

# 2015 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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## 2015 Congregational Meetings

### ***Minutes – Congregational Meeting - Sunday, February 1, 2014***

The meeting was called to order and opened with a **prayer** by moderator Rev. Dr. Frank Yates. Clerk Carol Linder declared a quorum.

Rev. Dr. Frank Yates explained that the purchase of the meeting as to receive and approved the annual reports. The agenda was approved by consensus.

Richard Lindeborg read a proclamation recognizing Karen Rieniets 14 years as Financial Secretary. The Session, I&S, and the entire congregation expressed their appreciation for Karen’s dedication and service. MSP include proclamation in minutes and share with the church

#### **Reports of the Pastor, the Clerk of Session and the Treasurer**

Frank referred to retired pastor Rev. Randy report pastoral report highlighting the activities of the year. Clerk Carol Linder summarized the active membership and Clerk Statistics indicating that the baptized members refers to children baptized in the church who are not members. Douglas Baskett summarized the treasurer’s report and answered questions. Douglas explained that although we are paying Rev. Yates and CRE Detterick less than we were paying Rev. Campbell, we have budgeted for Randy’s entire salary (indicated by the equitable pay item).

#### **Reports approved.**

Congregation approved a strong acclamation of the thanks to Amos Estrada for his commitment as treasurer.

Moderator Frank Yates designated Judy Long as acting moderator for the review and approval of the following Interim Pastoral Team compensation packages.

#### **TERMS**

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

#### **Effective Salary for 11 months**

Cash Salary		\$15,200.00
SECA allowance	7.65%	1,162.80

#### **Reimbursable expenses by voucher**

Mileage (.37 per mile)	up to	4,320.00
Professional expenses, housing and food		2,880.00
Continuing Education		833.00
Vacation (2 weeks)		

We will pay regularly in advance to the Board of Pensions a sum equal to the requisite percent 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 of you are in the interim pastoral relationship set forth in this contract.

**Rev. Dr. Frank Yates**

**John Detterick**

**Effective Salary for 11 months (Jan 18 – Dec 31, 2015)**

Cash Salary \$13,760

**Reimbursable expenses by voucher**

Mileage (.37 per mile) 900

Continuing Education 417

Vacation (2 weeks)

We will pay regularly in advance to the Board of Pensions a sum equal to the requisite percent 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 of you are in the interim pastoral relationship set forth in this contract.

Congregation approved both contracts as outlined. Moderator Frank Yates and CRE John Detterick returned to the meeting. The congregation approved motion to recess the annual meeting to convene the **Annual Meeting of the Corporation**. Robin Carlson, chair of the Trustees called the meeting to order.

Robin corrected the Trustees annual report to reflect a change in the church insurance to Brotherhood Mutual after a complete review of the policy and determination that the coverage was sufficient. The congregation approved the Trustees report and thanked the Trustees for all of their hard work. The meeting of the corporation was closed and the annual meeting reconvened.

**Committee Reports**

Correction to the New Horizons annual report that Joyce Litherland served as the chair and Rosie Lopez served Vice Chair and covered for Joyce last fall when Joyce was in the hospital. Congregation approved motion to receive all committee reports.

**Sharing of hopes and dreams during interim period**

Karyl Lyne expressed joy to have Frank and John leading us in the interim process welcoming them into the congregation. Rudy Laumbach expressed desire that we remember our church history. Carrol Pearson called for the congregation to continue its missions efforts and hoped that we would have a new pastor with similar passions by next year’s meeting. Sharon Seto expressed the hope that we can more fully integrate the Old Town Mission. Judy Long hoped that this space will be a welcoming to more children and young families. Patrick Rucker expressed his confidence in the interim team to lead us during this time.

John Detterick – Hopes: 1. Go fast but don’t rush through the interim process, 2. Go out and invite others and reach out to them; 3. Continue to be a bold and energetic congregation

Dr. Rev. Frank Yates – John and I can lead you to the place you want to be, have the congregation set the direction. Anticipates relatively short interim period. Hopes that we will continue the “Getting to Know You” blurbs for everyone in the congregation. Will be coming up regularly. Wants to get to know everyone in home and work. See many similarities to St. Andrew’s Presbyterian Church.

The congregation approved motion to adjourn the meeting and Rev. Dr. Frank Yates closed the meeting with a **prayer** and all were invited to share in fellowship.

## ***Minutes – Congregational Meeting - Sunday, May 31, 2015***

Moderator Rev. Dr. Frank Yates opened the meeting with **prayer**. The clerk declared a **quorum** of the active membership

The purpose of the meeting was to approve the revised bylaws drafted by a subcommittee of Session. An April 27, 2015 draft of the bylaws was distributed via email and hard copy two weeks prior to the meeting. A follow-up email with an explanation as to the reasons for the changes was distributed 10 days prior to the meeting.

Motion to approve the revised bylaws (attached) was made by Karyl Lyne. Douglas Baskett provided an overview of Explanation of the proposed changes. Many members commented on the impact of the proposed changes and concerns about the lack of detail in terms of the Session committee structure and also implications of moving to a unicameral system of government. Following a lengthy discussion, the question was called and approved.

Voting took place by written ballot with elders Beverly Garrett and Amos Estrada counting the samples.

Written ballot results

Counted 47 votes 1 abstain 9 no's 37 yes

Approved revised bylaws effective May 31, 2015.

Douglas Baskett agreed to write policies and procedures manual with help from other as there was some concern about not losing some of the details and accountability that were present in the old bylaws.

Approval of the motion to adjourn and Rev. Dr. Frank Yates 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 such 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.

## **Minutes – Congregational Meeting - Sunday, July 12, 2015**

Moderator Rev. Dr. Frank Yates opened the meeting with **prayer**. The clerk declared a **quorum** of the active membership.

The purpose of the meeting was to approve the leadership slate put forth by Nominating Committee.

There is one vacancy in the Deacons class of 2016 due to the resignation of Joan Laumbach for health reasons. The nominations for the Session, Deacons, and Nominating committee were unanimously. The Pastor Nominating Committee was approved with one additional nomination from the congregation – Deacon Murl Baker. Denise Spicer and Siobhan Croto will be ordained and all members installed on August 2, 2015.

### **SESSION (7 Elders)**

#### **Class of 2017 (August 1, 2015- July 31, 2017)**

1. Carol Linder (2<sup>nd</sup> term) **Clerk**
2. Judy Long (2<sup>nd</sup> term)
3. Douglas Baskett (2<sup>nd</sup> term) **Treasurer**
4. Denise Spicer (1<sup>st</sup> term)

#### **Class of 2016 (August 1, 2014- July 31, 2016)**

1. Robin Carlson (1<sup>st</sup> term)

#### **Thank you to the outgoing Class of 2015**

1. Carol Litherland (2<sup>nd</sup> term)
2. Carol Linder (1<sup>st</sup> term)
3. Judy Long (1<sup>st</sup> term)
4. Douglas Baskett (1<sup>st</sup> term)
5. Beverly Garrett (1<sup>st</sup> term)

#### **1 Vacancy**

#### **Thank you to the outgoing Class of 2015**

1. Bonnie Trujillo (2<sup>nd</sup> term)
2. Mary Schipper (3<sup>rd</sup> term)
3. Frank Hagar\_ (1<sup>st</sup> term)
4. Linda Cunningham (1<sup>st</sup> term)

#### **Nominating Committee**

**(August 1 – July 31, 2015)**

1. Carol Linder (Chair, Session rep)
2. Bonnie Trujillo (Deacon representative)
3. Rudy Laumbach (Member at large)
4. Joyce Litherland (Member at large)

### **DEACONS (9 on Board)**

#### **Class of 2017 (August 1, 2015- July 31, 2017)**

1. Linda Cunningham (2<sup>nd</sup> term)
2. Frank Hagar\_ (2<sup>nd</sup> term)
3. Bonnie Trujillo (3<sup>rd</sup> term)
4. Siobhan Croto (1<sup>st</sup> term)
5. Sean Croto – Deacon Assistant

#### **Class of 2016 (August 1, 2014- July 31, 2016)**

5. Mary Schipper (Member at large)
6. Van Swan (Member at large)

#### **Thank you to outgoing member Judy Long**

#### **Pastor Nominating Committee**

1. Christie Baskett
2. Rudy Laumbach - resigned
3. Richard Lindeborg
4. Juli Salman
5. Linda Solyntjes
6. Tom Trigg
7. Sharon Vander Meer
8. Murl Baker



**Thank you to the following Trustees that served through May 31, 2015.**

1. Rod Billingsley
2. Norman Spicer

3. Amos Estrada
4. Robin Carlson (Chair)
5. Patrick Rucker

The Pastor Nominating Committee will be working with Committee on Ministry liaisons Rev. James Roghair and CRE Mary Joe Lundy to find a new pastor. Rev. Dr. Frank Yates and Rev. Pat Halverson will not be involved in this process.

Approval of the motion to adjourn and Rev. Dr. Frank Yates closed the meeting with a special **prayer** for the pastor nominating committee as they begin this important work.



## **Interim Pastor's Report to Congregation 2015**

Since beginning as your interim pastor and moderator of the Session on February 1, 2015, I have come to love this congregation and her mission in Las Vegas and around the world. It has been a real blessing for me to work originally with CRE John Detterick and then with Rev. Pat Halverson to provide pastoral leadership for you the people of FUPC. Please know how thankful I am to have served with you these past months.

During that time I have moderated the Session many times. I think the reorganization and the change of our bylaws to bring the Trustees into the ministry of the Session was a helpful step, although there were some concerns voiced at the Congregational meeting. But I believe in the long run this will help our congregation function more smoothly. We have also welcomed new members and several other folks have indicated an interest in joining soon. I am incredibly grateful for the dedication and hard work and deep love this Session has shown for our congregation. That is true of all the leadership in our congregation, from the Session to the Deacons to the music ministry to our wonderful church secretary to all who maintain our building as well as the Old Town Mission. You are mission minded and so you care about your community and indeed the world. For a congregation our size, we are blessed with an extraordinary number of gifted leaders. Thanks be to God!

During 2015 I have preached 31 times and served at the Table of our Lord many times. We have had one baptism during 2015. I have visited in many of your homes. A number of you have been incredibly hospitable in allowing me to stay in your homes for the weekend. I normally come to Las Vegas on Friday morning and leave after Sunday worship. From late spring to early fall I often stayed at our cabin west of Sapello in the canyon past Thunder Ranch. It was a pleasure to host the Worship and Music Ministry Committee at our cabin. And a real delight to watch Frank Hager, our beloved "water witch", find water at our cabin. (Frank, I sure hope you were right!)

So I look forward to 2016 and what God has in store for you the wonderful folks of FUPC. I trust that the Spirit will lead our PNC to just the right pastor for you. I will with joy welcome the new pastor into our midst and ask God's blessings upon your new minister. What a delightful congregation your new pastor will be privileged to serve. You have been a blessing in my life and I hope in some small way I have helped you along your path to a blessed future.

