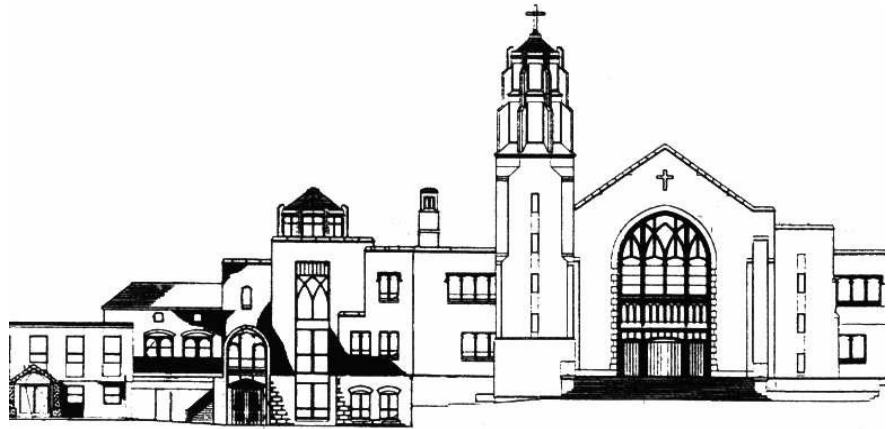


First



Presbyterian

Church

Albuquerque, New Mexico

2013

Annual Reports

Pastor's Report—2013

Toward the end of the calendar year it's common to see any number of year-end lists, the best and worst in categories from world events to entertainment to sports. We are a people in the habit of looking back and taking stock in order to move forward. Church is no different. We ask the committees assigned to different aspects of our mission and ministry to assess their work and report on it. Newspapers do it, schools do it, businesses do it, so why shouldn't we. In one respect it satisfies our Presbyterian desire to do all things decently and in order. In another respect it follows the patterns of the world around us. But do you ever wonder what the annual report might have looked like for the Jerusalem church in the year following Jesus' resurrection? Or how about someplace like Antioch, or Corinth, or Ephesus?

Of course we do have this, in a manner of speaking. But have you ever wondered why our annual church reports read more like General Motors and less like the Book of Acts, or one of Paul's letters? While numbers satisfy our 21st century love of quantifiable data, they don't make for very good devotional reading. The difference between the two forms also points to the danger. The numbers we count are often the expression of our own action. While the events recorded in scripture are an account of God's movement in and through the work of God's people.

My invitation to you as you look through these reports is to attend to the wind of the Spirit that often moves between the numbers. What are the stories that you could tell about God's faithfulness in the past year as seen in the life and mission of First Presbyterian Church? It isn't just about calling a new pastor - although that was certainly a

highlight for me. It's about where the nagging, prodding, persistent Spirit of God has led us to see and experience the coming of God's Kingdom on earth as in heaven.

As eventful as this past year has been, the past is always prelude to what God still has in store for us. In 2014 we will begin to explore the many ways that God may be calling us to a New Beginning. I look forward to hearing your thoughts about what that may look like as together we attend to who and what God would have us be.

Grace and Peace,
Matthew Miller

A Child's Garden

A Child's Garden preschool (ACG), a community outreach of First Presbyterian Church, celebrates 42 years in the Albuquerque community as a leader in and advocate for quality early learning experiences for children two months through pre-K, five years. Nationally accredited by the National Association for the Education of Young Children (NAEYC), the program received its accreditation renewal during this year good until 2018. Other highlights of the year include heightened security, the development of a new website (same domain name: achildsgardenabq.org), a new logo, technology updates and room renovations. An Endeavor to Grow grant, funded through the bi-annual Gala proceeds is supporting an early intervention specialist who is providing resources for the infant/toddler program and enhances the learning experiences of all the children at ACG. Staff members have attended board meetings to bring forth joys as well as concerns raised such as concerns about the playground, transportation for field trips and the snack program. Together with the board, these issues have been addressed as

we move forward together.

The Family Involvement Committee has engaged families in a variety of ways this year. Movie nights, date nights, coffee in the atrium at drop-off, getting acquainted gatherings as well as the annual Goblins in the Garden, Spring Fling, dine and donate opportunities and other fundraisers. This year we joined with a community organization to raise funds as a gift for an ACG family whose four year old was diagnosed with leukemia over the summer. The generous outpouring of love and donations, along with assistance from FPC, resulted in a gift of over \$3000 to assist the family through this difficult time. Community collaborations with FPC and others also included three days with Menaul School middle school students, a major food drive before holidays with FPC, participation in the Read to Me program through the City of Albuquerque book drive (ACG donated over 1,000 books collected), vision screening for ACG children through the generosity of the Lion's Club, flu shots on site with the generous support of an ACG nurse grandmother, participation in the local ALS and Myasthenia Gravis walks and the hosting of three evenings with local and national speakers who provided training for early childhood professionals in the community, reaching over 300 persons.

