

Presbytery of Santa Fe Stated Meeting
June 17, 2023
First Presbyterian Church, Belen, New Mexico

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#1- UPDATED DRAFT Docket Stated Presbytery Meeting

**DRAFT Docket Stated Presbytery Meeting
Presbytery of Santa Fe
First Presbyterian Church, Belen, NM
Saturday, June 17, 2023**

9:15 AM	Registration opens	
9:30 AM	New Commissioner Orientation	Stephen Rhoades, Stated Clerk
10:00 AM	Call to Order/ Convene with Prayer Acknowledgement of Whose Land We Are On	Harry Eberts, Moderator
	Declaration of Quorum	Stephen Rhoades
	Approval of Docket (#1) and Rules of Decorum (#1a) Action: That the Presbytery adopt the docket for this meeting, as submitted/as amended, subject to adjustment as may be necessary and at the discretion of the Presbytery Moderator. Action: That the Presbytery adopt the Rules of Decorum (#1a), as attached to and made a part of this proposed docket.	
	Welcome and Arrangements- First Presbyterian Church, Belen	Jerry Kuyk
	Greetings from New Mexico Ramp Project	Greg Hallstrom
	Seating of Corresponding Members/Partners in Ministry Action: That the Presbytery seat the following corresponding members, with voice but without vote (the Stated Clerk will provide the list).	
	Introduction of New Commissioners	
	Appointment of New Business Committee	
	Approval of Presbytery Minutes (#2) Action: That the Presbytery approve the Minutes of the February 2023 Stated Presbytery Meeting (#2). Any minor spelling/editing to the minutes can be emailed to the Stated Clerk.	
	Approval of Consent Agenda (#1b)	

	Vida that will be forthcoming in consultation with the Finance and Property Commission.	
12:10 PM	Recess for lunch	
1:00 PM	Reconvene with Prayer	John Sitler, Moderator Elect
	Announcements, Celebrations, & Concerns	
1:15 PM	<p>Greetings from ABQ Young Adult Volunteers</p> <p>Faith Sharing/Welcome of Minister Member</p> <p>Report from Synod of the Southwest</p> <ul style="list-style-type: none"> • Mid Council Conversation Task Force <p>Report from Commission on Finance and Property (#60)</p> <ul style="list-style-type: none"> • Action: That the Presbytery approve the recommended actions regarding restricted and designated funds. • Treasurer's Report (#62, 67, 68) <p>Report from Committee on Representation & Participation</p> <ul style="list-style-type: none"> • Election of Nominees (#14) • GA Commissioner Application 	<p>Allison Blackwell, Emma Rigler</p> <p>Cathy and Tom Ulrich</p> <p>Conrad Rocha</p> <p>Judi Haines, Stephen Rhoades</p> <p>GINNA BAIRBY, STEPHANIE URBAN</p>
1:50 PM	<p>Why Did You Agree to This? Seeking better answers and better questions for leadership volunteerism</p> <ul style="list-style-type: none"> • Introduction • Table Group Discussion 	
2:15 PM	New Business, if necessary	
2:30 PM	<p>Closing Worship</p> <p>Meeting is adjourned upon the Charge and Benediction at Closing Worship</p>	

#1a – Rules of Decorum

That these be the guidelines for the conducting of business at this meeting:

- a. Out of courtesy, when Presbytery is debating, all remarks shall be addressed to the moderator and shall be made from the floor.
- b. In the interest of time and to allow as many as possible to speak, speeches will be strictly limited to 2 minutes. Persons wishing to speak should move to the appropriate microphone. So there is clarity, a speaker should begin by saying, "I speak for (or against) the amendment..."The moderator will rotate between calling on a person in favor, and then a person opposed, etc.
- c. Remarks shall be confined to the pending question. The moderator will interrupt if in his/her judgment the speaker has drifted from the pending question.
- d. Commissioners may not refer adversely to prior acts of Presbytery not pending now.
- e. Remarks shall not impugn another commissioner or that person's motives.
- f. Distribution of reports or documents shall not be done during the meeting.
- g. Commissioners shall not disturb the meeting, by applause or verbal response to remarks made by a commissioner, or in response to a vote.
- h. Each commissioner may speak twice on a subject but may not speak the second time until everyone who wishes has spoken.
- i. Any docket time allocated to a presbytery entity should not be used for fundraising purposes, capital or otherwise, unless approved by CT prior to that presbytery meeting.