Thanks be to God! Frank



## Active Membership-December 2015

Apodaca, Susan  
Ayers, Allan  
Baker, Alnita  
Baker, Murl  
Baskett, Christie  
Baskett, Douglas  
Billingsley, Rod  
Carlson, Robin  
Conway, Tori  
Crespin, Irene (Estrada)  
Croto, Jim  
Croto, Sean  
Croto, Siobhan  
Cunningham, Linda  
De Herrera, Theresa  
Detterick, Bobbye  
Detterick, John  
Estrada, Amos  
Estrada, Emma  
Garrett, Beverly  
Hager, Frank  
Halverson, Cordell (Corky)  
Heidlebaugh, Robert  
Igondou, Jackson Awuzing  
Johnson, Kevin  
Kretz, Betty  
Laumbach, Joan  
Laumbach, Rudy  
Lindeborg, Richard  
Linder, Carol  
Linder, Charles  
Linder, Katie  
Litherland, Carol  
Litherland, Christina  
Litherland, Nicoletta (Nicky)  
Litherland, Joyce  
Litherland, Kenneth  
Litherland, Ray  
Long, Judy  
Lopez, Rosalie  
Lyne, Karyl  
Martinez, Karlene  
McCord, John Edward  
Monnheimer, Don  
Monnheimer, Maridell  
Mountjoy, Rustie  
Nelson, Eleanor

Oviatt, Mary  
Peterson, Chuck  
Quick, Betty  
Rendon, Gabino Jr  
Rieniets, Karen  
Rodriguez, Albert  
Roe, Sharon (Litherland)  
Rucker, Pat  
Salas, Fred  
Salazar, Karen  
Salazar, Thomas  
Salman, Julianne  
Salman, Mack  
Salman, Molly  
Samuelson, Trudi Reyman Cozad  
Schipper, Mary  
Seto, Sharon  
Smith, Lynda  
Solyntjes, Linda  
Spicer, Denice  
Spicer, Norman  
Spicer, Wamoth  
Stockholm, Angelica  
Swan, Susan  
Swan, Van  
Thatcher, Gordy  
Topping-Billingsley, Karen  
Trigg, Tom  
Trujillo, Art  
Trujillo, Bonnie  
Trujillo, Carolina (Carly)  
Trujillo, Celina  
Trujillo, Connie  
Trujillo, Diego  
Turner, Clyde  
Van Horn, Jack  
Van Horn, Lucille  
Vander Meer, Bob  
Vander Meer, Sharon  
Veit, Gay  
Wertz, Bruce  
Wootton, Charlotte  
Wootton, Evelyn

# Clerk's Report - Church Statistics



**January 1 – December 31 2015**

## **PULPIT SUPPLY**

Rev. James R. (Randy) Campbell,  
Permanent Pastor (retired 1/31/15)

CRE John Detterick (1/18/15-3/31/15)

Rev. Dr. Frank Yates (2/1/15-present)  
Interim Pastor

Rev. Pat Halverson (4/10/15 – present)  
Interim Pastor

## **MODERATOR OF SESSION**

Rev. James R. (Randy) Campbell  
(retired 1/31/15)

Rev. Dr. Frank Yates (2/1/15- present)

## **MEMBERSHIP**

### **Active Member gains**

Six (6) by Confession or Reaffirmation of  
Faith

One (1) restored to active membership

### **Active Member losses**

Three (3) by death

Five (5) by other losses

### **Prior to December 19**

Active Members: Ninety-five (96)

Affiliate Members: Zero (0)

Baptized Members: Twenty-six (26)

### **Action taken by Session, December 19, 2014**

Five members (5) removed from Active  
Status

### **Membership after action by Session**

Active Members: Ninety-two (91)

Affiliate Members: Zero (0)

Baptized Members: Twenty-six (26)

## **SPECIFIC MEMBERSHIP CHANGES**

### **Losses:**

Deaths: Three (3)

Kay Henry

Dottie Mann

Ken Mountjoy

### **Other Losses: five (5)**

Larry Johns

Nina Johns

Robert Monclava

Corita Warner

Nancy Warner

### **Gains:**

New Members: (6)

Karen Salazar

Thomas Salazar

Robert Heidlebaugh

Angelica Stockholm

Cordell (Corky) Halverson

Chuck Peterson

Other Gains:

One (1)

Kevin Johnson

# First United Presbyterian Leadership

August 1, 2015 – July 31, 2016

Moderator/Interim Pastor	Rev. Dr. Frank Yates
Interim Pastor	Rev. Pat Halverson
Clerk of Session	Carol Linder
Treasurer	Douglas Baskett
Session Members	Douglas Baskett, Robin Carlson, Amos Estrada, Carol Linder, Karyl Lyne, Judy Long, Denise Spicer
Deacons	Sharon Vander Meer (chair), Jackson Awuzing Igondou, Murl Baker, Sean Croto (Assistant), Siobhan Croto, Linda Cunningham, Frank Hager, Patrick Rucker, Bonnie Trujillo
Trustees	President Carol Linder (June 6, 2015 – Dec 19, 2015) Judy Long (Dec 19, 2015 – Aug 31, 2016)
	Secretary Douglas Baskett
	Member Amos Estrada
Financial Secretaries	Jim and Siobhan Croto
Commissioned Ruling Elder	John Detterick

## Session Committees

Building & Grounds	<b>Chair</b> Robin Carlson
Christian Education	Chair – vacant Adult -Richard Lindeborg LIFT Club (Campus Ministry) - Carol Litherland
Community Life	Denise Spicer
Interpretation & Support	Richard Lindeborg
Mission & Peacemaking	Karyl Lyne
Personnel	Amos Estrada, Joyce Litherland vice-chair
Worship & Music	Judy Long
Nominating	Carol Linder

## Other Committees

Mustard Seed	Judy Long
New Horizons	Joyce Litherland Denise Spicer (effective Dec 19, 2015)
Mission Church Joint Operating Team	Rev. Pat Halverson, Jim Croto Rosie Lopez and Karyl Lyne (added Dec 19, 2015)
Pastor Nominating Committee	Richard Lindeborg (chair), Christie Baskett, Julianne Salman, Linda Solyntjes, Tom Trigg, Sharon Vander Meer, Murl Baker

## Deacon and Elder of the Month 2015-2016

### 2015

	<u>ELDER</u>	<u>DEACON</u>
August	Carol Linder	
September	Karyl Lyne	Frank Hager
October	Amos Estrada	Bonnie Trujillo
November	Judy Long	Sharon Vander Meer
December	Douglas Baskett	Jackson Awuzing

### 2016

January	Robin Carlson	Bonnie Trujillo
February	Denise Spicer	Linda Cunningham
March	Carol Linder	Patrick Rucker-Sean Croto
April	Amos Estrada	Frank Hager
May	Denise Spicer	Siobhan Croto
June	Karyl Lyne	Patrick Rucker-Sean Croto
July	Douglas Baskett	Jackson Awuzing
August	Robin Carlson	Murl Baker



## **First United Presbyterian Church Mission Study**

**Approved by Session: May 30, 2015**

### ***Mission Statement***

*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.*

### **Vision**

With Christ as our center, we are committed to

- Provide for the public worship of God;
- Support the spiritual needs of our church family;
- Share the word with and care for all people;
- Work in the greater church through our common bond in the body of Christ;
- Improve our financial foundation for doing God's work.

### **Introduction**

We are strong and vibrant church of 91 members and over 30 active friends committed to mission and outreach within the local community, on the border, and around the world. Inherent in our culture is a spirit of generosity.

Over the past nine years First United Presbyterian Church of Las Vegas, New Mexico, has participated in a variety of strategic and vision planning processes. Beginning with a church-wide appreciative inquiry in 2006, the development of provocative proposals in 2007, and participation in the 16-month Holy Conversations program resulting in the development of SCORE (improving the **S**piritual life and resources in our community, making our **C**ommunity a better place to live, making our **O**rganizational structure more flexible and productive, and **R**eaching out and conducting more effective **e**vangelism).

An extensive discovery report centered on who we are, who our neighbor is, and what has God called us to do was completed in Dec 2009. Since then, we have actively implemented the vision laid out by the discovery report guided by SCORE. Beginning in 2013, the Session began reevaluating SCORE using a variety of resources including a church-wide expectations survey and two separate member-initiated planning teams leading to the development of our current guiding vision.

## Who we are and where we are

### Member Care:

- **Deacons** – we currently have nine very active Deacons that take care of their flocks. Deacons carry out the following activities: card ministry, prayer shawl ministry, food ministry to sick and shut-ins, Angel Tree ministry, extensive visitation, and ensure that many of our elderly members make it to church each week, For funerals and memorials they coordinate the fellowship working with the families. The deacons also contribute to the First Methodist Church weekly soup kitchen and to Samaritan House.
- **Community Life** – this committee is one of the most active within our congregation. Members of this committee coordinate the after worship fellowship (which includes monthly birthday celebrations), quarterly fellowship luncheons, a biannual church retreat, Lenten soup suppers, summer picnics, game nights, informal home dinners. One of their most loved projects is the *Getting to Know You* articles written about members and friends. We always learn something new about someone when reading these in our newsletter or on the website.
- **Pastoral Care** – Our interim pastor team of Rev. Frank Yates and Rev Pat Halverson and the Deacons do extensive hospital and home visitation helped out by CREs Gay Veit and Shirley Sandoval. Our CRE John Detterick is currently out on medical leave. Prayer concerns are shared each Sunday morning and these are also conveyed through email to the church family on Monday morning and through Facebook.

### Worship and Celebration:

- **Worship Services** – Sunday morning worship is 10:30 AM year round. Services are taped and available on our website at [lvpresbyterian.com](http://lvpresbyterian.com). The Elder of the month is worship leader on the first Sunday of the month. Special services include ecumenical Thanksgiving, Lenten, and meditation services, Christmas Eve, Ash Wednesday, Maundy Thursday, Good Friday, and Easter sunrise. Communion is held regularly twice a month (intinction on the first Sunday and traditional passing of the elements on the third Sunday) and Maundy Thursday. The Deacon of the month is responsible for Communion preparation and the Elder of the month is responsible for communion servers. Volunteer choir director Karyl Lyne leads a vocal choir (~18 members) that sings twice a month and a bell choir (11 members) plays once a month. Guest preachers over the past year have included our CREs John Detterick, Gay Veit and Shirley Sandoval (who are serving Mora and Chacon churches each Sunday but have helped with special services). Rev. Pat Halverson and Rev. Sallie Watson have filled the pulpit this year. CRE Shirley Sandoval and pianist Fred Salas offer a weekly service at the Vida Encantada nursing home.
- **Flower Ministry** – Judy Long started this ministry two years ago with Bernadette Gold, owner of Pam's Flowers on the Plaza, Bernadette generously donates her "end of the week" flowers to us weekly. Judy picks them up, arranges them and we have flowers to enhance our worship on Sunday morning. If the flowers will last for a few more days Judy gives them to someone in the congregation to take home and enjoy, with the blessing that "God loves you."
- **Retreats** – Community Life organizes a church wide retreat biannually. Recent locations for retreats include Ghost Ranch, El Porvenir, Loma Verde and Pendaries. Retreats provide opportunities for spiritual growth and renewal as well as rest, relaxation, and community building.



## Education:

- **New Horizons Preschool and Daycare** – Director Lillian Bustamante and assistant Della C De Baca operate the preschool and daycare. Currently there are 24 pre-school students, most of whom stay all day, and 26 drop-ins, for a total of 50 children registered in various time-frames.
- **Living in Faith Together (LIFT) Campus Ministry** – Elder Carol Litherland serves as the faculty advisor for our LIFT club. LIFT is an interfaith organization with student officers from Highlands University that regularly goes on Mission trips during the fall and/or Spring break each year. In March of 2015 LIFT traveled to El Paso participating in *Iglesia Luterana Cristo Rey's* Border Immersion Program with another five-member student group from Belmont University in Tennessee.
- **Youth Under Construction** – Our children are growing up and away! We currently do not have a Sunday morning children's Sunday school class but have some social activities for our small number of remaining children throughout the year.
- **Children's Theater** – Caroline Rackley is currently teaching a children's theater group on Friday afternoons in our youth room.
- **The Mission Church** is serving as a community center for youth and members of the community (named The SPOT - South of Plaza at Old Town) providing resources and activities every Monday through Thursday from 3:30-6:00pm during the school year and is staffed by an adult volunteer each day with additional programming during the summer. Internet is up and running and UWC donated two computers and a speaker system. In the past month we have had a total of 57 different people active in The SPOT. Tutoring in math and writing during the school is ongoing on Wednesday and Thursday when school is in session.
- **Christian Education for Adults and Youth** – The Christian Education Program for Adults and youth is based on three components:
  - Sunday morning Bible study with a Jump-start breakfast provided prior to the Sunday Morning Bible Study sessions, childcare is available.
  - Lenten and Advent studies conducted by the pastor on Sunday mornings before the worship service, with Jump-start Breakfast before the sessions and childcare.
  - Monthly Serendipity book discussions met monthly on Thursday evenings with a meal and book discussion (currently suspended).