These accomplishments would not have been possible without the diligent work of the 45 staff members, board members and families who love and care for the program and especially the children. Special thanks to board members Nancy Abeyta, Amanda Bolles, *Micaela Briggs, **Pamela Brooks, Heather Burdge, *Beth Busick, * (***)Roxanna Caird, Jessica Carothers (chair), Joe Chesky, *Janeen Vilven Doggett, Madeline Gribble, *(***)Kay Maize, *(***)David Meredith, *Suzanne Meyer, Allison

Pederson, *Pat Rechar, Giovanna Rossi, *Nancy Thomas, **Michelle Weinstein, Rick Williams and**Fred Ziter. Also, good wishes to staff member Maria Leyba who worked at ACG for over 20 years and retired in May, 2013.

* FPC member ** No longer actively serving on the board

The staff continue to examine its philosophy, curriculum development, learning and growing as we plan together with the board and FPC to continue a strengths-based program that will perpetuate the legacy and foundation so firmly established. Many thanks for the support of FPC for these years of influence in the community.

Respectfully submitted by
Susan K. Smith, Director

Board of Deacons

Many thanks to the 32 active deacons who visited, served, drove, wrote, called, smiled and shared love to over 80 persons who were shut-in, infirmed, bereaved or hospitalized during this past year. The Deacons of First Presbyterian Church fulfill their call as stated in the Book of Order, to care for those in need and minister to the vulnerable.

During this past year, members of the deacon board delivered approximately 200 bouquets of flowers, 75 plants, sent more than 200 cards, served thousands of cookies and poured gallons of coffee and tea for as many memorial receptions as were held. They drove more than 15,000 miles, spent more than \$15,000 of additional money of their own, and spent over 3,000 hours visiting members and friends in hospital and at home from the FPC congregation. Ushering at worship and memorial services, serving communion, making phone calls, baking those cookies, packing gift boxes...are

other visible ways that this ministry demonstrates God's love. We lost six dear ones from the visiting list and will claim the memories of those visits, smiles and shared conversations as part of our own faith journeys.

Money from the Endowment Fund, Deacon account, was able to finance the new video system in the sanctuary, fully fund the 90th birthday party, provide holiday gifts for four families from Camino de Vida, pay for poinsettias for those on the deacon list, provide significant scholarship funds for A Child's Garden families as well as participants in the men's and women's retreats, pay for gift boxes for those serving in the military identified through FPC, as well as funding the receptions hosted by deacons throughout the year.

We received training in visitation, elder abuse and emergency and first aid preparedness. We discussed transitions among staff, welcomed a new head of staff and said thank you to Paula Wood who served as the Help Line Coordinator for a number of years. Special thanks to the board officers: Ramona MacLeod, moderator-elect; Elaine Kelly, secretary; Ron Halbgewachs, treasurer; Joyce Barefoot, corresponding secretary; Nancy Halbgewachs, service record secretary; Terry Price, session liaison and to our staff resource Mike Elliott who has been especially supportive during the transition. We are grateful for the work of retiring deacons: Joyce Barefoot, Julie Dilts, Steve & Susan Dodge, Ron & Nancy Halbgewachs, Neelam Khan, Anita Oderman, Terry & Sarah Price and Nora Yelton and look forward to 2014 with another capable class joining the board to continue our work together.

Respectfully,
Susan K. Smith, Moderator
2013

Building and Property Committee

The Building and Grounds Committee is responsible for the effective management, maintenance, use and acquisition of property, facilities, and equipment. Costs include service contracts, (pest control, custodial uniforms, tree service, elevator maintenance, etc.), repair and maintenance of the church's mechanical, heating, ventilation and air conditioning systems, overall maintenance of the church (paint, custodial equipment and supplies) and utilities (electricity, gas and water).

Members of the Committee at the end of the fiscal year were:

Merri Lewis*, Moderator
Ellen Peterson Bill Savage Joe Macleod,
Norman Brown Steve Maize, David
Meredith, Terry Price, Neal Klopefer
Staff Members: Mike Elliott and Hector
Aguilar

- Utility expenses totaled \$83,670 or 53.0% of our expenditures in 2013, compared to \$92,208, or 53.5% in 2012.
- Electricity cost was \$55,094 compared to \$60,549 in 2012
- Natural Gas cost was \$11,392 compared to \$16,304 in 2012
- Water cost was \$17,184 compared to \$15,355 in 2012

In total, we spent \$153,771 compared to a budget of \$158,000. Although there was no single reason for the increased water use, the decreased natural gas cost was due to the new, significantly more efficient boiler. The budget will increase to \$170,000 in 2014 to compensate for overall anticipated increases in utility costs.

The budget for the Building and Property Committee comes in two parts – a

line item is included within the church's annual budget and primarily covers the general maintenance and upkeep of the church, including utilities. The second portion is funds from the Endowment Foundation. Many of the items listed below were funded through the Endowment Foundation funds.