#1b- Consent Agenda

June 2023

Consent and Enabling Motions:

1. That the roll for this meeting of Presbytery be made up of those persons whose names have been recorded at registration.
2. That Presbytery grant to the Moderator the authority to grant privilege of the floor to persons for the purpose of reporting to this meeting.
3. That the Moderator and Stated Clerk be empowered to make adjustments in the docket during the meeting, as may be necessary, to provide for efficiency in reporting.
4. That the Presbytery RECEIVE the Stated Clerk's Report ([#4](#)), Preliminary Report on Session Records Review 2022 ([#4b](#)), the 2022 Presbytery Statistical Report ([#4c](#)), the 2023 Terms of Call Report ([#4d](#)), and the Report from the Advocacy and Administrative Commission to Camino de Vida ([#4e](#)).
5. That the Presbytery RECEIVE the Commission on Preparation for Ministry's Report ([#10](#)).
6. That the Presbytery RECEIVE the Commission on Ministry's Report ([#12](#)), and the Statements of Faith from new minister members ([#12a](#), [12b](#), [12c](#)).
7. That the Presbytery RECEIVE the Committee on Representation and Participation Report ([#14](#)).
8. That the Presbytery RECEIVE the Presbyterian Women Report ([#19](#)).
9. That the Presbytery RECEIVE the Coordinating Team's Report ([#20](#)).
10. That the Presbytery RECEIVE the Cuba Work Group Report ([#24](#))
11. That the Presbytery RECEIVE the Finance and Property Commission Report ([#60](#)), and the May 2023 financial reports ([#62](#), [67](#), [68](#)).

#2- February 2023 Presbytery Stated Meeting Minutes

Presbytery of Santa Fe Stated Meeting First Presbyterian Church, Santa Fe, NM February 18, 2023

I. OPENING

The Presbytery of Santa Fe met on Saturday, February 18th, 2023 for a Stated Meeting in-person at First Presbyterian Church in Santa Fe, NM. The meeting was called to order at 10:01 a.m. with prayer and acknowledgement of whose land we are on by Moderator, MWS Harry Eberts.

II. ROLL

Stated Clerk, Ruling Elder Stephen Rhoades, declared a **quorum** was present.

Roll was taken at registration and 107 persons indicated attendance, of which 91 were voting members. (The number before elder commissioners indicates the number of commissioners allotted for that church).

Ministers of Word and Sacrament (MWS) Members of Presbytery in Attendance

Ginna Bairby	Bill Koch	James Roghair
Andrew Black	Mary Kuhns	Hannah Scanlon
Deborah Church*	Laura Kuster	Takako Terino
Ken Cuthbertson	Jerry Kuyk	Stephanie Urban
Patricia Davison	Linda Loving	Nicholas Van Gombos
Harry Eberts	Matthew Miller	Christine Vogel
Seth Finch	Milad Nakhla	Dave Wasserman
Jerry Foust	Howard Paul	Kathy Westmoreland
John Guthrie	Jeff Parker	David Whiteley
Trey Hammond	Roger Scott Powers	Sansom Williams
Madeline Hart- Andersen	Susan Quass	Robert Woodruff
Richard Holmes	Linda Roberts-Baca	Frank Yates
	Catherine Robinson	

*Temporary member for a period of service pursuant to G-2.0506

Certified Christian Educators in Attendance

Libby Whiteley

Commissioned Pastors of Presbytery in Attendance

Marjorie Davison

Shirley Sandoval

Siobhan O'Connell- Croto

Churches-Elder Commissioners Present

ABQ, Covenant	(4)	Melinda Kelly, Max Luft, Suzanne Winsor
ABQ, First	(5)	Ann, Farris, Deb Fisher-Rebstock, Ronald Halbgewachs, Kathy Rhoades
ABQ, Immanuel	(2)	Edie Brooks, Charmaine Sides
ABQ, La Mesa	(3)	Christina Walseth
ABQ, New Life	(1)	Angela Parker
ABQ, Rio Grande	(1)	Michael Baca
ABQ, Sandia	(6)	David Blankinship, M Moyer, Kent Riley, Tim Strongin
ABQ, Shepherd of the Valley	(4)	Bryan Beck, Janice Beck, Carlie Capener, Beverly Garrett
ABQ, St. Andrew	(3)	Bethany Dillow, Hubert Hill, Kathy Renfro
Aztec	(1)	Jo Becksted
Belen, First	(1)	Ruth Mandernach
Cuba	(1)	Larry Gore
Jemez Springs, Community	(1)	Susanna Cooper
Laguna, United	(1)	June Lorenzo
Mora, First	(1)	Paul Fort
Placitas, Las Placitas	(2)	Bill Lumm
Rio Rancho	(4)	Paige Furlano, Tom Lee, Pam Scalco
Santa Fe, First	(4)	Judy Crawford, Judi Haines, Malissa Haslam, Roger Said
Santa Fe, Westminster	(1)	Keri Brinegar
Taos, First	(2)	Zeke Tapia, Carol White
White Rock	(1)	Joyce Haven