## Outreach:

First United Presbyterian Church thrives on mission. The list of yearly mission projects and programs of the church, local, national and international, fills a single-spaced typed page. The church is often first on the list of per-capita giving to the mission causes of the Presbytery of Santa Fe, which consistently ranks in the top ten of all Presbyteries in per-capita mission giving nationally. We generously support the four Presbytery special offerings (Christmas Joy, Peacemaking, One Great Hour of Sharing, and Pentecost) and give 1% of our operating budget to the Theological Education Fund. Another aspect of the "missional life" of this congregation is that it has given birth to community service organizations that then become independent. Recent examples include the Cold Weather Shelter and a local Rape-Crisis ministry Organization.

Mission for the church does not only include giving and originating, but also going, meeting and sharing life with people, usually through Presbyterian Border Ministry annual trips to Mexico. Welcoming, hosting and learning from missionaries who visit here is also part of its mission life, most recently this included Claire Zuhosky prior to her Niger mission assignment. The "faith to faith" experience helps fuel the spirit of mission in the church.

*For over twenty years our Mustard Seed grants have funded between 12-15 local, state, and international projects totaling \$5K to \$8k each year.* Mustard Seed grants provide start-up funds for new programs and initiatives. Money for Mustard Seed grants comes from our annual enchilada dinner and personal donations. Examples of funded organizations include: Café Justo, Compassion Beyond Borders, educational programs, mission trips (church youth, LIFT campus ministry, and Highlands University International Humanitarian delegation), the Hermit's Peak Watershed Alliance, Housing Opportunities for the Elderly, AAUW Tech Trek, and Las Vegas Arts Council.

The following are examples of specific outreach programs:

**Las Vegas**

Deacons Ministries	Ministerial Alliance/Travelers Aid
Habitat for Humanity	Mission Church
Hospital Chaplaincy Program	Mustard Seed grants
Housing Opportunities Program for the Elderly (HOPE)	Pastor's Discretionary Aid Fund
KFUN Morning Meditation	Salvation Army/Food Bank
LIFT Campus Ministry	Samaritan House (Cold Weather Shelter)
Methodist Church Soup Kitchen	Vida Encantada

**Regional**

Jicarita Cluster	NM Interfaith Power & Light
Menaul School / Historical Library	Presbytery and Synod Mission
NM Council of Churches	New church development

**Presbyterian Border Ministry**

Frontera de Cristo	Pasos de Fe (Juarez pastor/church support)
Let's Give a Dam	
Matthew's Market	

**National and International**

Café Justo	Hearts and Hands
Colombia Accompaniment Program	Heifer Project
CWS/CROP Walk	Honduras – Nancy Warner
Equal Exchange	PCUSA Special Offerings
General Assembly Mission	

**Special relationships**

Carol Fuji, Bangkok Theological Institute	Cuban pastors
Claire Zuhosky Niger missionary	Church of South India
Political refugee sponsorship	

- **Ecumenical Activities within Las Vegas** - We have built strong relationships with St Paul's Peace Episcopal Lutheran and the First United Methodist churches by sharing in worship, education, and fellowship. These interactions strengthen our relationships within the community and make it easier for us to be successful with local mission efforts like the CWS/CROP Walk, Cold Weather Shelter, Soup kitchen, and LIFT Campus Ministry. A few examples of shared activities include Ash Wednesday Service, Easter Services (Maundy Thursday, Good Friday, Easter morning sunrise and 10:30 services), Ecumenical Thanksgiving Service and Dinner, Christmas Eve Service, Samaritan House

**Evangelism:**

We reach out to the community primarily through our actions and participation in community-based mission activities. Activities that are particularly targeted to sharing the Gospel and bringing others into the community of faith include the Vida Encantada Nursing Home weekly worship, KFUND morning meditation, LIFT Campus Ministry mission trips, hospital chaplaincy program, visitation by pastors and deacons of church visitors and friends, and our Sunday morning Jump-start Breakfast that regularly welcomes those in need in the community (i.e. new members Thomas and Karin Salazar began their participation with attendance at these breakfasts and were invited to stay and worship with us).

## **Buildings and Grounds:**

### **Property**

- First United Presbyterian Church (Douglas Ave.): 10,076 sq. ft.
- New Horizons: 1,320 sq. ft.
- New addition: 2,964 sq. ft.
- Mission Church (Socorro St.): 3,750 sq. ft.
- Presbyterian cemetery (West Las Vegas)

### **Recent Expansions & Changes**

- 2013 addition of closets and storage in the fellowship hall
- 2007 addition (expanded fellowship hall, two new classrooms, youth room, additional bathroom, 3 additional storage rooms, elevator, classroom furniture, tables and chairs for 120 people)
- Movable pews (2008); wheelchair accessible to make sanctuary more flexible
- Covered ramp
- Columbarium with memorial garden
- Wireless internet
- Mission Church restoration (on-going project)
- Sanctuary lighting

### **Recently Completed Projects**

- New commercial kitchen
- Utilities Upgrade
- Visual project screens sound system improvements in the sanctuary
- Mission Church renovation completed including addition of bathrooms and kitchenette
- Additional storage closets in fellowship hall
- Upgraded in computers/information systems equipment
- New Horizons daycare play yard space improvements

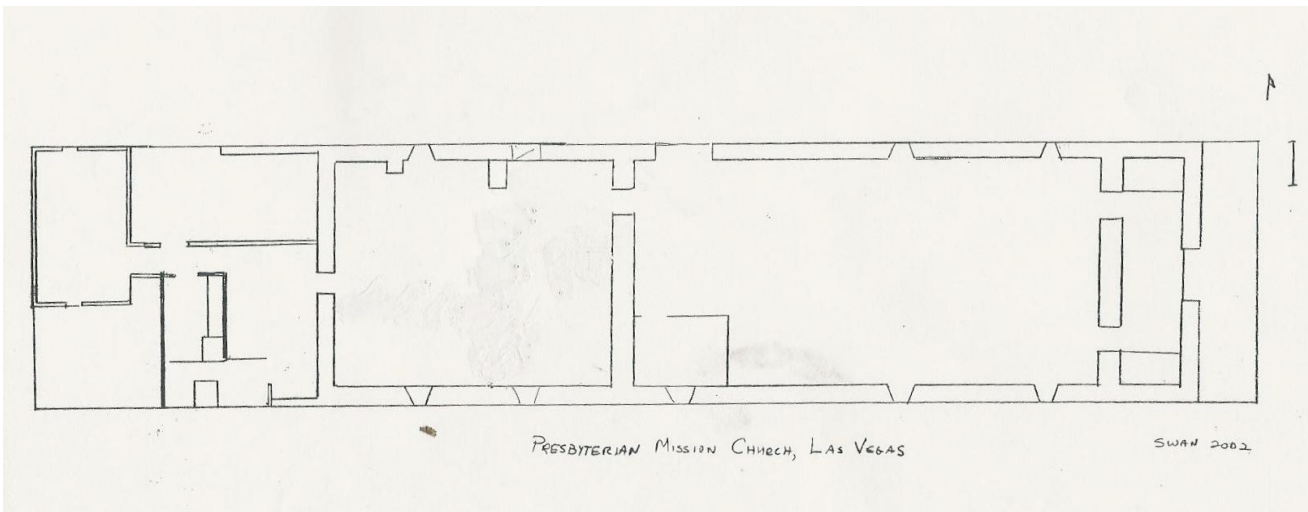
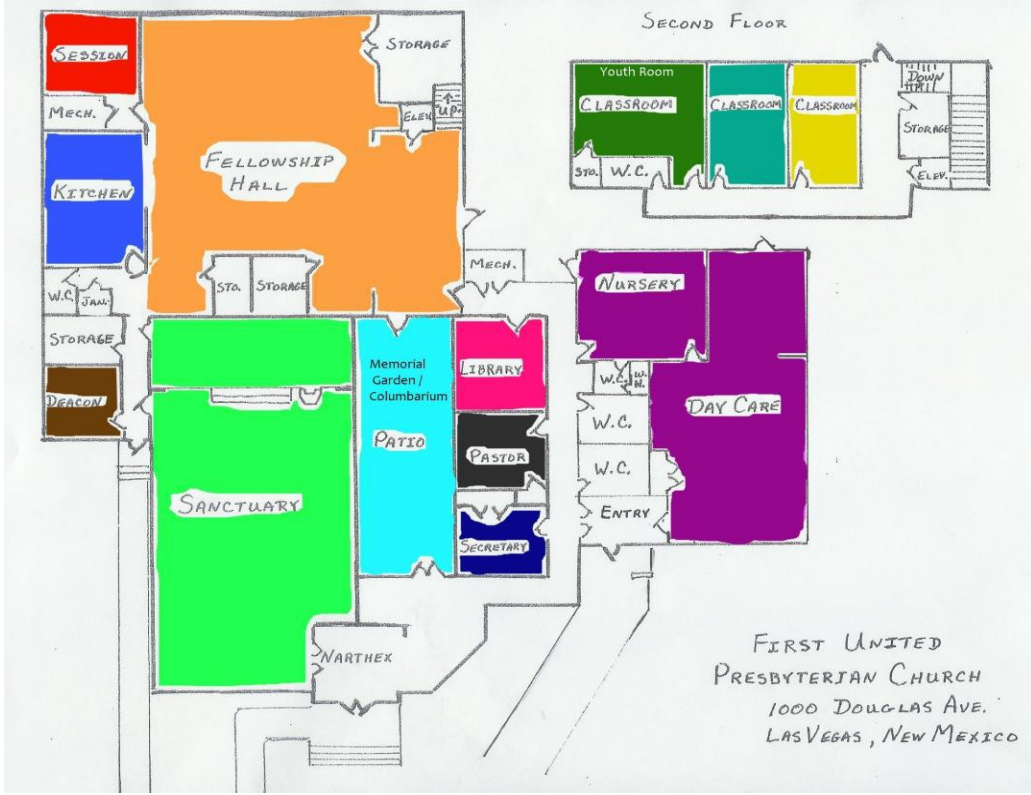
### **Current and Planned Projects**

- Conversion of deacons room to a chapel
- Stucco and roof repairs
- More signage, increase ease of use to visitors

### **Recognized Needs not currently on the table**

- Automatic doors
- Parking ---could use armory if available/NMHU property to the east could be up graded
- Landscaping on Diamond Street entrance/find better usage of the area
- Drywall attic
-

**Douglas Avenue Church and New Horizons Day Care**



**Mission Church  
(Socorro Street)**

Presbyterian Mission Church, Las Vegas

SWAN 2002

### **Stewardship and Resources:**

The Interpretation and Support (I&S) committee in conjunction with the treasurer vigorously oversees and reports on our budget and fiscal health. With support from Session, they have developed an ongoing mechanism of review and response to ensure our financial stability. I&S leads the annual pledge drive; time, talent, and volunteering surveys; the enchilada dinner Mustard Seed fundraiser; and provides education and information on alternative and planned giving. With Mission and Peacemaking, I&S promotes national offerings and missional giving opportunities. Our new treasurer has developed a GAAP-compliant policy manual and significantly changed policies and procedures over the last seven months to streamline and clarify our books.

The Session approved a \$275,176 2015 budget in December 2014 (Appendix A). The 2015 operating budget adds previously separate budgets for New Horizons daycare center, Deacons, and the Mission Church. Additionally it provides the salary for the new pastor at the same level as the former pastor.