A partial list of items accomplished in 2013 is as follows:

- Electrical service was upgraded, including replacing original transformers (circa 1950)
- Stormont Memorial Fountain was dismantled and structure has been renovated in preparation for planting with a water feature
- Renovated bathrooms in Westminster to better accommodate Family Promise guests
- Upgraded and updated spaces in Westminster for Presbytery staff as new tenants
- Curtain at south end of Fellowship Hall was replaced
- Insurance coverage was reviewed with insurance agent and FPC staff, resulting in Workman's Compensation policy premium savings
- Pews and other oak woodwork were oiled
- Participation in annual Neighborhood Clean-up day
- Hector Aguilar replaced Richard Warren as Building maintenance Supervisor

Christian Education and Youth Committee

The 2013 Christian Education and Youth (CE&Y) included John Emerson (moderator), Ann Bell (Cradle Roll), Janet Bowers, Becky Dees, Joan Farris (Library), Nancy Halbgewachs (Archives),

Kathleen Elliott, Marje McCament, Harry Wallingford, and Chris Guida. Staff resource members were Libby Engdahl Whiteley, Susan Smith, and Rev. Karen Hill.

GOALS

1. **Further develop adult education programs, including exploring the interests and needs of adults not currently involved in CE programs.**
2. **Pursue opportunities to collaborate and communicate with other committees within FPC and with other area Presbyterian churches.**
3. **Continue to look for ways to offer intergenerational Summer Sunday School, Vacation Bible School, Advent and Lenten programs.**
4. **Continue to review whether programs offered meet congregational needs and interests by developing formal/informal and qualitative/quantitative evaluative mechanisms for feedback.**
5. **Continue to work toward the goal of background checks for volunteers.**

CHRISTIAN EDUCATION

Disciple Bible Study – A Disciple Bible Study III concluded in May led by Carol Marr and Deb Fisher-Rebstock. Disciple Bible I also concluded in May led by Libby Whiteley and Karen Hill. In June Dr. Ben Baran (former Franciscan priest) gave a lecture on *Book of Wisdom*. Starting the fall Disciple II and IV are lay led.

Lenten Classes – Three classes were taught during Lent - Rev Mike Elliott, Wednesdays at 8:00 am; Rev Patrick Willson, Wednesdays at noon; Rev. Karen Hill, Thursdays at 5:30 pm.

Women's Retreats – On March 24: (Palm Sunday), Rev. Dr. Sallie Watson, led a Women's Mini-Retreat, "Fearfully and Wonderfully Made The fall Women's

Retreat, *Sacred Places*, was led by the Rev. Lynne Hinton and held November 1-3 at The Bosque Center in Albuquerque.

Men's Retreat - On the weekend of April 19-21, the men's retreat was held at Jemez Springs. Cooking class by Chef Jim White started the event on Friday night. Mike Elliott led a half-day spiritual session. On Saturday afternoon, Terri Price led the team on a facility clean-up. There was one local trip. A worship and communion service was held on Sunday morning.

Vacation Bible School – Again this year we joined with Second Presbyterian Church, LaMesa, and St. Andrew Presbyterian Churches at Menaul School the week June 10 – 14 for our intergenerational VBS. This year we “journeyed” to Athens with Paul.

Teacher Training – Teacher Refreshment, a time of learning and reflection for teachers was held on January 23. Fall teacher training and orientation for all teachers of children and youth was held on Sunday, August 5.

Sunday School

Adult

Spring 2013

- **Discovery Bible Class** met every Sunday in CE room 219. Kerygma short term Bible studies were used. During the summer we offered a video class – the Teaching Company class on “Great World Religions: Christianity” taught by Prof. Luke Timothy Johnson.
- **Heath Ministries** met the first Sunday of each month led by a guest speaker.
- **Through the Bible** met in the chapel using a variety of teachers and “The Present Word” curriculum.
- **Parenting Class** met in room 220.

FALL 2013

- **“We are Presbyterians”** met in 220.
- **Discovery Bible Class** met every

Sunday in CE room 219. Kerygma short term Bible studies were used. During the summer we offered a video class – the Teaching Company class on “Great World Religions: Christianity” taught by Prof. Luke Timothy Johnson.

- **Heath Ministries** met the first Sunday of each month led by a guest speaker.
- **Through the Bible** met in the chapel using a variety of teachers and “The Present Word” curriculum.

Children and Youth

- **Godly Play** started in the fall for preschoolers. In addition, there are classes for elementary aged children (grades 1 – 4), tweens (grades 5 – 7) and youth (grades 8 – 12).
- **Intergenerational Summer Sunday School** met in June in Fellowship Hall. Learning centers were set up every week featuring speakers and displays highlighting the mission projects our local church and the PCUSA are involved with around the world.

