christmas cantata "HOPE" on December 15th.

Thank you WAM for hosting the Sound Circle choir on June 1st.

We hosted along with Community Life our 1st Service Service on June 21st. Much work was done all around the church.

D.R Palmer has continued to provide a contemplative service two Tuesdays a month at the Old Town Mission. Thank you D.R.

Judy Long has continued to arrange beautiful flowers each Sunday that are donated by Pam's Flowers. The arrangements are sent home with congregation members or taken to house bound or others that are unable to make it to services.

Many thanks to WAM committee members, Karyl Lyne, Katie Palmer, Tom Trigg and Charlotte Wootton. Thank you Charlotte and Karyl for creating the "boulder" for Lent and for making the flowers for Pentecost. A special thanks to Renee Buchanan and D.R. Palmer who joined us in planning this year's Advent services.

Thank you Judi Ruprecht for bringing students from UWC to perform a liturgical dance on Nov. 3rd.

I am very thankful for Joyce Litherland for taking on the task of finding worship leaders each week. You have done a fantastic job!

We purchased new hymnals this year; thanks to all who bought and dedicated our new Glory to God hymnals. The dedication was on June 16th.

We also set up a Welcome Team who will help usher, set up extra chairs and whatever else needs to be done at events taking place at F.U.P.C.

Thank you Charlotte Wootton for chairing this committee the past 9 months. You did an awesome job!

Committee members:

Lisa Weinstein- Chair

Tom Trigg- Secretary

Karyl Lyne

Katie Palmer- Pastor

Charlotte Wootton

Beth Urech



TREASURER'S REPORT 2019

The financial year, 2019, here at FUPC, has ended successfully in the black. As a church community, we are debt free, and have met all our financial obligations. Greater than 15% of our expenditure continues to be spent on Mission.

This success rests solely in the hands of YOU, the generous givers of your treasure, time and talent. We continue to be blessed with Bequest giving, which has allowed us to upgrade Perea Hall, look forward to a September, 2020 retreat at Ghost Ranch, and to address landscaping and signage needs at the Douglas Street building, among other projects.

Our budget for 2020 is quite similar to 2019, and will continue to rely on your heartfelt generosity. It is, once again, a deficit budget. (- \$9000). The Budget is only a projection of anticipated giving and income, based on averages of the last five years. Hopefully we have underestimated your generosity, and we will end 2020 financially balanced. The approved 2020 Budget is outlined here in the 2019 Annual Report. If you have specific questions, feel free to contact me.

Mary S Schipper
Treasurer
505-429-0285

PRESENTATION BUDGET REPORT 2020

Account #	Account Name	Yr Beg 01/2020
Income		
Operating Income		
Church Income		
4.0.01	Annual Giving	140,600.00
4.0.02	Loose Plate (Anonymous)	2,600.00
4.0.03	Gifts From Friends	12,000.00
4.0.04	Building Use	1,500.00
4.0.21	Interest (FUPC & Gerdeman Endowment Distributions)	900.00
4.0.51	Other Income	200.00
	Total Church Income	\$157,800.00
J.O.T. Income		
4.4.61	Old Town Mission Donations from Members & Friends	4,000.00
4.4.62	JOT Support 2019 (Service Clubs and Corporations)	0.00
4.4.63	Old Town Mission from United World College	3,600.00
4.4.64	Old Town Mission from West Las Vegas School	812.00
4.4.65	Old Town Mission Rentals	500.00
4.4.67	OTM Grant Income	0.00
4.4.68	OTM Fundraisers	750.00
4.4.71	JOT Fund Donations	0.00
	Total JOT Income	\$9,662.00
	Total Operating Income	\$167,462.00
Other Committee Income		
B&G Income		
4.1.05	1000 Douglas Building Maintenance Accrual Income	0.00
4.1.06	OTM Building Maintenance Accrual Income	120.00
	Total B&G Income	\$120.00
Christian Education Income		
4.2.06	Sunday School Offerings	0.00
4.2.52	Christian Education Book Donations	0.00
	Total Christian Education Income	\$0.00
Community Life Income		
4.3.11	Community Life Income	0.00
4.3.14	Major Retreat Accrual Income	0.00
	Total Community Life Income	\$0.00
Deacons Income		
4.9.21	Pastor's Discretionary Accrual Income	0.00
4.9.23	Other Deacons Income	0.00
4.9.24	Deacons Accrual Income	0.00
4.9.34	Income - Samaritan House Meals	1,000.00
	Total Deacons Income	\$1,000.00
I&S		
4.0.36	Consecration Dinner Income	0.00
	Total I&S	\$0.00
LIFT Income		
	Total LIFT Income	\$0.00