### **Leadership and Administration:**

- **Interim pastor team:** Rev. Dr. Frank Yates and Rev. Pat Halverson, both 20 hours a week. Frank is preaching approximately three Sundays a month and moderating Session and doing visitation on weekends. Pat is doing pastoral care and administrative duties during the week, attending committee meetings, and preaching approximately one or two Sundays a month.
- Our church leadership structure currently includes a Session with 7 Elders, 9 Deacons, and 6 Trustees. New bylaws were approved on May 31, 2015 simplifying our organizational structure and moving us from a bicameral to unicameral system (Appendix B). Leaders are selected by the Nominating Committee, voted on in a congregational meeting, and serve two-year terms with a maximum of three terms in succession. Elders chair or serve as liaisons for the following church committees: Christian Education, Community Life, Interpretation and Support, Mission and Peacemaking, Mustard Seed, Personnel, Worship and Music, Trustees. The congregation approves the composition of the Nominating Committee.
- **Staff:** Linda Solyntjes (office manager, 25 hours per week), Art Bustamante (sexton), Della C de Baca (custodian)
- **New Horizon Day Care:** Director Lillian Bustamante, Assistant Della c de Baca, Samantha Martinez (staff)
- **Musicians:** Em Krall (vocal choir accompanist and Sunday morning worship services twice a month) and Fred Salas (Sunday morning worship services twice a month), Karyl Lyne (volunteer vocal and bell choir director)
- **Communications:** We strive to keep the lines of communications open within our church family by using a variety of methods listed below. This serves to keep us connected to our faith throughout the workweek and allows us to share joys and concerns, programs, services, and other opportunities with members and friends that may not be able to worship with us every Sunday. Because our church family is diverse in their preferences for receiving information we rely on both traditional (bulletin announcements and monthly newsletters) and Internet approaches (website, email, and Facebook). Started in August 2008, our Facebook group has 99 members, including many former members and friends that have moved away but want to stay connected to our church.
- **Communication details:** Bulletin (also distributed via email to members and friends each week), recorded worship services are available on our website, information about weekly worship services and Sunday school is available through secretary, website, and answering machine, email (local and global) fupcnm@gmail.com, Facebook <http://www.facebook.com> (Las Vegas First United Presbyterian (NM) closed group and open Facebook page); *Getting to Know You* articles about members and friends for newsletter (also on website), monthly newsletter (distributed primarily via email but also mailed to those that request it and is available through our website), newspaper ad in the LV Optic, oral announcements

during worship, phone tree, radio ads, website <http://lvpresbyterian.com>

## ***The Mission Plan***

### **1. Provide for the public worship of God**

- Fill pulpit with full-time pastor by 2016
- Explore strategies to attract and retain young families with children, youth, retirees, and religiously disenfranchised or the unchurched
- Expand our attendance by 15% by the end of 2016
- Expand and diversify our worship service (including use of AV system)
- Continue commitment to vocal and bell music programs

### **2. Support the spiritual needs of our church family**

- Recommit to member care through Deacon flocks
- Explore alternative and additional meditative and worship experiences
- Expand use of memorial garden and new chapel
- Support end of life planning
- Continue extended pastoral care, community life activities (e.g. fellowship, lunches, special dinners, *Getting to Know You* articles), and the spiritual and education development of members and friends

### **3. Share the word with and care for all people**

- Explore avenues to reach out to the families of New Horizons students, neighbors, and friends, inviting them to more fully participate in the life of the church
- Encourage the use of church facilities by community groups
- Explore avenues to increase exposure through social media
- Expand interactions with our higher education institutions
- Continue outreach efforts within the community through our Mustard Seed grants and support of the services at Vida Encantada, Samaritan House, hospital chaplaincy, cold-weather shelter, traveler's assistance, and Mission church activities, KFUND morning meditation

**4. Work in the greater church through our common bond in the body of Christ**

- Participate in presbytery and synod activities and committees
- More effectively use our "Internet Cafe" to learn more about and communicate with the Presbytery, Synod and GA staff
- Expand the use of resources available to committees and congregations from the national church
- Support presbytery church expansion efforts
- Continue support of the theological education fund, the four national offerings, Presbyterian border ministries, Presbyterian disaster relief, Presbyterian mission giving, Equal Exchange and Café Justo.

•

**5. Improve our financial foundation for doing God's work**

- Trust in God and avoid panic
- Strengthen our Church's appeal as a final resting place
- Aggressively offer the facilities in the main Church and the Mission Church
- Make it easier for members and friends to donate (e.g. online giving)
- Increase planned giving
- Increase our use of volunteer labor
- Come up with more ideas to improve our financial strength



## Buildings & Grounds and Trustees

Part 1 - January to June, 2015

Trustees serving at this time were Robin Carlson Chair, Rod Billingsley, Amos Estrada, Patrick Rucker, and Norman Spicer. Rosie Lopez volunteered to serve as our secretary. We ended our time of service as Trustees when the church voted to become Unicameral. Much discussion took place with the issue of a bicameral or unicameral structure.

Meditation/Chapel room with new paint, lights, carpeting, and hanging of art work, was completed. Items of maintenance included a new mop sink replacing a cracked one, and staying up to code for the fire alarm system as required by the Fire Chief by installing a smoke alarm above the fire panel. We also started the process of waxing our vinyl tile floors with the purchase of a buffer.

We started working with Personnel committee to help in defining and refining job descriptions for the custodial staff.

Chairs were removed from storage in Randy Campbell's shed and put at the Old Town Mission Church.

We continued to have a roof leak in New Horizons and in the Sanctuary.

We had an on-going discussion about what to do about keys.

Robin Carlson, Chairman (January to June)

Part 2 - June to December, 2015

Building and Grounds Committee (B & G) members serving at this time are Robin Carlson Chair, Amos Estrada, Cordell Halverson, Patrick Rucker, and Norman Spicer. Rosie Lopez volunteered to serve as our secretary. We picked up where the Trustees left off when the church voted to become Unicameral. We are not the corporate body of the church, but one committee of session charged with looking after all the buildings and grounds of our two churches.

We are continuing to work with Personnel committee to help in defining and refining job descriptions for the custodial staff.

Roof leaks as far as we know are taken care of in both the Old Town Mission Church (OTM), and at 1000 Douglas, ceiling repairs to New Horizon and OTM is done.

We repaired or replaced leaky toilets; both churches have had floor waxing done at least once this year. All 6 of our furnaces had the yearly fall maintenance done by Daniels Heating and Air Conditioning LLC and this year we had the duct work cleaned by Daniels as well. The Sanctuary furnace was adjusted for the altitude.

We asked the fire chief to give recommendations to us for the safety of the OTM building and its occupants. His informal report included adding smoke alarms, fix ceiling holes, put address on building, keep anything flammable 3 feet away from electric baseboard heaters, keep a clear area in front of the breaker box, and making sure nothing flammable is stored under the stairs to the belfry.

Some of the windows and sills in the OTM were filled and painted but remainder will have to wait for warmer weather. Address numbers (1403) were installed on the front pillar. Fire extinguishers were installed at exit doors. These extinguishers will now be serviced yearly.

Other projects for OTM on our list include finishing the bottom of the pillars, repairing the front door, lime plaster the northeast corner, installing a railing for the front steps, and installing smoke alarms.

Sound system is on ongoing project.

Robin Carlson, Chairman





## Christian Education 2015

### **Christian Education for Adults and Youth**

This year, Christian Education Program for Adults and youth was based on two components:

- Sunday morning Bible-based study
- Sunday morning Lenten and Advent studies

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

### **Bible-Based Study**

The January- mid April sessions were based on *The Shack*, a 2007 best-selling novel by William P. Young. This discussion series was led by Beverly Garrett and Richard Lindeborg. (The last half of this series was conducted as the Lenten study for 2014.)

The late April-June series was based on *Walking the Bible: A Journey by Land Through the Five Books of Moses* by Bruce Feiler. The discussion sessions were led by Beverly Garrett and Richard Lindeborg.

In July and early August the class took up *The Novel Pastorate: Chapters from a Vocation*, a short memoir by the Rev. Dr. Michael Bledsoe, a long-term pastor and professor. Sessions were led by Richard Lindeborg

In late August and September the class discussed the book *Being Christian: Baptism, Bible, Eucharist, and Prayer* by Rowan Williams, until 2012 the Archbishop of Canterbury. Sessions were led by Richard Lindeborg.

In September the class started a series led by the Rev. Dr. Frank Yates, HR, based on his University of New Mexico seminar on Jesus & Gospels. The sessions examined the life and teachings of Jesus as they are contained in the gospels. Rev. Chad Boliek and Rev. Pat Halverson filled in for some sessions.

In November the class began a study of *The Shape of Living: Spiritual Directions for Everyday Life* by David F. Ford. Chapters deal with shaping our relationships, our desires (including careers), our characters, our souls, and our and time, plus coping with getting knocked out of shape (by evil and suffering) and experiencing the resurrection. The discussion of this book recessed for Advent and will resume in January of 2016.

### **Lenten and Advent Studies**

Our Lenten study for this year was based on *The Shack* by William P. Young and led by Beverly Garrett and Richard Lindeborg.

Our Advent study was based on the book *God Is in the Manger: Reflections on Advent and Christmas* by Dietrich Bonhoeffer. Sessions were led by the Rev. Dr. Frank Yates, HR, and the Rev. Pat Halverson.



## **LIFT Club (Campus Ministry) 2015**

The LIFT (Living In Faith Together) is a chartered, active New Mexico Highlands University student organization that came into being through the on-going joint campus ministry of St. Paul's Peace, First Methodist, and Presbyterian Churches. The LIFT club bylaws state *"the purpose of the organization is to further the education and fellowship of students at New Mexico Highlands University, and to help one another grow in our walks of faith."* Recognizing the multiple faith traditions of the members it was decided in 2013 to designate LIFT as an interfaith as opposed to an ecumenical organization.

The campus ministry LIFT Steering Committee during 2015 changed as key people moved on. Meetings were infrequent however Leslie Alden, St. Paul's Peace's Campus Lay Minister; FUPC member and LIFT faculty advisor Carol Litherland; and FUPC member, Rosalie Lopez supported the LIFT students in their activities during the year.

Under the 2014-2015 charter the LIFT officers were: Rashmi Rajamanickam - President; Jolene Vigil - Vice President, ReAnna Vigil - Secretary; and Neyli Castillo - Treasurer, with 11 active members. The NMHU LIFT Club was re-chartered September 2015 at the start of the academic year. The current officers are: Robert Lewis - President; Xiaowei Wu - Vice President; Judith Lewis - Secretary; and Jolene Vigil - Treasurer, with 7 active members.

### **Activities:**

- Mustard-Seed-Grant-funded Spring 2014 mission trip to Chacon, presentation and introduction of new LIFT students to the FUPC congregation
- Spaghetti Dinner Fundraiser at FUPC
- Baking brownies at FUPC and selling them at NMHU (fundraiser)
- Spring Break 2015 Mission trip to El Paso: Cristo Rey Border Immersion Experience
- Debriefing and sharing of the Border Immersion Experience at St. Paul's Peace Faith Hall
- Walked as a group in the Las Vegas Crop Walk raising fund for world hunger...and local hunger

### **Additional Narrative:**

The highlight of this year's LIFT experiences was the spring break mission trip to the border. It was a transformative experience for many of the students who went and for Rosalie Lopez and Carol Litherland who took the group. Talal from Pakistan had never considered Americans to be compassionate before his experiences on the border. Xiaowei from China, likely the most inquisitive person on the planet, asked so many questions that spurred ones thoughts and got us all to delve deeper into things we thought we knew and understood. Neyli and Salvador touched each of us as they moved from hiding to embracing their identity and history as Mexicans residing in the US under deferred action. Their stories and automatic connection to the migrant population on the border enriched our experience. We owe a great deal of thanks to Pastora Rose Mary Sanchez-Guzman, the congregation of Iglesia Luterana Cristo Rey, and the students from Belmont University in Tennessee who were instrumental parts of our whole experience.