YOUTH GROUP

Mid-high and senior high students met regularly for church school, youth group, and other retreat and fellowship events throughout 2013. The group raised money during the Souper Bowl which was donated to the Rio Grande Food Bank. We joined other youth groups for annual Presbytery sponsored mid-high and high school retreats. Other activities included Ghost Ranch Youth Week, Presbyterian Youth Triennium at Purdue University, playing games, hiking, studying the Bible, and having fun! Nine young people attended confirmation class throughout the year and were confirmed on May 19th, Pentecost Sunday. Thanks to Confirmation teachers, Sharon Elliott and Freddy Martinez and to our faithful youth

group volunteer, George Leiby.

SUB-COMMITTEES

Archives – Archives continued to serve as a resource providing information church organizations such as the health committee, the transition team, the interim pastors, and senior pastor. The committee transitioned to a work group, which is more descriptive of the way the group has functioned historically. The work group now consists of eight participants working three hours every week in the new archival space in Westminster.

Cradle Roll – As of December 31, the Church has eleven children under the age of three on the cradle roll. When a cradle roll child turns three, a birthday card is sent and then removed the roll.

Library – The library committee meets weekly to maintain, inventory and catalog books and other media for church members and friends. The committee cooperates with A Child's Garden to process and provide appropriate materials for the preschool. In the past year the library received several donations of books and has spent a little under \$500 for books and periodicals. This number includes donations from A Child's Garden. Currently we subscribe to 6 magazines. In addition the card catalog was computerized.

Congregational Life Committee

Congregation Life Committee (CLC) is the combination of two previous committees: Fellowship and Membership. This step was taken to eliminate duplication of services and to compact the number of committees as the number of Session members is now fewer. Members of the committee are Karen Anderson, Micaela Briggs, Marshall Farris, Ron

Halbgewachs, JoAnn House, Cathy Knotgen, Neal Kloepfer, Cindy Long, Ellen Mather, MaryAnn Meredith, Colin Morris, Clara Olivas, Nancy Yoshimoto. Staff Members included Matthew Miller, Libby Whitely, Patrick Wilson, and Paula Wood.

One of the first items of business was to create a mission statement for the new committee to reflect its focus. We settled on the following Mission Statement: In Christ's Spirit we welcome and nurture God's people within our church family and community and promote participation in congregational life opportunities.

Throughout the year members discussed ways in which we can involve more people in the life and mission of First Presbyterian Church. Groups that our committee sponsor or support are: Third Sunday Lunches, Neighborhood Clean Up project, TGIF (Thank Goodness It's Fellowship), POYGS (Parents of Youth Group), Young Families group, and MOCKS (Mothers of College Kids). Events that the committee sponsors or supports are Chile Chocolate Cook Off, Sundays at First (Drama, Music, and Art Events), and Family Camp at Ghost Ranch.

Outreach and visibility in the community have been a focus this year. The committee oversees the display of the banner on the Westminster building, has provided additional advertisements to announce special services and events, has had representation at our Neighborhood Association meetings and worked to create materials appropriate for sharing with new community members, such as homeowners at the Mesa del Sol development.

During this year of transition, the committee discussed ways to improve the orientation and education of not only new, but also of current members. We

welcomed the new classes provided by Christian Education that focused on church history and what it means to be a Presbyterian. A concern that also was addressed is how we may better nurture new members and those in our congregation who may have lost interest.

Recent meetings have focused on how we build relationships in the community and within our congregation, and with visitors and those interested in membership. It is important that we share what First Presbyterian supports in our community, our mission, and what we have to offer those who wish to attend our church. The committee welcomed the addition of Matthew Miller and has been inspired by his perspective and ideas about the congregational life of First Presbyterian Church.

Respectfully submitted,
Karen Anderson, Moderator

Congregational Nominating Committee

Members of the CNC were Karen Anderson, Moderator; Robert Burger, Youth; Joanne Burnett, Choir; Nancy Covalt, Member at Large; Chuck Hall, Member at Large; Sue Lee, Elder; Ann Leonard, Member at Large; Ramona Macleod, Deacon; Ellen Peterson, PW; Brenda White, Member at Large. Mike Elliott, Karen Hill, Patrick Wilson, and Paula Wood served as Staff Resource.

The committee convened in March and continued through October. The results of our search for officers resulted in the following members being elected at the Annual Congregational Meeting in October:

Foundation: Joe McLeod, Suzanne Meyers, Erwin Peake, Allison Richards.

Class of 2014-16 Deacons:

Dona Arnot, Gene Arnot, Micaela Briggs, Emily Foor, Larry Foor, Jane Lawrence, Deborah Mengel, Stanley Poole, Joanne Puckett.

Class of 2014-16 Elders: Ann Bell, Paul Cunningham, David Hsi, Maurice Ikle, Cindy Morris, Ellen Peterson, and Will Trimble.

2014 Congregation Nominating Committee Members at Large: Ann Leonard, Carol Marr, Mary Mattucci, Roy Palmer.

Respectfully submitted,
Karen Anderson, Moderator

Endowment Foundation

The Foundation had another great year in 2013. Investment assets grew by over \$1,000,000 while donations from the Foundation to the Church totaled approximately \$500,000. Adding to the investment principal from members and friends was over \$60,000. Contributions from the Endowment Foundation to the general budget totaled \$215,000 and an additional \$300,000+ was made available from restricted accounts for the benefit of Building and Grounds, Christian Education, Mission, Music and Worship, A Child's Garden, the Board of Deacons, Scholarship Funds, the Retired Minister Fund and Lectorship.