Churches Not Represented by Ruling Elders

ABQ, Second	(4)
Angel Fire, United	(1)
Chacon, El Rito	(1)
Chimayo, El Buen Pastor	(1)
Dixon, Embudo	(1)
Farmington, First	(3)
Gallup, Westminster	(1)
Grants, First	(1)
Las Vegas, United	(1)
Los Alamos, United	(1)
Magdalena, Community	(1)
Peñasco, Emmanuel	(1)
Ranchos de Taos, Ranchos	(1)
Raton, First	(1)

Socorro, First (1)
Truchas, Smith Memorial (1)

Former Moderators in Attendance

Bryan Beck (also listed as elder commissioner)
Marty Bruner
Nelson Capitan
Seth Finch (also listed as MWS)
Margaret Franke
Howard Paul (also listed as MWS)
Conrad Rocha
Kathy Westmoreland (also listed as MWS)
Rob Woodruff (also listed as MWS)
Frank Yates (also listed as MWS)

Officers of the Presbytery and Committee Moderators in Attendance

GINNA Bairby (also listed as MWS)
Tanya Blankinship
Deborah Church (also listed as MWS)
Judy Crawford (also listed as elder commissioner)
Harry Eberts (also listed as MWS)
Margaret Franke (also listed as former moderators)
Seth Finch (also listed as MWS)
Tiffany Lo-Finch
Stephen Rhoades
Roger Scott Powers (also listed as MWS)
Catherine Robinson (also listed as MWS)
John Sitler
Susan K. Smith
David Whiteley (also listed as MWS)

Excused

MWS/CPs/Certified Christian Educator Members:

Bob Bos	Drew Henry	Katie Palmer
Sarah Chivington- Buck	Dori Hjalmarson	Jeff Pearson
Tom Hart	Doug Hucce	
	Lorelei Kay	

MWS/CPs/ Certified Christian Educator Members Not Excused:

Terry Buckman	Lisa Easterling	Suzanne Hewett
Megan Cullip	David Elton	Robyn
Asher Dean	Kelly Gregory	Kleinschmidt

David Martinez
Jamie Martinez

Craig Nakagawa
Ruth Reinhold

Guillermo Yela

III. DOCKET

Presbytery **APPROVED** the following Docket.

<i>Saturday, February 18</i>		
9:15 AM	Registration opens	
9:30 AM	New Commissioner Orientation	Stephen Rhoades, Stated Clerk
10:00 AM	Call to Order/Convene with Prayer Acknowledgement of Whose Land We Are On	Harry Eberts, Moderator
	Declaration of Quorum	Stephen Rhoades, Stated Clerk
	Approval of Docket (#1) Rules of Decorum (#1a) Action: That the Presbytery adopt the docket for this meeting, as submitted/as amended, subject to adjustment as may be necessary and at the discretion of the Presbytery Moderator. Action: That the Presbytery adopt the Rules of Decorum (#1a), as attached to and made a part of this proposed docket.	
	Welcome and Arrangements	Harry Eberts, First Presbyterian Church
	Introduction and Seating of Corresponding Members/Partners in Ministry Action: That the Presbytery seat the following corresponding members, with voice but without vote (the Stated Clerk will provide the list).	
	Introduction of New Commissioners	
	Appointment of New Business Committee	
	Approval of Consent Agenda (#1b) Action: That the Presbytery approve the Consent Agenda (Report #1b) as submitted OR as amended.	
	Approval of Presbytery Minutes (#2) Action: That the Presbytery approve the October 2022 Presbytery Minutes (#2). Any minor spelling/editing to the minutes can be emailed to the Stated Clerk.	
	Faith Sharing/Welcome of Minister Member (#12b)	Nick Van Gombos, Honorably Retired
10:20 AM	Opening Worship	
11:20 AM	Presentation from the Presbytery Earth Care Team	
11:50 PM	Recess for Lunch	
12:50 PM	Reconvene with prayer	John Sittler, Moderator- Elect
	Announcements, Celebrations, and Concerns	
1:10 PM	<i>Reports from Committees, Commissions and Officers of the Presbytery:</i>	Harry Eberts, Moderator