Submitted by:

Carol Litherland, LIFT Club Faculty Advisor



## Community Life 2015

The Community Life committee meets regularly for a breakfast meeting on the second Tuesday of the month at 7:00 am at Charlie's Spic and Span. This past year the committee had some changes in membership. We were very sorry to lose Rudy Laumbach who resigned due to family needs. We also lost Bev Garret who moved away for a new job. We are grateful to have Maridell Monnheimer as a new committee member and Pat Halverson as our interim ex-officio member. With the new election of session members Denice Spicer took over as chair of the committee and Juli Salmon took over the fellowship coordination duties from Sharon. Tom Trigg remains our very capable and much appreciated Secretary.

### *Regular Community Life activities include:*

- Fellowship time following the worship service every Sunday with special emphasis on the first Sunday of the month to recognize birthdays. The third Sunday had been covered by one of the other committees based on the Elder of the month. This system is being reevaluated due to the number of repeats by the same people. The remaining Sundays of each month are covered by volunteers from the general Church members.
- At least two fellowship luncheons are organized each year and have been well attended. The Christmas luncheon was one of the best turnouts we have had.
- Lenten Soup Suppers are arranged by this committee during the season of Lent.
- Game Night in January
- In March, Easter Sunrise Breakfast after the Sunrise worship service
- Mother's Day Luncheon: Prepared and served by "Men in Aprons" honoring the women of the church.
- Father's Day luncheon prepared and served to honor the men of the church
- De-greening the church after Christmas

### *New activities in 2015*

- In the fall we organized another "Dinners for 6+2" with three rounds of dinners taking us through 2016. In November we had a Pumpkin pie sale (HUGE thanks to Juli for baking all the pies) to kick off Presbyterian Community Well Gift campaign.
- In December we combined our annual Hanging of the Greens, Chili Supper, with "Parade of Lights" viewing (Thanks to Juli and NMHU for providing a warm place to view the parade). We changed up the Christmas Eve Cookie giveaway. To give Juli a bit of a break we used donated cookies from the congregation and we want to thank everyone who donated. And finally we emphasized our Christmas Eve open house and want to thank everyone who donated food and time.

As always this vital committee looks forward to many more exciting activities in the months to come including the celebration of a new pastor. We intend to be more active with supporting the New Horizons mission with a graduation reception, and other special events. We are still planning a church retreat. Our goal now is to have the retreat after our new pastor is settled in.

Many thanks to the dedicated members of this committee who are never lacking in enthusiasm or energy in our mission to enhance the fellowship of our congregation.

In Christ,  
Denice Spicer, Chair



## Deacons 2015

Meetings: Monthly, on second Friday at noon in Church Library

Membership: Jackson Awuzing, Murl Baker, Siobhan Croto, Sean Croto (honorary Deacon), Linda Cunningham, Frank Hager, Patrick Rucker, Bonnie Trujillo, Sharon Vander Meer

Ex-officio, ministerial team – Pat Halverson and Frank Yates

Finished Term in July, 2013: Mary Shipper

Resigned for health reasons: Joan Laumbach

Officers: Chairperson Sharon Vander Meer, Secretary Patrick Rucker

Regular Ongoing Activities of Deacons:

Communion Preparation and Table Preparation for Worship Services

Prayer Shawl Ministry: Handmade shawls are distributed to someone experiencing a health crisis or life transition. Ten shawls were blessed during a worship service by the prayers of the congregation and distributed to Church members in 2015.

Visitation: Members who are homebound or ill are visited in their home or in the hospital.

Food Ministry: Meals are arranged and delivered to members who are ill or in need.

Memorial or Funeral Receptions: When requested the Deacons will provide light refreshments following the service so that family members are free to celebrate the life of their loved one with friends and family.

Monetary Donations: Monthly donations are made to Samaritan House and to the Community Soup Kitchen.

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.

Additional Projects in 2015:

- Providing Pastor with discretionary funds as needed
- Monthly Food Drive for Samaritan House food bag distribution
- Periodic drive for coats and underclothing for Samaritan House Shelter guests
- Distribution of altar flowers to homebound members
- Prayer for FUPC members and beyond.
- Transportation for members in need
- Ushering and Fellowship on a rotational basis with other committees
- “Bag It,” a project to provide personal care items to Samaritan House clients in purses & kit bags.
- Chapel Prayer Ministry – Prayer volunteer keeps the chapel open on Fridays from noon to 1 p.m. and spends time in intentional prayer for the church, congregants, and the community.
- Prayer Flock groups get together monthly for a social time.



## Interpretation and Support 2015

Members of the committee in 2015 included Richard Lindeborg (chair all year and session liaison September-December), Amos Estrada (session liaison January-September), Douglas Baskett (Treasurer), Jim and Siobhan Croto (Financial Secretaries September-December), Rod Billingsley, Bob Vander Meer, Jack and Lucille Van Horn, Joyce Litherland, and the pastor or interim pastor (ex-officio): Randy Campbell, January; Frank Yates February-August; and Rev. Pat Halverson (September-December)

We met at 7 a.m. on the second Monday of each month at Charlie's Restaurant.

The treasurer presented a budget for 2015 to the congregation in February on behalf of the Session. The budget included funds sufficient to pay an interim pastoral team, plus a line item called "pastor's equitable pay," which reserved the difference between the 2014 pastor salary and the interim expenses. This reserved amount assured that the church budget retains the capability for paying a full time pastor in the future. The reserved amount can be used to pay the expenses of hiring a new pastor and for other purposes as needed in 2016. For the first time, the budget included New Horizons and the Old Town Mission Church in our operating budget.

We participated in recognizing the service of former Treasurer Amos Estrada and former Financial Secretary Karen Reiniets at the annual church meeting in February.

We sponsored a visit in May by Rev. Steven Wirth, the Ministry Relations Officer for the Presbyterian Foundation, Southwest Region. Rev. Wirth had looked over several of our financial planning documents, particularly newsletter articles from the last few years. He said our efforts in the financial area are pretty good, but that they lack one important element -- discussion on a deep level about WHY we promote giving and even WHY we exist as a church. The Committee and the session followed up by adopting a more mission-oriented approach to stewardship and budgeting for 2015. We spent much of the summer and early fall explaining this approach to the congregation and the committees of the church. The resulting stewardship campaign increased pledges by \$10,000 over 2014 levels, with the increase going to maintenance to our facilities to help us better serve our mission needs.

We also participated in planning and execution of the consecration dinner, which was conducted by the Session in November and paid for out of the general fund.

We continued to promote strong financial support from the congregations for the four national church offerings.

We recruited Jim and Siobhan Croto as candidates to share the financial secretary position and submitted their names to the session for approval, which was granted through the end of 2015.

With the approval of the session, we formed an investment committee (Treasurer Douglas Baskett, I&S Chair Richard Lindeborg and church member Mary Oviatt) to restructure the church's savings and investments. The investment committee decided to place medium- and long-term church investments in three dissimilar Vanguard funds and to retain short-term savings in bank CDs. This plan was implemented in December.

We drafted I&S Goals and Duties and job descriptions for the treasurer and the financial secretary for inclusion in the session's Policies and Procedures Manual.

We contributed weekly Live Forward, Give Forward announcements in the Sunday bulletins and three bulletin board displays on planned giving during the year. Planned giving materials were available in the Narthex all year.

We planned and conducted the annual Enchilada dinner to raise money for Mustard Seed Grants in October. We participated in the annual budget meeting conducted by the session in December, allowing the treasurer to present a draft 2016 budget to the session at its monthly meeting later in the month.

#### Ongoing Items

- Providing Time and talent survey information to Trustees as needed.
- Implementing 2004s Financial Stability Action Plan

#### Projects held over from previous year

- Review of the church books.
- Financial Policies & Procedures Manual
- Chart of Accounts
- Financial Plan

Special Thanks to Karen Rienets for consulting regarding financial secretary procedures and training for the new financial secretaries. Also to Linda Solyntjes for entering contribution data for most of the year until the new financial Secretaries could take over. Thanks to Douglas Baskett for all his hard work making a successful transition to the Church Windows financial software and explaining the new budget system to the session and committees.

Prayerfully submitted by Richard Lindeborg.





## Mission and Peacemaking 2015

The FUPC Mission and Peacemaking Committee has continued many ongoing projects and taken on some new initiatives with two letters to the editor, assuming organizational oversight of the Old Town Mission, submitting two grant proposals for OTM programs, developing and executing an in-depth study of the Palestinian-Israeli conflict, witnessing during an Islamophobic study in Las Vegas and creating an overture to PCUSA General Assembly in June, 2016. WHEW!

Specifically, M&P initiated the sale of Palestinian olive oil at \$15 a bottle in our fair trade items. We contributed \$100 to Nigerian mission worker Claire Zuhosky following the loss of her personal possessions when the home where she was staying burned in March and continue to pray for and follow her work. We made efforts to get the Las Vegas City Council to take action against predatory lenders here. We revitalized FUPC's long-term relationship with and commitment to Pasos de Fe's Board President Rev. John Nelsen, University Presbyterian Church El Paso, learning that Pasos de Fe is alive and well and grateful for FUPC's continuing support of \$100 per month and desirous of exchange visits between our congregation and the six missions of Pasos de Fe in the Juarez area. M&P also asked the Session to reaffirm FUPC's PCUSA Commitment to Peacemaking, which it did.

In May we became aware of a study of Islam and the Koran in a community church, advertised in the Optic with inflammatory, hate and fear-filled language. Members of M&P attended sessions of the 6-week study and spoke out during the Q&A regarding having known Islamic people who were people of peace and justice; that Jesus taught us to accept and welcome the stranger to our communities; and that we reject the creation of this kind of divisiveness in Las Vegas.

Throughout much of the year, Bob and Carrol Pearson developed an in-depth study to increase our understanding of the Palestinian-Israeli conflict. The study began Sept. 20 and continues into 2016. Coincidentally, the Las Vegas Amnesty International hosted Palestinian activist, Bassem Tamimi, and we attended the talk gaining an up-close understanding of daily life in a Palestinian village today.

M&P, like the church in general, came to recognize our responsibility to the evolving role of the Old Town Mission (OTM) from a 15-year building and renovation project to a dynamic, vital and powerful entity for good in our community, by assuming organizational oversight for it as a mission of FUPC. This means that M&P has representation on the JOT (Joint Operating Team) and liases with M&P and the Session on OTM issues. Led by Rosie Lopez, M&P created two grant requests—one to the Presbytery of Santa Fe's Education Networking Committee and the other to the Synod of the Southwest—for funds to support programmatic, personnel and physical needs of the center. The first, for \$9700, was granted and has been put to use. We await a decision on the second request.

We have sent two letters to the editor of the Optic—one in May calling for the US Dept. of Justice to open and read the US Senate Committee on Intelligence report on US torture practices; and one in December to Governor Martinez encouraging her to reconsider her stance on closing New Mexico to Syrian refugees. At the suggestion of Betty Quick and with the help of Randy Campbell, M&P created an overture to the General Assembly of PCUSA in gratitude of and support for Pope Francis' Encyclical and shepherded it through Presbytery approval at the Oct. Presbytery meeting.

M&P continues work with HOPE (Housing Opportunities Programs for the Elderly), a Season of Peace in Sept., CROP Hunger Walk in Oct. raising \$9227, and partnering with the Deacons and Community Life to raise \$1755 for a village well and a half for the PCUSA Giving Catalog at Christmas.

Submitted by Karyl Lyne, Chair



## Mustard Seed 2015

The total money granted this year was exactly \$1000 more than in 2014, due to the generosity of our church and community members. The Arts Council returned their money since they didn't have the youth art summer camp they were planning. Other projects have used the money as they requested.