Mission & Peacemaking Income		
4.5.51	Mission Trip Accrual Income	583.00
4.5.53	Coffee Project Sales	0.00
4.5.56	Pasos De Fe/Presbyterian Border Ministries	690.00
4.5.57	Peacemaking Offering 25% Income	250.00
4.5.58	Pentecost Offering Income 40%	185.00
	Total Mission & Peacemaking Income	\$1,708.00
Mustard Seed Income		
4.6.03	Mustard Seed Tickets and Donations	0.00
	Total Mustard Seed Income	\$0.00
Personnel Income		
4.7.91	Pastor's Renewal Fund Donations	0.00
	Total Personnel Income	\$0.00
Session Income		
4.0.11	Columbarium Income	0.00
4.0.13	Kitchen Income	0.00
4.0.14	Bequest Income (5 year average)	28,000.00
4.0.19	Per Capita Income	0.00
4.0.23	Mutual Fund Income Gains	2,000.00
4.0.24	Landscaping & Signage Task Force Income	0.00
4.0.31	2020 Celebration Income	0.00
	Total Session Income	\$30,000.00
Worship & Music		
4.8.21	Supplemental Music Fund Income	200.00
4.8.22	Audio Visual Fund Donations	0.00
4.8.23	Other WAM Income	0.00
4.8.24	Music Purchase Donations	600.00
4.8.25	Bell Repair Fund Donations/Shillinglaw Interest	50.00
4.8.26	Glory to God Hymnal Donations	0.00
	Total Worship & Music	\$850.00
	Total Other Committee Income	\$33,678.00
Pass-through Income		
Church Pass-through Income		
	Total Church Pass-through Income	\$0.00
National Church Special Offerings		
4.5.30	Garden Well	0.00
4.5.54	Presbyterian Disaster Assistance Income	0.00
	Total National Church Special Offerings	\$0.00
Presbytery Pass-through Income		
	Total Presbytery Pass-through Income	\$0.00
	Total Pass-through Income	\$0.00
	Total Income	\$201,140.00
Expenses		
General Operating Expense		
Salary & Benefits		
Pastor's Salary & Benefits		
5.7.01	Pastor's Salary	27,846.00
5.7.02	Pastor's Housing	18,564.00
5.7.03	Pastor's Continuing Education	1,850.00
5.7.04	Pastor's Mileage & Professional Expenses	1,500.00
5.7.05	Pastor's Self Employment Tax Allowance (Annual)	3,627.00
5.7.06	Pastor's Pension/ DD Insurance	5,569.00
5.7.07	Pastor's Renewal Accrual Expense	1,200.00
5.7.09	Pastor's Medical/Dental Insurance	12,600.00