	<p>Report from Commission on Preparation for Ministry (#10)</p> <ul style="list-style-type: none"> Recognition of the Class of 2022 Preaching Seminar Graduates <p>Faith Sharing/Welcome of Minister Member (#12c)</p> <p>Report from Stated Clerk (#4)</p> <ul style="list-style-type: none"> Presentation of Book of Order Amendments and Vote (#4a) Action: That the Presbytery vote on the amendments to the Book of Order (each amendment listed individually) First Reading of an Overture to the 226th General Assembly regarding small worshipping communities and including other forms of corporate witness to the Form of Government. (#4b) Second Reading of Revision of By-Laws: to include retired certified Christian educators into membership (#4c) Action: That the Presbytery approve the Revision of the By-Laws. Action: That the Presbytery approve the following dates for 2024 stated presbytery meetings: Saturday, February 24, 2024 Saturday, July 20, 2024 Saturday & Sunday, October 19-20, 2024- Annual meeting Report from the Advocacy and Administrative Commission to Camino de Vida (#4d) <p>Faith Sharing/Welcome of Minister Member</p> <p>Report from the Committee on Representation & Participation</p>	<p>David Whiteley</p> <p>Hannah Scanlon, Menaul School</p> <p>Stephen Rhoades</p> <p>San Williams, Honorably Retired</p> <p>Ginna Bairby, Stephanie Urban</p>
1:55 PM	<p>RECESS AND CONVENING OF THE CORPORATION, The Presbytery of Santa Fe, a New Mexico Corporation</p> <p>Action: That the Presbytery recess and convene the Corporation, The Presbytery of Santa Fe, for the purpose of electing corporate officers, with prayer.</p> <p>Action: That the Presbytery elect the following persons to serve as officers of the Corporation, The Presbytery of Santa Fe, a New Mexico Corporation, effective January 1, 2023: MWS Harry Eberts, President; Elder Stephen Rhoades, Treasurer; Elder Stephen Rhoades, Secretary</p> <p>Action: That the Corporation adjourn and reconvene as The Presbytery of Santa Fe, a mid-council of the Presbyterian Church (U.S.A.).</p>	
2:00 PM	<p><i>Reports from Committees, Commissions and Officers of the Presbytery:</i></p> <p>Report from Commission on Finance and Property (#60) Financial Report (#67, #68)</p> <p>Report from Commission on Ministry (#12)</p> <ul style="list-style-type: none"> Action: That the Presbytery approve the Policy for Health and Family Needs regarding paid leave for Ministers of Word and Sacrament. (#12a) 	<p>Stephen Rhoades, Acting Treasurer</p> <p>John Guthrie, Catherine Robinson, Seth Finch</p>

	<ul style="list-style-type: none"> Celebration of Retirement- Susan Quass Faith Sharing/Welcome of Minister Member (#12d) Report from the Youth and Young Adult Coordinator	Milad Nakhla, Farmington, First Luke Rembold
2:30 PM	Announcement of results from the vote to amendments of the Book of Order New Business, if necessary Announcements, Celebrations, and Concerns <ul style="list-style-type: none"> Next Stated Meeting: June 17, 2023 at Belen, First Presbyterian 	
2:40 PM	Adjourn with prayer	

IV. RULES OF DECORUM

Presbytery **APPROVED** the following Rules of Decorum.