25 grant requests were received and 12 were fully or partially funded.

There was no silent auction this year at the Enchilada dinner. Hopefully next year we can pick it up again. With the proceeds from the Enchilada dinner, donations and returned grants, the balance in Mustard Seed is \$6,434 to disburse in 2016.

All recipients have expressed gratitude for this program and we further the mission of this church and God's work in our community with each grantee that we work with. Thanks to all who work on the Enchilada Dinner (our fundraiser) and the committee of Linda Solyntjes, Robin Carson, Mary Schipper, Joan Laumbach, Wamoth Spicer, Nat Mann and Judy Long, Chair.

We are looking for new committee members if anyone is interested.

AAUW Tech Trek	Solar Battery Charger Workshop	\$500
Anton Chico Economic Development	Partial – Boiler System	\$500
Bernal Community Center	Partial – Fixing Entryway	\$500
Hermit's Peak Watershed Alliance	Partial – Summer Youth Restoration Projects	\$750
HOPE	Printed Resource Guide	\$750
Las Vegas Arts Council	Partial – Summer Youth Art/History Camp	\$300
NM Symphony Farms	Partial – Hydroponic Greenhouse	\$350
Romeroville History Project	Community Day	\$350
Samaritan House	3 month Stipend for AmeriCorps Volunteer	\$1000
UWC Agroecology	Drip Irrigation System	\$500
UWC Spring Break Camp	Partial – For Las Vegas Children	\$750
<u>WAM – FUPC</u>	<u>Carpet for Chapel</u>	<u>\$550</u>
TOTAL		\$6750





## New Horizons 2015

Daycare has had a very successful year under the capable leadership of Lillian Bustamante, Director, and Adela (Della) C de Baca, Asst. Director. Both of these ladies have over 20 years of experience teaching at the school. Dolores Crespín, Jamie Rael, Geraldine Martínez, and Samantha Martínez Baca were part-time substitute staff at various times during the year. Robert Baca has been doing music with the children on Tuesdays and Caroline Rackley regularly does drama with the children. Staff members have attended Continuing Education workshops throughout the year.

Enrollment is at an all-time high with 25 private pay and 25 CYFD children and 3 additional children enrolled to begin in January. Of these, 25 are basically full-time and the remainder are part-time, primarily after-school care. New Horizons is the preferred provider for CYFD because of the loving, individual care and attention the children receive. Five children have been on partial scholarship during the year. Most of these are from single-parent families where the mother is going to school or the sole provider with one or more low-paying jobs.

A generous \$400 anonymous donation provided funds to upgrade the school computer. The church treasurer now includes the school's finances in the total church budget and pays all the salaries. The NH staff still does the billing and has a petty cash account to pay for snacks and small school supply purchases. A much needed new TV has replaced the old donated one, and the old refrigerator had to be replaced. Additional storage cabinets have also been built, at the recommendation of the State inspectors to reduce clutter.

A beautiful promotional flier was designed by Prissy Hamilton, grandmother and committee member, and Lillian, and 50 copies were printed by Joyce and distributed around town and at Highlands, resulting in several new applications in the fall. An end of school celebration was held in May, honoring the two graduates, and New Horizons once again participated in the summer food program. The children greatly enjoyed the annual Halloween party and the costume parade to downtown businesses to Trick-or-Treat. Participation was once again encouraged for the Bikes for Books program.

The committee highly recommended the hiring of an additional full-time staffer (30 hours per week), and Personnel interviewed and hired Dolores Crespín at their December meeting. Dolores has been doing most of the substituting and has considerable experience, having at one time had her own daycare business. She will be given six months to get the 45 CEU's mandated by the State for full-time employees of a licensed Pre-School and Daycare.

Sincere thanks to the dedicated committee made up of Amos Estrada, Session rep, parent Jessica Snow, secretary, and grandparents Prissy Hamilton and Joanne Angel. Rosalie Lopez and parent Roberta Fischer-Romero also served the first part of the year. After more than 40 years as the Board and Committee Chair of New Horizons, I am most grateful to announce that I am finally being allowed to resign, and Denise Spicer will be our most capable chair beginning in the new year. I have loved all these years working with Shirley Sandoval, previous director, and Lillian and Della, who have been doing a stupendous job with the school these past two years. I will continue on as a committee member.

Sincerely,  
Joyce Litherland, Chair



## Nominating Committee Slate

### SESSION (8 Elders)

#### **Class of 2017 (August 1, 2015- July 31, 2017)**

5. Carol Linder (2<sup>nd</sup> term) **Clerk**
6. Judy Long (2<sup>nd</sup> term)
7. Douglas Baskett (2<sup>nd</sup> term) **Treasurer**
8. Denise Spicer (1<sup>st</sup> term)

#### **Class of 2016 (August 1, 2014- July 31, 2016)**

2. Amos Estrada (2<sup>nd</sup> term)
3. Karyl Lyne (1<sup>st</sup> term)
4. Robin Carlson (1<sup>st</sup> term)
5. vacancy

#### **Thank you Class of 2015 (August 1, 2013 - July 31, 2015)**

1. Carol Litherland (2<sup>nd</sup> term)
2. Carol Linder (1<sup>st</sup> term)(elected Feb, 2014)
3. Judy Long (1<sup>st</sup> term)
4. Douglas Baskett (1<sup>st</sup> term)(elected Feb, 2014)
5. Beverly Garrett (1<sup>st</sup> term)(elected Feb, 2014)

### DEACONS (9 on Board)

#### **Class of 2017(August 1, 2015- July 31, 2017)**

1. Linda Cunningham (2<sup>nd</sup> term)
2. Frank Hagar\_(2<sup>nd</sup> term)
3. Bonnie Trujillo (3<sup>rd</sup> term)
4. Siobhan Croto (1<sup>st</sup> term)

**Sean Croto – Deacon Assistant**

#### **Class of 2016 (August 1, 2014- July 31, 2016)**

1. Sharon Vander Meer (3<sup>rd</sup> term)
2. Patrick Rucker (2<sup>nd</sup> term)
3. Jackson Awuzing Igondou (1<sup>st</sup> term)
4. Murl Baker (1<sup>st</sup> term)(elected Oct, 2014)
5. vacancy

#### **Thank you Class of 2015 (August 1, 2013 - July 31, 2015)**

1. Bonnie Trujillo (2<sup>nd</sup> term)
2. Mary Schipper (3<sup>rd</sup> term)
3. Frank Hagar\_(1<sup>st</sup> term)
4. Linda Cunningham (1<sup>st</sup> term)(elected June, 2014)

#### **Thank you Joan Laumbach (Class of 2016)**

### **Thank You Outgoing TRUSTEES**

6. Rod Billingsley
7. Norman Spicer
8. Amos Estrada
9. Robin Carlson (Chair)
10. Patrick Rucker

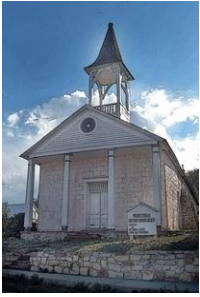
### **Nominating Committee**

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) (elected Oct 2014)

### **Pastor Nominating Committee (7)**

Christie Baskett  
Rudy Laumbach - resigned  
Richard Lindeborg  
Juli Salman  
Linda Solyntjes  
Tom Trigg  
Sharon Vander Meer  
Murl Baker

Respectfully submitted, Carol Linder



## Joint Operating Team (JOT) Annual Report 2015

In 2014 and early 2015, the Joint Operating Team went through some tumultuous times. Susan Swan, one of the founding members, needed to step aside for health reason, Sharon Seto moved out of state, Rev. Randy Campbell, retired, Rudy Laumbach's wife became very ill and he needed to step aside. First United Presbyterian Church and JOT had suffered communication problems and many did not know who was in charge. At the session meeting in May, Rev. Frank Yates asked the new part-time pastor, Pat Halverson, to take JOT as a mission responsibility.

Just before Sharon left, and before Rudy stepped down, a small group met and decided a first step was a new Memorandum of Understanding between the United World College-USA and the FUPC. As one of her last duties Sharon drafted a new MOU. In late summer after revisions, modifications, etc., it was approved by both FUPC Session and the UWC-USA. Amongst other things this brought JOT back into the mission of FUPC. Buildings and Grounds Committee would now bring the Old Town Mission under its care. JOT was to hold regular meetings and regular reports given to both the UWC-USA and FUPC.

FUPC and UWC-USA agreed to designate two team members each to JOT. These members will serve at the will of their respective organizations. The current members of JOT are Naomi Swinton (UWC), Alex Gonzales (UWC), Jim Croto (FUPC), with Rev. Pat Halverson (FUPC) serving as moderator. Pat Leahan is serving as the program coordinator. Karyl Lyne is serving as secretary. Rosalie Lopez has been a strong faithful supporter of JOT. At the last session meeting it was approved, if accepted by the UWC, to add Karyl Lyne (FUPC), Rosalie Lopez (FUPC), and a youth member to JOT.

Early fall Rosalie Lopez and Karyl Lyne wrote a grant and JOT was awarded \$9,700. Major items included funds for supplemental coordinator, electricity, part-time janitorial services, needed storage space and more. The Buildings and Grounds committee arranged for a fire inspection and smoke detectors are now in place and the official address building number is on the building. Repair work on windows has been started and will be on-going. The roof is repaired. A priority list of other items is being made.

JOT is striving to be more financially responsible. A few years ago Session approved JOT taking out a loan with the agreement that an anonymous donor would make a substantial loan payment if FUPC requested it. This summer FUPC did request the money and a \$5000 payment was made. With UWC-USA's help, JOT has scheduled several fundraising dinners. The November dinner was very successful. Rev. Pat Halverson has met with a service club, which then led to other promising contacts. In early January she will be meeting with another grant writer.

Old Town Mission is an active place. Youth involved at OTM have most appropriately named the programming /events portion of this mission The SPOT. The Independent Business Alliance is helping promote The SPOT. The Rio Gallinas Charter School, a youth theatre group, youth chorus, ballroom dancing, chess, Friday night gatherings, are just a few of the events taking place. Check the church website for the Mission Church calendar to see all the activities.

Respectfully Submitted,

The Rev. Patricia Halverson

***Memorandum of Understanding***

**Memorandum of Understanding**  
**Old Town Mission, Las Vegas, NM**  
May 2015

This Memorandum of Understanding (the Memorandum) is made between First United Presbyterian Church (“FUPC”), of 1000 Douglas Ave, Las Vegas, New Mexico 87701 and United World College – UWC (“UWC-USA”), Highway 65, Box 248, Montezuma, New Mexico 87731 for the purpose of **setting up a governing body that will be responsible for oversight of a community center at the Old Town Mission, 1403 Chavez St, Las Vegas, NM.**

WHEREAS FUPC and UWC-USA entered into an Agreement in February 2011 to collaborate on running a community center at the Old Town Mission (“Center”) (see Appendix I);

AND WHEREAS FUPC and UWC-USA wish to formalize the manner in which the community center is governed and to set out the working arrangements that each of the partners agree are necessary to carry this out;

**Purpose**

The purpose of this Memorandum is to provide the framework for the establishment of a Joint Operating Team to provide oversight, direction, and support to community and youth-focused events and programs center at the Old Town Mission (“Center”) through a governing body comprised of representatives from the FUPC and UWC-USA.

**Obligations of the Partners**

The Partners acknowledge that no contractual relationship is created between them by this Memorandum, but agree to work together in the true spirit of partnership to ensure that there is a united visible and responsive leadership for the Center and to demonstrate financial, administrative and managerial commitment to the Center.