	Total Pastor's Salary & Benefits	\$72,756.00
Office Manager Salary & Benefits		
5.7.11	Office Manager Salary	23,400.00
5.7.13	Office Manager FICA	1,790.00
5.7.14	Office Substitute Staff (Casual)	500.00
	Total Office Manager Salary & Benefits	\$25,690.00
Other Salary & Benefits		
5.7.15	CRE Vida Encantada Service	0.00
5.7.16	CRE Vida Encantada Musicians	300.00
5.7.17	CRE Continuing Education & Books	0.00
5.7.31	Choir Practice Accompanist Salary	1,080.00
5.7.33	Custodian Salary	9,600.00
5.7.34	Child Care & Kitchen Attendent	0.00
5.7.39	NM State Workers Comp	202.00
5.7.40	Workers Comp Insurance (Brotherhood)	1,000.00
5.7.41	Other Employers FICA	1,434.00
5.7.43	Old Town Mission Security	600.00
5.7.44	Old Town Mission FICA	235.00
5.7.51	Old Town Mission Custodian	2,772.00
	Total Other Salary & Benefits	\$17,223.00
	Total Personnel	\$115,669.00
JOT Program Expenses		
5.1.38	JOT Grounds Maintenance	420.00
5.4.44	JOT Office Supplies	400.00
5.4.45	JOT Miscellaneous	200.00
5.4.46	JOT Hospitality Expense	400.00
5.4.48	JOT Postage	200.00
5.4.53	JOT City Utilities	1,800.00
5.4.54	JOT Electricity	3,500.00
5.4.55	JOT Internet	0.00
5.4.60	JOT Honorariums	0.00
5.4.61	JOT Phone	40.00
5.4.62	JOT Equipment and Furnishings	500.00
5.4.63	JOT Facilities Supplies Expense	150.00
5.4.71	JOT Program Expense	1,000.00
	Total JOT Program Expense	\$8,610.00
Building & Grounds Expense		
1000 Douglas Building Maintenance		
5.1.41	Pest/Bat Control	1,080.00
5.1.44	General Building Maintenance	13,160.00
5.1.45	Fire Safety	1,000.00
5.1.55	Church Building Repair Accrual Expense	10,400.00
	Total 1000 Douglas Building Maintenance	\$25,640.00
Othe 1000 Douglas B&G Expense		
5.1.53	Church property Insurance	8,348.00
5.1.54	Property Insurance Deductible Accrual Expense	1,000.00
5.1.56	Electricity	2,500.00
5.1.60	Century Link - Telephone & Internet	3,000.00
5.1.61	City Utilities	6,500.00
	Total Other1000 Douglas B&G Expense	\$21,348.00
OTM Building Maintenance		
5.1.32	OTM Pest Control	0.00
5.1.36	OTM Fire Safety	100.00
5.1.37	OTM Building Repair Accrual Expense	1,020.00

5.1.49	OTM General Building Maintenance	5,600.00
	Total OTM Building Maintenance	\$6,720.00
	Total Building & Grounds Expense	\$53,708.00
	Total General Operating Expense	\$177,987.00
Other Committee Expense		
Christian Education		
5.2.06	Christian Education Expense	0.00
	Total Christian Education	\$0.00
Community Life		
5.3.01	Community Life Game Night	100.00
5.3.04	Community Life Fellowship Supplies	400.00
5.3.15	Community Life Meal Expenses (Lunches,Picnics,etc)	1,000.00
	Total Community Life	\$1,500.00
Deacons		
5.9.21	Pastor's Discretionary Accrual Expense	600.00
5.9.24	Deacons Accrual Expense	0.00
5.9.32	Discretionary Mission - Community Soup Kitchen	300.00
5.9.33	Discretionary Mission - Comedor San Pascual	300.00
5.9.34	Discretionary Mission-Weekly Samaritan House Meals	1,560.00
5.9.35	Discretionary Mission - Cold Weather Shelter	300.00
	Total Deacons	\$3,060.00
Mission & Peacemaking		
5.5.55	Missionary Hosting	200.00
5.5.59	Missionary Co-workers	400.00
5.5.60	Camino de Vida	200.00
5.5.63	Coffee Project Expense	0.00
5.5.66	Stress Trauma Workshop Expense	500.00
5.5.68	Pasos De Fe/Presbyterian Border Ministries Expense	500.00
5.5.71	Mission Trip Accrual Expense	0.00
5.5.72	Mission Outreach Expense	500.00
5.5.73	Sunday Breakfast Expense	1,000.00
	Total Mission & Peacemaking	\$3,300.00
Mustard Seed		
5.6.81	Mustard Seed Accrual Expense	3,600.00
5.6.82	Mustard Seed Grants Expense	0.00
	Total Mustard Seed	\$3,600.00
Personnel		
	Total Personnel	\$0.00
Session		
5.0.09	Theological Education Expense	1,803.00
5.0.10	Advertising Expense	460.00
5.0.12	Books & Subscriptions Expense	400.00
5.0.15	Commissioners expense	300.00
5.0.16	Payroll Expense - ADP	1,800.00
5.0.17	Office Expense	4,500.00
5.0.18	Accounting Expense	600.00
5.0.19	Per Capita Expense	3,185.00
5.0.20	Facilities Janitorial Supplies Expense	600.00
5.0.22	Cemetery Expense	0.00
5.0.25	Church Website/Domain Expense	300.00
5.0.26	Church Windows/VOS Expense	1,600.00