Report #1a – Rules of Decorum

2. That these be the guidelines for the conducting of business at this meeting:
 - a. Out of courtesy, when Presbytery is debating, all remarks shall be addressed to the moderator and shall be made from the floor.
 - b. In the interest of time and to allow as many as possible to speak, speeches will be strictly limited to 2 minutes. Persons wishing to speak should move to the appropriate microphone. So there is clarity, a speaker should begin by saying, "I speak for (or against) the amendment..."The moderator will rotate between calling on a person in favor, and then a person opposed, etc.
 - c. Remarks shall be confined to the pending question. The moderator will interrupt if in his/her judgment the speaker has drifted from the pending question.
 - d. Commissioners may not refer adversely to prior acts of Presbytery not pending now.
 - e. Remarks shall not impugn another commissioner or that person's motives.
 - f. Distribution of reports or documents shall not be done during the meeting.
 - g. Commissioners shall not disturb the meeting, by applause or verbal response to remarks made by a commissioner, or in response to a vote.
 - h. Each commissioner may speak twice on a subject but may not speak the second time until everyone who wishes has spoken.
 - i. Any docket time allocated to a presbytery entity should not be used for fundraising purposes, capital or otherwise, unless approved by CT prior to that presbytery meeting.

V. WELCOME

Modertor/MWS Harry Eberts, pastor of First Presbyterian Church of Santa Fe, welcomed the Presbytery to the church. He recognized that it was an honor for the congregation to host the meeting as First Presbyterian is the oldest church in the Presbytery.

VI. SEATING OF CORRESPONDING MEMBERS

The Presbytery **SEATED** the following corresponding member, granting them voice but not vote:

Sharon Yates, Synod of the Southwest

VII. NEW COMMISSIONERS

The Presbytery **WELCOMED** all first-time commissioners introduced at the meeting.

VIII. NEW BUSINESS COMMITTEE

Moderator Eberts announced that the following persons were appointed to the New Business Committee for this meeting: Jerry Kuyk, MWS; Margaret Franke, RE; John Sitler, RE.

IX. APPROVAL OF CONSENT AGENDA

The Presbytery **APPROVED** the Consent Agenda. No items were objected to and removed from the Consent Agenda.

Consent and Enabling Motions:

12. That the roll for this meeting of Presbytery be made up of those persons whose names have been recorded at registration.
13. That Presbytery grant to the Moderator the authority to grant privilege of the floor to persons for the purpose of reporting to this meeting.
14. That the Moderator and Stated Clerk be empowered to make adjustments in the docket during the meeting, as may be necessary, to provide for efficiency in reporting.
15. That the Presbytery **RECEIVE** the Stated Clerk's Report (#4), and the Report from the Advocacy and Administrative Commission to Camino de Vida (#4d).
16. That the Presbytery **RECEIVE** the Commission on Preparation for Ministry's Report (#10).
17. That the Presbytery **RECEIVE** the Commission on Ministry's Report (#12), and the Statements of Faith from new minister members (#12b, 12c, 12d).
18. That the Presbytery **RECEIVE** the Presbyterian Women Report (#19).
19. That the Presbytery **RECEIVE** the Coordinating Team's Report (#20).
20. That the Presbytery **RECEIVE** the Cuba Work Group Report (#24)
21. That the Presbytery **RECEIVE** the Finance and Property Commission Report (#60), and the 2022 financial reports (#62, 67, 68).

X. APPROVAL OF MINUTES

The Presbytery **APPROVED** the October 15, 2022, minutes as submitted.

XII. FAITH SHARING

MWS Edward Nicholas Van Gombos was introduced and shared about his faith journey. He is transferring as an honorably retired member from Coastlands Presbytery.

XIII. WORSHIP

The worship service included the Sacrament of the Lord's Supper. The liturgy centered on care for God's creation and the sermon was preached by Sister Joan Brown, Director of New Mexico Interfaith Power and Light.

XIV. EARTH CARE PRESENTATION

MWS Andrew Black gave a presentation on the theology of wildlife based on hearing Genesis 6-7 anew. Rev. Black described his work protecting the Caja del Rio and shared resources on becoming a climate smart congregation.

Presbytery blessed and recessed for lunch at 12:30 pm.

Presbytery reconvened with prayer at 1:16 pm.

Members of the Presbytery shared joys, concerns, and announcements with the body.

Members of the Presbytery Earth Care Team introduced themselves and shared about the Earth Care Resource packet they created for congregations. They also shared about the human impact on the Earth and how they hoped churches would respond.