All of our investments, with the exception of our interest in some unimproved land and equity in a local S-Corporation, are held at U.S. Trust and Merrill Lynch. These funds are allocated 67.5% Equities, 22.25% Fixed Income, 7.56% cash and 2.69% in alternative investments.

Serving on the Foundation Board of Trustees in 2013 were Jesse May, Chair; Kathleen Church, Vice-Chair; Janelle Johnson, Secretary; Suzanne Meyer,

Treasurer; David Meredith; Bob Doak; Rob Rechar; Kirsten Marr; Thelma Palmer; Martha Brown; Merri Lewis; and Curtis Porter.

In February, Bob Bowersock was elected Executive Director of the Foundation.

In April, Carla Davis replaced Cassidy Grantham who resigned as Financial Specialist to accept a position in her family's hometown of Prescott, Arizona. Carla had been invaluable to the Foundation's operation.

Detailed financial statements are available to Church members upon request.

Bob Bowersock, Executive Director
Suzanne Meyer, Treasurer

Health Ministries Committee

The Health Ministries Committee has been active in the past year. There are eight dedicated members who meet monthly on the first Sunday of the month to plan quarterly events. This ministry has as its' purpose to provide First Presbyterian Church of Albuquerque topics of interest and educational usefulness.

Larry Foor, Janelle Morse, and Martha Meister work as a team recording blood pressure and oxygen saturation levels on the third Sunday of each month. The approximate number of parishioners who have taken advantage of this valuable service is 220-240 souls. This popular program will continue.

Each calendar quarter, an expert in varied fields presents a 50 minute talk between the first and second worship service. Participation by the congregation varied from a few (less than 10) to a large (more than 30) group who was interested in the topic.

The first seminar was Sunday January 6, 2013 with Ms. Mary Ellen Krucz speaking on "Cosmic Correction—How to Cope When the Unexpected Happens". The issues were as varied as the title suggests, and participants left with ideas about coping with cancer.

The next seminar was from member Bud Hodgin, M.D., and his topic was "The Importance of Immunizations and the Implications for Infectious Diseases". The group listening was large and interested, and the questions were lengthy. This date was March 2013.

The third seminar came on Sunday May 5, 2013 and was presented by Ms. Lorrie Greigo. The topic was "Discovering the Importance of Creating or Reviewing Your Advanced Directive". There was a nice handout and well organized talk in which many FPC members benefitted. Ms. Griego had worked in advanced directives for over 17 years.

Dr. Mark Yarbrough gave the fourth and fifth seminars on October 6 and 20 respectively. The first seminar was a formal presentation on "The Pathogenesis and Etiology of Oral Cancer", while the second was an actual clinical screening for those members of the church who wanted to have their mouth's checked. Several committee members helped with the consent for and the actual oral screening. There were more church members interested in the lecture than those wanting their mouths examined.

Committee chair, Mark Yarbrough would like to thank the following members of the committee: Larry Foor, Janelle Morse, Bruce Parker, Nora Yelton, Sue Lee, Holly Hodgin, and Martha Meister. Ex Officio members include Tom Davis, and Carl Soderberg. We are all blessed with having these people giving of ~~their time and talent.~~

Sincerely,
G. Mark Yarbrough

Mission Committee

The Mission Committee wants to share with you the many ways that First Presbyterian Church shone the love of God locally, nationally and globally in 2013. This year we have continued to share our gifts of monetary distributions and hands-on support of our mission partners. We also focused more this year on strengthening partnerships that we have with fellow congregations and mission partners. As times change and funds are sometimes scarce, we have seen the strength that comes when congregations and mission partners work together for a common good.

For 2013 the Mission Committee received \$72,000 from the operational fund and \$35,540 from the Mission designated Endowment distributions. We distributed about \$112,000 to many local, national and worldwide missions: such as A Child's Garden, All Faiths, Barrett House, Camino de Vita, Cuban Reformed PC, Datil Food Project, Family Promise, the PC/USA General Assembly, Habitat for Humanity, Healthcare for the Homeless, Meals on Wheels, Menaul Historical Library, Menaul School, A New Day, Rio Grande Food Project, SaqB'e, and multiple missionaries and mission trips. We used about \$2300 on mission expenses, like our Family Promise hosting costs and three Mission partner visits. The other form of giving we refer to as pass thru gifts, in which funds are gathered from Special offerings and loose coin collections. This money was distributed to the missions it was earmarked for: the Christmas Joy Offering (Menaul School), Pentecost Offering (A New Day), and the

Cents-Ability Offering (Catron County/Datil Food Pantry). The total of these Pass Thru and other special distributions totaled about \$28,000.