5.0.30	State Incorporation Fee Expense	10.00
5.0.37	Credit Card Processing	425.00
5.0.42	Session - Off-budget Expense	200.00
5.0.43	Give Thanks Dinner Expense	200.00
5.0.55	Columbarium Fund Expense	0.00
5.0.56	Leadership Retreat Expense	500.00
5.0.70	Unified Mission Expense	1,800.00
	Total Session	\$18,683.00
Worship & Music		
5.8.25	Bell Repair Accrual Expenses	500.00
5.8.69	Supplemental Music Accrual Expense	0.00
5.8.71	Audio Visual Fund Expense	324.00
5.8.72	Proclaim	500.00
5.8.73	Music Expense	0.00
5.8.74	Pulpit Supply Expense	1,650.00
5.8.75	Musicians - Other	200.00
5.8.76	Other Worship & Music (tuning, etc)	850.00
5.8.77	Worship Service Accompanist Expense	2,600.00
	Total Worship & Music	\$6,624.00
	Total Other Committee Expense	\$36,767.00
Pass-through Expense		
Church Pass-through Expense		
	Total Church Pass-through Expense	\$0.00
National Church Special Offerings		
	Total National Church Special Offerings	\$0.00
Presbytery Pass-through Expense		
	Total Presbytery Pass-through Expense	\$0.00
	Total Pass-through Expense	\$0.00
	Total Expenses	\$214,754.00

First United Presbyterian Church - Las Vegas NM
BALANCE SHEET AS OF DECEMBER 31, 2019