XV. COMMISSION ON PREPARATION FOR MINISTRY REPORT

MWS David Whiteley recognized and congratulated those that completed the 2022 Preaching Seminar for Lay Leader. The seminar graduates present received a blessing and a book to continue their study. The seminar graduates were:

Tanya Blankinship, Covenant Presbyterian Church, Albuquerque
Nelson Capitan, Laguna United Presbyterian Church
John Denner, First Presbyterian Church, Taos
Paul Fort, First Presbyterian Church, Mora
Larry Gore, Cuba Presbyterian Church
June Lorenzo, Laguna United Presbyterian Church
Don Monnheim, First Presbyterian Church, Mora
Stephen Rhoades, First Presbyterian Church, Albuquerque
Marcia Ann Thornton, Magdalena Community Presbyterian Church

MWS Georgia Ortiz was recognized for her participation and guidance in the course.

MWS Catherine Robinson was recognized and thanked for teaching the course and sharing her gifts of leadership, expertise, and mentorship.

Presbytery **RECEIVED** the report of the Commission on Preparation for Ministry as part of the consent agenda.

XVI. FAITH SHARING

MWS Hannah Scanlon was introduced and shared her faith journey. She was ordained by the Presbytery in September 2022 after receiving the call to be the chaplain at Menaul School.

XVII. STATED CLERK REPORT

Stated Clerk Stephen Rhoades presented the proposed amendments to the *Book of Order* from the 225th General Assembly. Stated Clerk Rhoades held an online meeting the previous evening (February 17th) introducing the amendments and allowing members and commissioners to ask questions and discuss the proposed changes. Each amendment was given time for discussion. The Presbytery voted by paper ballot. The Presbytery **APPROVED** all the proposed amendments to the *Book of Order*. The votes were as follows:

		Yes	No	Abstain	Blank
22-A	F-1.0302c THE CATHOLICITY OF THE CHURCH	69	6		
22-B	F-1.0404 OPENNESS	68	6		1
22-C	G-1.0501 MEETINGS	72	1		2
22-D	G-1.0503 BUSINESS PROPER TO CONGREGATIONAL MEETINGS	38	32	3	2
22-E	G-2.0503 CATEGORIES OF MEMBERSHIP	42	25	7	1
22-F	G-2.0505a(1) TRANSFER OF MINISTERS OF OTHER DENOMINATIONS	69	3	2	1
22-G	G-2.0603 PURPOSE OF INQUIRY	58	12	3	2
22-H	G-2.0605 OVERSIGHT	73	2		
22-I	G-2.0804 TERMS OF CALL	59	12	3	1
22-J	G-2.1001 FUNCTIONS	71	2	1	1
22-K	G-2.1002 TRAINING, EXAMINING, AND COMMISSIONING	69	2	2	2
22-L	G-2.1103 CHRISTIAN EDUCATORS	69	2	2	2
22-M	G-3.0104 OFFICERS	73	1		1
22-N	G-3.0105 MEETINGS	73	1		1
22-O	G-3.0106 ADMINISTRATION OF MISSION	70	1	2	2
22-P	G-3.0106 ADMINISTRATION OF MISSION	69	6		
22-Q	G-3.0303c RELATIONS WITH SESSIONS	38	35	1	1
22-R	G-3.0401 COMPOSITION AND RESPONSIBILITIES	70	1	3	1
22-S	G-4.0301 TRUST AND CONFIDENTIALITY	69	4	2	
22-T	W-3.0205 CONFESSION AND FORGIVENESS	73	2		
22-U	W-3.0409 THEOLOGY OF THE LORD'S SUPPER	73	2		
22-V	W-3.0414 COMMUNION	74	1		
22-W	W-4.0403 ORDER OF WORSHIP	70	3	2	
22-X	W-5.0104 HOUSEHOLD WORSHIP	71	2	2	
22-Y	W-5.0104 HOUSEHOLD WORSHIP	71	3	1	
22-Z	W-5.0201 THE CHURCH'S MINISTRY WITHIN THE COMMUNITY OF FAITH	74	1		
22-AA	W-5.0204 PASTORAL CARE	73	1	1	
22-BB	W-5.0204 PASTORAL CARE	74	1		
22-CC	D-3.0106 WHEN JURISDICTION ENDS	65	7	3	

22-DD	D-10.0302 IF CHARGES ARE TO BE FILED	70	3	2	
22-EE	D-10.0303 PETITION FOR REVIEW	72	2	1	
22-FF	AMENDING THE USE OF “THE ACCUSED” IN THE CURRENT RULES OF DISCIPLINE	65	9	1	
22-GG	REPLACING THE CURRENT “RULES OF DISCIPLINE” WITH A NEW “CHURCH DISCIPLINE” SECTION	72	1	2	

Stated Clerk Rhoades presented a first-draft of a proposed overture to the 226th General Assembly regarding small worshipping communities and including other forms of corporate witness to the Form of Government. Presbytery will vote on submitting the overture at the next meeting.