FPC was a talented and generous congregation and as a Mission Committee, we work hard to provide many opportunities for hands-on involvement for the members and friends of FPC. We know that our financial support is greatly appreciated by our many mission partners, but that what they love even more are the helping hands, happy smiles, strong muscles, and willing hearts that show up at mission events to help with their particular cause. We helped to provide long term housing and temporary shelter with the lunch preparers and house builders at the Habitat site on Trujillo Street, the variety of volunteers that help to host the families during our weeks of Family Promise, and the book donations and volunteers at the Chile Festival fundraiser for Habitat for Humanity. A strong focus of support is placed on alleviating hunger in our community, and our congregation did so by making weekly contributions of food to Rio Grande Food Project by filling the shopping cart in the Commons, donating foods during the Lenten Event and the Advent Event, packing the boxes that go to our Camino de Vida families, and cooking meals for the Family Promise families.

To complement the distributions and hands on projects we added more relationship building in 2013 with Mission Partners serving around the world and with local congregations that share our dedication to serve and glorify God. We continued our long standing relationship with Sara and Rusty serving in Peru and added to that support of world missionaries by starting new relationships with Bernie and Farjisana in Indonesia and Scott and Elmarie in the Middle East.

Another new covenant was begun in 2013 between our partner churches of Second Presbyterian Church and the new church development of Camino de Vida.

There are so many ways that we reach out to mission partners and work alongside our brothers and sisters in Christ locally, nationally and globally that it is hard to fit it all into our piece of the annual report. We hope that you, as the members and friends of FPC, have enjoyed and been a part of the journey that we have been on in 2013, to make mission a part of every piece of our church's work in the world. We hope that you have found time to join us because, the more that we work together, the better and farther we can reach and show the love of God. If you have any questions, about the past or future work of the Mission Committee, please reach out to the members of the committee. Thanks for their service to the Mission Committee in 2013: Ann Calderwood, Rev. Karen Hill, Maurice Ikle, Joe Katzenberger, Judd McRoberts, Ebony Olivas, Sandy Seligman, and Nancy Thomas.

Sincerely,
Kirsten Marr
Moderator of the Mission Committee

Personnel Committee

2013 Committee Membership:

Nancy Cooper, Russell Dilts, Moderator, Jim Harris, Sue Lee, Meg Meister, Sandy Seligman (Associate Moderator), John Salazar and Kathy Yarborough.

Support Staff: Patrick Willson (January through September); Mike Elliott and Karen Hill (September and October); and Matthew Miller (October thru December).

Major Functions, Responsibilities and Reporting:

- To recommend policies to the Session regarding the management and administration of all personnel serving on the church staff- both employees and volunteers;
- To ensure that equal employment opportunity is at the forefront in all staff employment decisions and that adequate personnel policies are demonstrated;
- To assure that the policies and practices meet the legal and regulatory guidelines set by the Session, the church and State and Federal governments;
- To perform program staff evaluations on an annual basis and report the results of those reviews to Session;
- To review, at least annually, the adequacy of the compensation/benefits packages of all church employees and staff;
- To report the results of the annual review of compensation of the pastors to the Session for subsequent report to and review by the congregation at its annual meeting;
- To maintain the strictest confidentiality regarding all matters related to the above, unless otherwise directed by the Session;
- To yearly review the church's Personnel Policy Handbook;
- To make recommendations to Session regarding changes in staff positions and responsibilities;
- And assure a safe and reasonable work environment for all employees.

As the Personnel Committee began its work, it was with hope and prayer for the Pastor Nominating Committee, beginning its work in January, and that 2013 held the potential for a new beginning for First Presbyterian Church of Albuquerque. Throughout the PNC process, the Personnel Committee

moderator provided routine but limited updates on the PNC's progress. In late August and in September, as the candidates for Senior Pastor/Head of Staff were being recruited and evaluated, the Personnel Committee entered into the process by developing a new Job Description for the Senior Pastor and submitted it to the Session for Approval. After the decision by the PNC and prior to the Candidacy Sermon for the Pastor Nominee, the Personnel Committee proceeded to draft the Terms of Call and work with the Commission on Ministry of the Presbytery, to ensure a complete process. It was with much delight that the Personnel Committee welcomed Pastor Matthew Miller as Head of Staff and support to the Personnel Committee.

During the final days of the PNC process, Reverend Patrick Willson was notified and joyfully accepted notice that his services were no longer needed as Interim Pastor. Reverend Willson was commended for his service in this interim time and was received at a Reception in his honor between Services in September. Reverend Willson now enjoys full retirement at his home in Santa Fe and is settled into that phase of his life.

There was another staff change during 2013. The Personnel Committee received the resignation of Paula Wood from her position as Helpline Coordinator and New Member Coordinator. Paula's service was recognized at a reception in her honor and she has now moved into retirement, visiting with family and friends. She has been seen worshipping in church regularly, when not traveling and visiting with family. Her duties were disseminated between the Deacons and into existing staff roles. This position is on the agenda for reevaluation by the new Senior Pastor Head of Staff and Personnel Committee.