**Cooperation**

A Joint Operating Team (“JOT”) will be established to provide oversight for the Center. This body will establish sub-committees and working groups as needed to carry out the tasks associated with the design, funding, maintenance, publicity, operations, etc. of the Center.

a. The FUPC retains ownership of the Old Town Mission and provides it to the community for use as a facility for community and youth-focused events and programs at the Old Town Mission (“Center”). FUPC is responsible for building maintenance, insurance, and other property-related matters. FUPC is also responsible for long-term planning for the building, including upgrades. FUPC also provides oversight for building usage, including rental agreements.

JOT is accountable to FUPC Session for its programs and policies.

- b. A Joint Operating Team (“JOT”) will be established to provide oversight, direction and support for the Center. FUPC and UWC-USA agree to designate two team members each to the JOT. These members will serve at the will of their respective organizations.
- c. The JOT members will determine how they will carry out the functions of the group. They are authorized to establish committees and working groups to carry out the necessary tasks needed to run the Center. The JOT has full authority to create, constitute and dissolve any group or committee as they deem necessary.
- d. The members will report to their respective organizations on a monthly basis. Minutes of each meeting will be taken and filed with both FUPC and UWC-USA.
- e. The JOT must seek authorization from their organizations before committing resources to the Center. It will take primary responsibility for budgeting, fundraising, and planning so that the Center can run as a self-funded entity.
- f. The JOT may recommend hiring staff for the Center and may act as the supervisor of such staff. The staff member will be hired by either FUPC or UWC-USA, depending on the funding source.
- g. The JOT is granted the authority to pursue grants and funding for the building and the program and may ask FUPC or UWC-USA to serve as the fiscal agent for any grant monies sought. Reporting will be undertaken by the JOT in coordination with the receiving party.
- h. UWC-USA will contribute \$300 per month to FUPC towards facility costs. In exchange, UWC-USA students and faculty may use the building up to 50 hours per month without charge.

#### **Indemnification**

FUPC and UWC agree to indemnify and hold each other harmless from and against any and all claims, liability, loss, expenses, suits, damages, judgments, demands, and costs (including reasonable legal fees and expenses) arising out of (i) the acts of omissions of FUPC and UWC and in connection with the Old Town Mission; or (ii) any accident, injury, or death to persons, or loss of or damage to property, or fines and penalties which may result, in whole or in part, by reason of the use of the Old Town Mission except to the extent that such damage is due solely and directly to the negligence of either party.

#### **Term**

This document is to be renewed annually each July. Either part can, with 60 days written notice, cancel the agreement.

## APPENDIX I

Memorandum of Agreement between  
First United Presbyterian Church and UWC-USA  
Regarding the Old Town Mission, Las Vegas, NM  
February, 2011

BACKGROUND: The Old Town Mission Church and Classroom Building (Old Town Mission), constructed between 1871 and 1873, is an historic landmark of the Southwest. It is known as the finest adobe New Mexico Territorial Style structure in existence. The Mission Church congregation merged with First United Presbyterian in the 1960's. Since then the building has housed a clothing distribution point and homeless shelter, public school classes, Job Corps training, an alcohol rehabilitation program, a thrift shop, dance classes, worship services, a meeting of State Historic Preservation officials, work camps and workshops. The building, in all its years of existence, has almost always been a center of activity.

In order to preserve and restore the building, a group of members and friends of the Presbyterian Church in Las Vegas formed a Mission Church Restoration Committee and have labored to renovate the building as funds became available. This Committee has been working for about twelve years, obtaining money from organizations such as Mission in the North, Community Partnership and McCune Foundation grants, as well as from members and friends. Mission teams, local groups and dedicated individuals have been working together on the project.

UWC-USA has been a partner in the restoration of the building for many years, supplying hundreds of students who helped with cleaning, plastering, painting, adobe brick making and removal of walls, ceilings and floors. Groups of students from UWC have often signed their names and listed their countries of origin on many, many boards which serve as wonderful reminders of their participation in the project.

This Memorandum of Agreement seeks to celebrate and formalize the on-going partnership between FUPC and UWC-USA both during and after the restoration phase of the Old Town Mission.

Advantages and responsibilities of both organizations and advantages to the surrounding community include:

A. Advantages to UWC-USA:

1. UWC-USA would have a location for concerts, educational programs and other activities in the heart of Old Town Las Vegas. These activities would not only enrich the life of the Old Town Community and the City of Las Vegas, but would enhance their relationship with and appreciation of UWC;
2. UWC students have already benefitted from and enjoyed working with the Restoration Team and, as the restoration is eventually coming to completion, would have opportunity to

continue to be involved in many aspects of building usage, maintenance and leadership of groups using the facility;

3. This Memorandum with FUPC assures permission to use the Douglas Avenue facility, with access to the newly remodeled, up-to-code kitchen. UWC-USA presently uses the Fellowship Hall for its Community Children's Choir rehearsal. Joint fundraisers, youth activities, worship services, such as the Santa Lucia service, would continue to be possible at either or both locations;

4. This Memorandum is a further public demonstration that UWC-USA is and will continue to be a vibrant presence in the community surrounding the building and in the City of Las Vegas.

B. Advantages to FUPC and the Mission Church Visioning Task Force:

1. The church would be blessed by the energy and enthusiasm of the youth from UWC when raising funds for and working toward the planned restoration of the Old Town Mission;

2. UWC students might also provide needed personnel for management and up-keep of the building after the restoration stage is completed;

3. The Mission Church Visioning Team would feel greatly supported and open to more possibilities in envisioning the building's future with the support of international, creative UWC students and staff;

4. Probability of the Old Town Mission eventually becoming a financially self-sufficient entity would be increased by partnership with UWC-USA.

5. Increased ability to initiate a wide variety of programs beneficial to the community (See section D, below, for a listing of potential programs).

C. Responsibilities shared by both FUPC and UWC-USA:

1. Both parties agree to provide available resources, not necessarily financial resources, for completion of the building restoration project;

2. Both parties agree to consider use of the restored Old Mission when planning events;

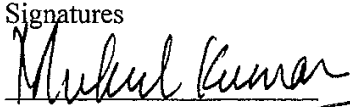
3. Both parties agree to contribute, as ability allows, to the on-going maintenance and oversight of the building after restoration is completed.

4. Both parties agree to provide up to three representatives each to form a Joint Oversight Team (JOT), for the purpose of coordinating further restoration. Two representatives from the community at large would also be a part of the Team. When the restoration is complete, JOT will be responsible for the scheduling, maintenance, oversight and daily operation of the building,

D. Potential advantages to the Old Town community are many. There is not sufficient public gathering space in the area to serve the community well. The Old Town Mission, already being utilized despite its limitations, would be even more effective at filling this void after being renovated. After-school activities for children and youth, a clearinghouse for access to social services, parenting and early childhood development classes, leadership development classes, classes on bridging cultural divides and conflict management are some examples of envisioned programs which might be offered through the renovated structure.

This Memorandum of Agreement between the First United Presbyterian Church of Las Vegas, New Mexico and UWC-USA, will be evaluated in January every two years by the Joint Oversight Team and amended, renewed or terminated, upon the approval of both parties.

Signatures

  
Representing UWC-USA

  
Representing First United Presbyterian

*July 11, 2015*  
Date

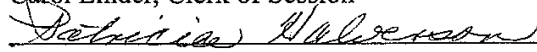


**Signatories**

This Agreement shall be signed on behalf of First United Presbyterian Church by Caarl Linder, Clerk of Session and Rev. Patricia Halverson, Interim Pastor, and on behalf of United World College by Mukul Kumar, its President. This Agreement shall be effective as of the date first written above.



\_\_\_\_\_  
First United Presbyterian Church  
Carol Linder, Clerk of Session



\_\_\_\_\_  
First United Presbyterian Church  
By Rev. Patricia Halverson, Interim Pastor



\_\_\_\_\_  
UWC-USA  
By Mukul Kumar, President



## Personnel 2015

The Personnel Committee wishes to express our sincere gratitude to the Rev. Frank Yates and Rev. Patricia Halverson, with assistance from CRE John Detterick, for the wonderfully smooth Interim Year we have just completed. They have all provided so many hours of dedicated service in so many ways, from leading us in worship to attending innumerable committee meetings (Pat), pastoring members going through difficult times, and making invaluable suggestions to our volunteer leadership. We are also immeasurably grateful to Linda Solyntjes for being the “glue” that held us all together!

Position descriptions were revised for the Church Sexton and the Church Custodian, and new position descriptions were created for the Sunday Child Care Person, the Old Town Mission Custodian, and the Old Town Supplemental Coordinator. Martin Sanchez has been hired for the Custodian position, and is working out very well. Pat Leahan has accepted the position of OTC Supplemental Coordinator and began her work with the month of December. Her employment will continue in May, June, July, and August of 2016. These last two positions have been partially funded by a wonderful grant from the Presbytery obtained by the grant-writing skill of Rosalie Lopez. Thank you, Rosie!!

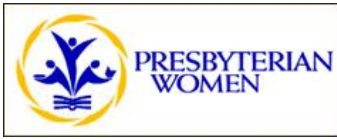
Annual reviews were conducted for Administrative Assistant Linda Solyntjes, Director of Choirs Karyl Lyne, Custodian Adela C de Baca, and Sexton Art Bustamante. All were praised for jobs well done, and note was taken of rather insignificant problems they brought to our attention. They were warned that they could not hire other individuals to assist them in their jobs because such persons would not be included in our liability insurance.

We have been trying to coordinate closely with Buildings and Grounds by sharing job descriptions, having one of our committee members attend their meetings, and encouraging them to send a representative to ours.

In December at the request of the New Horizons Committee we interviewed and then recommended the hiring of Dolores Crespin as a third full-time teacher, beginning in January, working 30 hours per week. This will give Lillian Bustamante and Adela C de Baca some relief from the additional hours they are currently working and more coverage when one of them is on vacation.

The staff at New Horizons is now under the supervision of the Personnel Committee as well as the New Horizons Committee. Sincere thanks to this hard-working committee—Amos Estrada-Session representative, Tom Trigg-Secretary, and long-time members Chad Boliek, Jeff Salman, and John Detterick. Beverly Garrett was the Session representative until she moved away last summer. The committee meets on the second Monday of the month in the church library at noon, and would appreciate input from church members on the performance of any of our staff, paid or volunteer.

Respectfully submitted,  
Joyce Litherland, Chair



## Presbyterian Women 2015

Although we currently have no functioning PW organization, the women of FUPC continue to support the national PW organization with Mission pledges and gifts to the Birthday Offering and the Thank Offering. Pledges are received and submitted by Joyce Litherland, Coordinator, and contributed through the regular offering channels.

In 2015, \$582.00 was paid in Mission Pledges, \$252.00 was donated to the Birthday Offering and \$100.00 was given for the Thank Offering. Sincere thanks to all the women of the church who have contributed to this second-mile giving, totaling \$934.00.

The local PW has a \$5000.00 endowment established many years ago by Gertrude Shillinglaw. The income from this gift is available to assist any woman of the church needing help with travel expenses to a church related event. The \$5000 is invested in a CD, but the income is held in a PW Savings account, and has not been tapped since Rustie Mountjoy used it to assist her in traveling to the PW national conference several years ago. The current balance of this fund is \$739.25, available to any woman of the church desiring travel assistance to an event.

Joyce Litherland, Coordinator



## Columbarium 2015

The focus of the columbarium, the memorial garden and plaque is to keep it as a beautiful, quiet, meditative space. Judy Long and Tom Trigg keep the plantings thriving and beautiful, and keep the courtyard clean. With the table, chairs and umbrella, 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 if you wish to honor a loved one you can do so in this way. If you are interested in more information on purchasing a niche in the columbarium or a plaque for a loved one, please contact Judy Long or Tom Trigg. The balance in the Columbarium fund is \$2,446.57  
Judy Long



## **Worship and Music (WAM) 2015**

WAM continues to provide worship leaders, musicians, ushers and pulpit supply for each Sunday and special service of the year. We work with Frank Yates or Pat Halverson to make worship a meaningful and sacred experience.