Stated Clerk Rhoades presented the revision of the By-Laws to include retired certified Christian educators into membership. Presbytery **APPROVED** revising Article IV.1.d of the By-Laws to “As a Ruling Elder who is a Certified Christian Educator, who is currently employed as an educator at least half-time in a congregation in the Presbytery, or an educator retired directly from serving a congregation in the Presbytery as long as they remain a member of a congregation in the Presbytery.”

Presbytery **APPROVED** the following dates for the 2023 stated presbytery meetings:

Saturday, February 24, 2024

Saturday, July 20, 2024

Saturday & Sunday, October 19-20, 2024 Annual meeting

Stated Clerk Rhoades made note of the written report submitted by the Advocacy and Administrative Commission to Camino de Vida. He invited Bryan Beck to introduce the new members of the commission.

Presbytery **RECEIVED** the Stated Clerk Report as part of the consent agenda.

XVIII. FAITH SHARING

MWS E. Sansom Williams was introduced and shared his faith journey. He is a previous member of the Presbytery and is transferring back as an honorably retired member from Mission Presbytery.

XIX. COMMITTEE ON REPRESENTATION & PARTICIPATION REPORT

MWS Ginna Bairby and MWS Stephanie Urban placed in nomination:

CCE Libby Whiteley to serve on Commission on Ministry, Class of 2024

MWS Hannah Scanlon to serve as synod commissioner, Class of 2023

Presbytery **ELECTED** the nominees. There were no nominations from the floor.

The chairs informed the body that applications for commissioners to the 226th General Assembly will be available this summer.

XX. CORPORATION MEETING

The Presbytery **RECESSED** and **CONVENED** the Corporation, The Presbytery of Santa Fe, for the purpose of electing corporate officers, with prayer.

- 1) Our Presbytery Bylaws provide that the Presbytery establishes a Board of Trustees which shall be responsible for fulfilling the corporate responsibilities of The Presbytery of Santa Fe.
- 2) The members of the Finance and Property Commission and the Ecclesiastical Officers of the Presbytery shall comprise the Board of Trustees of the Presbytery.
- 3) The Officers of the Board of Trustees shall be a President, who is the Moderator of the Presbytery; a Secretary, who is the Stated Clerk of the Presbytery; and a Treasurer, who is the Treasurer of the Presbytery.

Stated Clerk Rhoades explained that there is not a conflict in electing the same person to the office of secretary and treasurer due to the separation of duties.

The Presbytery **ELECTED** the following persons to serve as officers of the Corporation, The Presbytery of Santa Fe, a New Mexico non-profit Corporation, effective January 1, 2023: MWS Harry Eberts, President; Elder Stephen Rhoades, Treasurer; Elder Stephen Rhoades, Secretary

The Corporation **ADJOURNED** and **RECONVENED** as The Presbytery of Santa Fe, a mid-council of the Presbyterian Church (U.S.A.).

XXI. COMMISSION ON FINANCE & PROPERTY REPORT

Acting Treasurer Stephen Rhoades reviewed the financial position of the Presbytery after the end of 2022. The Presbytery is solvent despite an 18% decrease in investments due to having enough cash outside of investments.

He informed the body that the group umbrella policy of the presbytery had not been renewed by Church Mutual and churches that were a part of the policy will need to explore their own umbrella insurance options.

The Presbytery **RECEIVED** the Commission on Finance and Property Report as part of the Consent Agenda.

Finance and Property Annual Report – 2022

The Presbytery continues to be blessed by the financial support from the churches. Per capita giving was \$132,321 and unified mission giving was \$157,471. Combined with other mission giving, the total giving of our churches was an inspiring \$440,915.

2022 was a challenging year in the stock market, causing an 18% loss in for the Presbytery's investment portfolio, which ended the year at \$1,685,356. Such losses are expected with our long-term outlook allocations.

Regarding the operating budget, the total operating income was \$410,993 with total operating expenses of \$436,996. Despite the deficit, expenses stayed within the projected budget for the year. The primary change from 2021 was a decrease in income from \$459,108 to \$410,993.

A financial review of the 2021 financial statements was completed by an outside accountant with no noted modifications. A full audit will be completed for the 2022 financial statements.