The Committee received input from Director of Music, James Yeager that Ed Torrez, Director of Children's Choirs would be leaving. Mr. Torrez resignation was received in April and his duties were absorbed by Dr. Yeager, with the intention of restructuring the Children's Music Program.

The Personnel Committee is actively working with the Board from A Child's Garden, regarding succession planning and to ensure that operations continue to work smoothly between programs, within the church structure. ACG is integrated with the church staff and connected through building use. The children are involved in certain programs and activities, as time and function permit.

During 2013, the Personnel Committee worked closely with key staff members and revised or developed new job descriptions for all Staff. These were presented to the Session in April for review and approval. Also during the summer, with finances improving, the Personnel and the Stewardship and Finance Committees jointly presented a proposal to Session to provide a mid-year increase in salaries for all Staff. The proposal was approved and the increases were implemented in July. As the end of the calendar year approached, finances continued to be in an improved state, so a small "Christmas Bonus" was provided to all staff members prior to year end. From the Personnel Committee's standpoint, 2013 was a very exciting and good year.

2013 Calendar of Program Staff Reviews:

March – James Yeager

May – Patrick Willson

September- Karen Hill, Susan Smith

October- Mike Elliott

December - Libby Whitely

The Personnel Committee is pleased to report that all of the Staff reviews were

extremely positive and no corrective measures were suggested for any Program Staff. The Personnel Committee members continue to partner and advocate for each Program Staff member. This provides one more opportunity for Staff to have input to the Personnel Committee and to ensure clear communications. All staff reviews were positive and indicative of the total team effort that keeps the church running smoothly. With each discussion, the Committee thanked each of the Staff for their continued good work.

In summary, 2013 was a very optimistic year, requiring effort in the area of staffing and planning. The ending of 2013 proved that with much work by the Congregation and Staff, and with the guidance of the Holy Spirit, a great new chapter for First Presbyterian Church of Albuquerque has opened. The Committee would like to take one additional opportunity to praise our excellent staff, helping to make First Presbyterian Church a wonderful place for worship and for service.

Respectfully Submitted,
Russell Dilts
Moderator

Stewardship and Finance Committee

Commit to God – Commit to Give is the name of our Gratitude/Stewardship campaign this year. This Church continues to step out in Faith and because of this, the Session was able to approve the Proposed Budget of \$1,164,000.00 for 2014 in November. We will continue through the year to emphasize the generosity of the congregation. When we invest in God's work, we are provided with even more to give in Christ's service.

Meeting the third Tuesday of the month, the committee reviews the

financial statements of the church and A Childs Garden. The members are: Bob Bowersock, Nina Martinez-Burger, Jerry Lee, Suzanne Meyer, Sarah Price, and Norma White. Geri Marouski left us mid-year and we thank her for her many years of service to this committee. We worked closely with our staff members Sam Mayer and Rev. Mike Elliott. Also, the committee was fortunate to also have the guidance of Rev. Patrick Willson for part of the year, and now Rev. Matthew Miller has made an impact on our meetings.

Income and expenses, as in past years have varied each season, with Lent and Advent being our times of greatest revenue. The success of our church depends on the generosity of our congregational members, the Endowment Foundation and rents & leases, all which contribute to our income. Building and Property, Mission and Personnel are the primary areas of expenses throughout the year. We were fortunate this year to also be remembered in an estate settlement, which contributed to our successful year. Our cash position is very positive considering some recent major capital expenditures this year and the church is debt-free. There are ample funds in the operating and reserve accounts and we are expecting some funds from an estate by the second quarter of 2014.

The committee is grateful to all who support our church and make it great.

Respectfully submitted,
Kathy Kortkamp, Moderator

Worship & Music Committee

Worship and Music Committee
Mission Statement:

To provide diverse atmospheres and opportunities to worship God together as

a community of faith: that the Gospel of Jesus Christ be proclaimed through word, prayer and music and that the Sacraments be celebrated to the Glory of God and for the personal wholeness and spiritual renewal of the people.

Throughout the year First Presbyterian Church has provided two services on Sunday mornings, one at 8:45 AM and the other at 11:00 AM. The more casual service was usually held in the Fellowship Hall with music presented by the Family Choir, directed by Dr. Yeager while he provides piano accompaniment. In the summer months the 8:45 service was conducted in the outdoor worship space. Communion is served each week at this service, having been prepared by a team of four members. The 11:00 AM service is more traditional and formal and is held in the sanctuary. Music for this service is provided by the Chancel Choir, directed by Dr. Yeager with organ accompaniment. Communion for this service is served on the first Sunday of the even numbered months (February, April, June, August, October, and December). Jane Moses has coordinated the preparation of the elements for these services.