Account #	Account Name	Beginning Balance	YTD Balance
Assets			
Short-term Assets			
Cash and Near Cash			
1.0.01	Checking - Community 1st Bank	23,781.89	31,941.08
1.0.03	Shillinglaw Fund Savings	908.01	956.39
1.0.11	MMDA - Community 1st Bank	13,097.65	12,046.77
	Total Cash and Near Cash	\$37,787.55	\$44,944.24
Investments			
1.1.21	Gerdeman Endowment PILP	20,000.00	20,000.00
1.1.22	Shillinglaw Endowment	3,438.59	3,438.59
1.1.26	Mutual Fund	180,664.84	157,009.59
1.2.50	Pres Foundation - Bunch Endowment	13,148.97	13,148.97
1.2.52	Pres Foundation - FUPC Endowment	4,906.79	4,906.79
	Total Investments	\$222,159.19	\$198,503.94
	Total Short-term Assets	\$259,946.74	\$243,448.18
Fixed Assets			
Furniture & Equipment			
1.3.11	Equipment	50,000.00	50,000.00
1.3.12	Furniture & Fixtures	130,000.00	130,000.00
	Total Furniture & Equipment	\$180,000.00	\$180,000.00
Land, Buildings, & Improvements			
1.4.01	Church Building	869,607.78	869,607.78
1.4.21	Old Mission Church Building	500,000.00	500,000.00
	Total Land, Buildings, & Improvements	\$1,369,607.78	\$1,369,607.78
	Total Fixed Assets	\$1,549,607.78	\$1,549,607.78
	Total Assets	\$1,809,554.52	\$1,793,055.96
	Total Assets	\$1,809,554.52	\$1,793,055.96
Liabilities			
Current Liabilities			
Other Current Liabilities			
2.5.02	Pre-paid Church Pledges	15,220.00	14,500.00
	Total Other Current Liabilities	\$15,220.00	\$14,500.00
	Total Current Liabilities	\$15,220.00	\$14,500.00
2.9.99	Accounts Payable/Vendors	0.00	50.00
	Total Liabilities	\$15,220.00	\$14,550.00
Fund Balances			
Unrestricted Net Assets			
3.0.01	General Fund Balance	64,837.44	38,171.61
3.0.03	Bequest Fund Balance	46,559.49	56,231.23
3.9.21	Pastor's Discretionary Fund Balance	1,305.84	844.09
	Total Unrestricted Net Assets	\$112,702.77	\$95,246.93
Temporarily Restricted Net Assets			
3.0.02	Landscaping Designated Fund Balance	0.00	14,852.40
3.0.04	Youth Fund Balance	459.21	459.21
3.0.05	Women's Travel Fund Balance	507.73	0.00
3.0.07	2020 Celebration Designated Fund Balance	0.00	3,344.63
3.0.09	Columbarium Fund Balance	3,466.04	3,498.45
3.1.07	Church Building Repair Fund Balance	58,787.99	28,192.99

3.1.08	OTM Building Repair Fund Balance	1,813.62	(1,430.85)
3.1.14	Property Insurance Deductible Fund Balance	3,001.00	0.00
3.3.13	Major Retreat Fund Balance	1,182.00	6,630.00
3.4.71	JOT Fund Balance	2,086.95	20,912.51
3.5.02	Mission Trip Fund Balance	4,004.63	3,276.90
3.5.12	Coffee Project Fund Balance	(172.05)	(329.14)
3.7.03	Mustard Seed Fund Balance	6,565.19	2,283.19
3.7.06	Pastor's Renewal Fund Balance	3,200.00	4,400.00
3.7.07	Pastor's Continuing Education Fund Balance	0.00	(564.40)
3.8.03	Supplemental Music Fund Balance	250.00	200.00
3.8.25	Bell Repair Fund Balance	5,077.31	5,756.95
3.9.24	Deacons Fund Balance Balance	300.00	674.06
	Total Temporarily Restricted Net Assets	\$90,529.62	\$92,156.90
Permanently Restricted Net Assets			
3.8.00	Bunch Endowment Fund Balance	13,148.97	13,148.97
3.8.02	FUPC Endowment Fund Balance	4,906.79	4,906.79
3.8.04	Gerdeman Endowment Fund Balance	20,000.00	20,000.00
3.8.06	Shillinglaw Endowment Fund Balance	3,438.59	3,438.59
	Total Permanently Restricted Net Assets	\$41,494.35	\$41,494.35
3.9.00	Net Fixed Asset Fund Balance	1,549,607.78	1,549,607.78
	Total Fund Balances	\$1,794,334.52	\$1,778,505.96
	Total Liabilities and Fund Balances	\$1,809,554.52	\$1,793,055.96

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**"BECOMING A COMMUNITY THAT CREATES SPACE
FOR FAITH, HOPE, LOVE, AND WITNESS"**

FIRST UNITED PRESBYTERIAN CHURCH

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OFFICE HOURS:

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

WORSHIP

10:30 A.M. SUNDAYS