On Jan 11, 2015, we had a very special Farewell Service for Randy Campbell who retired Jan 31, 2015. It was very moving and included Bread for the Journey, laying on of hands, a Farewell and Godspeed litany and the Presbyterian litany with our COM representative.

The interim team of Frank Yates and John Detterick began their service covering our worship, pastoral and administrative needs. With fresh vision we gradually implemented small changes to worship throughout the year. In April, John Detterick resigned due to medical reasons and we contracted with Pat Halverson to assist Frank in the worship and pastoral duties. Em Krall and Fred Salas have been the very talented and consistent piano/organ accompanists every Sunday.

FUPC continues to have monthly worship services at Vida Encantada in both Spanish and English. We have a healing service as part of regular worship on every 5th Sunday.

The monitors and AV system have continued to enhance worship, with an ongoing learning curve. With the mounting of the front monitor on the wall, we hope the system will be more stable.

In August we had our third annual Mini Retreat at Frank's cabin in Sapello Canyon. It was a great time of reflection and discussion about worship.

Judy's flower ministry has continued for the third year, with the donation of the "end of the week" flowers from Pam's Flowers on the Plaza. Judy arranges them and supplies bouquets for church each Sunday. They then are donated to a church member or friend.

Thank you committee (John Detterick, Linda Solyntjes, Tom Trigg, Karyl Lyne, Christie Basket and Judy Long, Chair) for all of your many hours of dedication and hard work to enrich the worship and music of this congregation.



## Treasurer's Report 2015

Dear fellow members of First United Presbyterian Church,

It is my privilege to present this report to you on the financial results for 2015 and on actions undertaken to enhance the financial strength of the church.

### 2015 Results

2015 was a year of surprisingly strong financial performance. There were a few items that worked in the church's favor that account for the magnitude of this positive result.

Before explaining why FUPC had such a good year, let me review the top-level financial results. First, income was substantially higher than budgeted, due to several sources. First, income for New Horizons was poorly estimated, and income from the state of New Mexico was 84% above budget. The extent to which the state looked to New Horizons as an essential provider was not understood during the budgeting process for 2015, and we have looked at that more closely for 2016 and, we hope, have remedied that shortcoming. Second, JOT showed more income for this year, mostly only the strength of one large donation to help retire the loan assumed several years ago to refurbish the Old Town Mission. It is not expected that this large donation will be repeated. Total income was \$337,259 for 2015, which compared against budget of \$289,845, is \$47,414 or 16% higher than budget.

Expenses were higher than budgeted, but the unfavorable variance did not cancel out the benefit of higher-than-budgeted income. Expenses were over budget because of the payment to pay down principal on the loan for Old Town Mission in the same amount as the large one-time donation. Salary & Benefits have also been higher than budget because of raises granted early in the year and higher expenses. Total Expense in 2015 was \$304,037, which was 5% or \$13,926 higher than budget of \$290,111.

Net Income for 2015 was a surplus of \$33,223. It might be remembered that a small deficit of (\$266) was passed for 2015, which was done with no small measure of faith. It seems that faith was justified, as the result if a favorable variance of \$33,489.

One result of 2015's strong financial performance is that the church's cash position is considerably stronger now than it was a year ago. Cash has risen by \$66,804. There are two explanations for this. One is the surplus from operations, but the other was some non-cash items that were booked in the accounting system for future spending. These are;

- a set-aside fund (called an accrual by accountants) for future building projects for which \$14,286 has been set aside;
- an accrual fund for Pastor's equitable pay, which was put in place to demonstrate to Presbytery that FUPC is able to assume the expense for a full-time pastor;
- an accrual fund for a possible deductible payment if FUPC ever has to make a claim using its property insurance. The deductible is \$5,000, which is being accrued over five years at \$1,000 per year.
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It must be emphasized that much of the money accrued so far will be used this year for building repair projects and costs relating to bringing a new pastor to our church. It is comforting to know that the money has already been set aside to handle these one-time costs.

## **2015 Accomplishments**

2015 was a year of transition and change. There were some accomplishments and projects completed, though there are several projects that are still in process.

The first change was to the church's accounting system. We are not what is known in the accounting world as GAAP-compliant, that is, we are compliant with Generally Accepted Accounting Principles. This means that our procedures comply with the procedures recognized in the accounting profession as those that give accurate data that allow for more useful information from our financial statements. The more useful our information is, the more capable it is for decision-making. There have been some moments of confusion during the change-over, but I am hoping that these are largely in the past.

In addition to making changes to the church's accounting system, we incorporated those changes into how J.O.T. and New Horizons are managed. At the same time, we consolidated those two parts of the overall organization into a larger whole so that our financial results now reveal the full impact of all sections of FUPC's corporate charter.

The office of Financial Secretary was vacant for much of the year after Karen Rieniets stepped down from the job after managing it so well for many years. Jim and Siobhan Croto agreed to assume the duty together to function as a unit. They have learned the accounting system and have been fulfilling their duties for several months, and they will continue their duties through the foreseeable future.

An Investment Committee was formed, which included Mary Oviatt, Richard Lindeborg, and Douglas Baskett. They decided on some prudent investments for the church's money and are in the process of changing over assets to these investments.

A Finance Policies Manual was drafted, and although it has not been acted upon nor approved, one important provision has been approved, namely, we now have a specific signature authority for use throughout the church.

In Christ,  
Douglas Baskett, Treasurer



## Treasurer's Report for 2016 Outlook

The 2016 FUPC budget, with input from each committee, is balanced as submitted. The ability to balance the budget comes from several factors. First, many pledgers were able to respond to the call in the pledge drive for 2016 to raise their pledges. Second, income for J.O.T. is expected to rise through additional programs and a substantial grant from Presbytery. Third, income for New Horizons is expected to rise over last year.

This is not to say that expenses will hold steady over last year. Expenses are expected to rise, most notably because of spending on building repairs. Some of these repairs have been delayed for several years, but it has been determined that further delay is imprudent. The overall cost for the various repairs is estimated to be over \$60,000. Fortunately, more than \$20,000 has already been set aside for these repairs and almost another \$30,000 is estimated to be set aside this year. A significant part of the overall repairs will be accomplished in 2016 thanks to what we at FUPC are able to set aside.

There might be some concern that spending money on building repairs will inhibit our ability to hire a full-time pastor. Fortunately, that is not the case. The budget for 2016 assumes the normal expense for a full-time pastor, which, for the sake of budgeting, is assumed to begin in April.

As a reminder, we showed an expense item on the Income Statement that added the anticipated amounts for our Interim Pastor and Interim Associate, plus an item called Pastor's Equitable Pay. This last item was an accrual that was charged to the Income Statement to show that FUPC is able to take on the expense for a full-time pastor. Adding these three groups of charges together rose to the same level that we paid to Randy Campbell, our beloved former pastor, now honorably retired. Being able to demonstrate how robust our congregation is was important to show the presbytery that FUPC will be able to support a full-time pastor in the future.

Our cash reserves have risen dramatically in 2015, but with building repairs taking place in 2016 the cash reserves will decline. Cash will not be depleted, only that money that has been set aside will be spent on those projects for which it was originally intended.

On the whole, I think FUPC's financial position is strong and will continue to be strong for the foreseeable future.

Respectfully submitted by Douglas Baskett

## 2016 Statement of Cash Flows

### Statement of Cash Flows

#### Cash flow from operations

Net income	0
Property Ins. claim deductible accrual	1,000
Building repair accrual	(1,608)
Pastor's Equitable Pay Accrual	(20,055)
Pastor's discretionary fund	0
Pre-paid pledges	0

Net cash flow from operations (20,663)

#### Cash flow from investing

Capital purchases	0
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Net cash flow from investing 0

#### Cash flow from financing

Loans	0
Credit Cards	0

Net cash flow from financing 0

<b>Beginning Cash</b>	43,561
<b>Net Cash Flows</b>	(20,663)
<b>Ending Cash</b>	22,899



## 2016 Budget Year-end Balance Sheet

### Assets

#### Short-Term Assets

##### Cash and Near Cash

Checking	10,640
New Horizons checking	24,632
MMDA	8,217
Petty cash	72
Total Checking and Petty Cash	<u>43,561</u>

##### Investments

CDs	20,000
Endowments	
Gerdeman Endowment	20,000
Shillinglaw Endowment	677
Mutual funds	122,550
Total Savings and Investments	<u>163,227</u>

##### Receivables

Church receivables	300
New Horizons receivables	1,985
Total Receivables	<u>2,285</u>
Total Short-term Assets	209,073

#### Long-Term Assets

##### Furniture & Equipment

Equipment	50,000
Furniture & fixtures	130,000
Less accumulated depreciation	
Net Furniture & Equipment	<u>180,000</u>

##### Land, Buildings, and Improvements

Church building	684,181
Church addition	185,427
Old Mission Church building	500,000
Total Land, Buildings, and Improvements	<u>1,369,608</u>
Total long-term assets	1,549,608

### Total Assets

1,758,681

## Liabilities and Net Assets

### Liabilities

Current Liabilities	
Accounts Payable	0
Payroll Withholdings	
Federal payroll withholdings	8,133
State payroll taxes	1,978
Social Security	710
Medicaid	0
Total payroll withholdings	<u>10,821</u>
Pass-through accounts	
Church Pass-through liabilities	
Benevolence	100
Presbyterian Women	251
Souper Bowl	0
World-wide Missions	165
Church Pass-through liabilities	<u>516</u>
National Church Special Offerings	
Pentecost Offering	
Peace & Global Witness Offering	
Christmas Joy Offering	
One Great Hour of Sharing	
Total National Church Special Offerings	<u>0</u>
Total pass-through accounts	<u>516</u>
Other Current Liabilities	11,337
Credit Cards	0
Miscellaneous current liabilities	620
HOPE	0
Grants	0
Pre-paid pledges	0
Total current liabilities	<u>11,957</u>
Long-Term Liabilities	
Property Ins. claim deductible accrual	1,997
Building repair accrual	12,673
Pastor's equitable pay accrual	0
Accounts payable/vendors	
Mortgages and Loans	
Church addition loan	185,427
Old Mission Church loan	32,789
Net loans	<u>218,215</u>
Less accumulated amortization	<u>(152,456)</u>
Net mortgages and loans	<u>65,759</u>
Total long-term liabilities	<u>65,759</u>
<b>Total Liabilities</b>	<u>92,386</u>

**Fund Balances**

Fund Balance	
Unrestricted net assets	
General Fund	248,961
Other unrestricted net assets	1,416,834
Total unrestricted net assets	1,665,795
Temporarily restricted net assets	
Pastor's Discretionary Fund	500
Total temporarily restricted net assets	500
Permanently restricted net assets (empty)	
Total permanently restricted net assets	0
<b>Net Fund Balance</b>	1,666,295
<b>Total Liabilities and Fund Balance</b>	1,758,681

**2016 Budget Income Statement****Summary Income Statement**

<b>Income</b>	
Operating Income	326,813
Committee Income	11,511
National Church Pass-through Income	6,300
<b>Total Income</b>	344,624
<b>Expense</b>	
Operating Expense	289,078
Committee Expense	49,246
National Church Pass-through Income	6,300
<b>Total Expense</b>	55,546
<b>Net Income</b>	
Operating Net Income	37,735
Other Committee Net Income	(37,735)
Pass-through Net Income	0
<b>Total Net Income</b>	<b>0</b>

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

***FIRST UNITED PRESBYTERIAN CHURCH***

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***FACEBOOK PAGE: LAS VEGAS FIRST UNITED PRESBYTERIAN (NM)***

***OFFICE HOURS:***

***MONDAY – FRIDAY 9:00 A.M. – 1:00 P.M.***

***WORSHIP***

***10:30 A.M. SUNDAYS***

***COMMUNION – 1<sup>ST</sup> AND 3<sup>RD</sup> SUNDAYS***