Dr. James Yeager has served us ably in the dual roles of Music Director and Organist. The goal of the Music Department has been to provide a variety of quality inspirational music to the congregation. The student scholarship program has been continued this year whereby, for a small stipend, music students from UNM sing with our choir and study under Dr. Yeager. This has served to balance the choir and to bring some young faces to our chancel. The students have also been given the opportunity to prepare and conduct the choir on occasions, along with singing

solos.

In addition to the regular choirs singing at services, the Old Time Gospel Band has performed, as well as the Whitechapel Bell Choir and the Children's Choir. Other musical guests have provided music for special services during Lent, Holy Week, Advent, and Christmas Eve. The Albuquerque Boy Choir continues to practice regularly at First Presbyterian Church and also performs here on special occasions. Also, volunteer lectors each week lead the call to worship, the prayer of illumination, and the first scripture reading. On the third Sunday of each month at the 11:00 service the lector is usually a member of our youth.

In February the church accepted a two-year loan of an 8-foot Petrof grand piano with an option to purchase it in the future. The instrument has received universal acclaim and has added a great deal to the morning service. As a result of an extraordinary weather event rain leaked into the organ chamber necessitating repairs to several pipes, which were promptly effected.

On November 1 and 2 First Presbyterian hosted the Hymnal Conference held by the National Presbytery to introduce the new hymnal "Glory to God." Members of the Worship and Music Committee attended the conference and as a result recommended to the Session that the new hymnal be adopted here at First Presbyterian. The Session meeting on November 19 approved the purchase of 845 hymnals, which were introduced to the congregation on January 5, 2014.

The Worship Committee has supported a number of Special Services during 2013:

- Ash Wednesday services on February 13: one at noon at First Presbyterian and an evening service at Second

Presbyterian.

- Healing and Wholeness Service, March 10
- Palm Sunday, March 24: preceded by a parade from the North side entrance area to the main entrance of the sanctuary before the 11:00 service with a member dressed as Jesus and followed by members waving palm fronds, ringing bells and singing.
- Maundy Thursday, March 28 at FPC in conjunction with members of Second Presbyterian Church.
- Good Friday, March 29 noon service in the chapel.
- Easter Sunday, March 31
- Special Music Sunday, April 14. Zoltan Koldaly "Misse Brevis"
- Confirmation Sunday, May 19
- Baccalaureate Sunday, May 26
- Healing and Wholeness Service, June 9
- Fourth of July service, June 30: held at Menaul School shared with Second Presbyterian, New Life Presbyterian, Covenant Presbyterian, Shepherd of the Valley Presbyterian, Cristo del Valle Presbyterian, and Rio Grande Presbyterian Churches
- Healing and Wholeness Service, September 8
- World Communion Sunday, October 6
- 90th Birthday Party/Service, October 10
- Service of Lamentation and Light, December 8
- Three Christmas Eve services, December 24: the Family Service at 5 pm, a Candlelight Service at 8 pm with the Chancel Choir and Whitechapel Bell Choir, and a Candlelight/Communion Service at 11 pm, also with choir. Dr. James Yeager presented an organ concert 30 minutes prior to the 8:00 and 11:00 services.

Communion was served at the following services and special events:

- 8:45 Sunday services
- January 26 - Elder/Deacon Retreat
- February 3 - 11:00 Sunday service
- February 13 - Ash Wednesday, noon service
- March 10 - Healing and Wholeness service
- March 28 - Maundy Thursday service
- April 7 - 11:00 Sunday service
- May - Disciple Bible Study
- June 2 - 11:00 Sunday service
- August 4 - 11:00 Sunday service
- October 6 - 11:00 Sunday service, World Communion
- October 10 - 90th Birthday Service
- November 3 - Women's Retreat at Valles Caldera Retreat Center
- December 1 - 11:00 Sunday Service
- December 8 - Service of Lamentation and Light
- December 24 - 11:00 pm Christmas Eve service

The staff and the Worship and Music Committee are indebted to those members and friends who have helped in many ways to make the worship experience at First Presbyterian Church a meaningful one, and we hope that you all receive great blessings in return for your service.

Respectfully submitted,
Tom Seamon, Moderator: Worship and Music Committee

Worship and Music Committee Members for 2013:

Will Burnett, Ann Calderwood, Lynette Darrow, Jane Moses, Tom Seamon, Heidi Sims, and Steve Yelton

FPC Staff Members on the committee:
Rev. Patrick Willson, Rev. Matthew Miller, and Dr. James Yeager.

In Loving Memory

Ester Allen
Alice Blackley
Gertrude Boyett
Herbert Briggs
Emily Buck
Bart Busick
Ruth Coker
Harold Crow
Richard Hindley
Royce House
Dennis Kelly
David King
Robert Kuhlman
LaVerne Lavers
Ruth McDonald
Eva Moore
Lois Pierson
Bobbie Pool
Herman Rauch
Mary Jane Roberts
Frank Tegard
Genevieve Thompson
Regina Thornell
Louise Weishaaupt
Virginia Williams
Joyce Wiltse

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