The Commission on Finance and Property held a meeting on November 10, 2022.

Actions requiring a vote of Presbytery:

None

Actions Taken On Behalf of Presbytery:

1. In November, Presbytery staff was informed by Church Mutual that the group liability umbrella policy that the Presbytery had along with other churches was being discontinued. In December, F&P approved that the Presbytery purchase a stand-alone liability umbrella policy for \$5 million from Church Mutual.

Other Actions:

1. F&P reviewed the investment portfolio and determined no changes were needed at this time.
2. F&P is reviewing policies for use of restricted and designated funds.

XXII. COMMISSION ON MINISTRY REPORT

MWS Seth Finch and MWS John Guthrie presented the Policy for Health and Family Needs regarding paid leave for Ministers of Word and Sacrament. COM recommends this policy based on current state laws and the anticipated requirements from the *Book of Order*. Presbytery **APPROVED** the Policy for Health and Family Needs.

**PRESBYTERY OF SANTA FE
Policy for Health and Family Needs**

Santa Fe Presbytery presents the following policy for the compassionate care of church personnel in physical and mental health or when children are added to the family. Sessions shall apply this policy to all Ministers of the Word and Sacrament and may adapt these guidelines to fit the needs of other church staff. The following policy is considered a minimum requirement; sessions may choose to be more generous with leave time and compensation when possible.

A. SICK LEAVE

1. Definition: When a minister is incapable of performing the functions of ministry, and is normally under the care of a physician, and has every expectation of returning to work.
2. Terms:

- a. A minimum of 10 days* within a calendar year with full salary, housing and pension benefits. By New Mexico law, employees earn one hour per 30 hours worked. For full-time exempt employees, this is a minimum of 64 hours (or 8 days) per calendar year so 10 days complies with The Healthy Workplaces Act.
 - b. Business and travel allowances as well as other reimbursable ministry expenses would not be payable during sick leave.
 - c. Additional needs may be negotiated with the session.
3. Applications: Notice shall be given by the minister (or a responsible family member) to the clerk of session or personnel committee as soon as sick leave is needed, at which time the terms would become applicable.

** Or the number of hours equivalent to two weeks of work for part-time positions*

B. LONG TERM SICK LEAVE

1. Definition: When the medical or mental health prognosis is that the minister may not be able to return to work for an extended period of time. (More than three months.)
2. Terms: Long term sick leave days will be accumulated at the rate of 30 days (1 month) a year for three years. Full salary, housing and pension benefits will continue for 90 days (3 months) or until the disability benefits of the Death and Disability Plan of the Board of Pensions takes effect.
3. Applications: Notice shall be given by the minister (or responsible family member) to the clerk of session or personnel committee as soon as it is determined that long term sick leave and disability benefits will be necessary. Notice will also be given to the Board of Pensions.

C. PARENTAL LEAVE

1. Definition: When a minister or spouse is to give birth or adopt a child under the age of 18. This policy applies to all ministers, regardless of gender. .
2. Terms:
 - a. Twelve (12) weeks leave at full salary and housing allowance OR sixteen (16) weeks at 75% salary and housing allowance.
 - b. The minister's travel allowance may be discontinued and allocated to help with pulpit supply expenses.
 - c. Vacation and sick leave may be used to supplement parental leave at the minister's discretion.
 - d. Pastor's Participation benefits will be continued by the congregation at the full salary and allowance level for the parental leave period.
 - e. Parental leave will ordinarily take place within the first year of the child's arrival.
 - f. In the case of interstate or international adoptions, additional leave up to 14 days with full pay may be granted. Travel allowance funds may not be applied in these cases.
3. Application: Parental leave shall be negotiated with the session at least four months before the anticipated birth or home placement. Unforeseen complications in the pregnancy, delivery, and/or adoption process may necessitate adjustments in these plans.

D. FAMILY EMERGENCY LEAVE

1. Definition: When a sudden emergency arises with the minister's immediate family household which requires his/her presence, rendering the minister unable to perform the functions of ministry for an indefinite period of time.
2. Terms:
 - a. Sick leave conditions will apply while the minister is unable to perform the functions of ministry.
 - b. Long term family illness needs (parent, one in loco parentis*, spouse, or child) may be negotiated with the session with the following suggested guidelines:
 - i. 45 days at 100% of annual salary and housing allowance OR
 - ii. 60 days at 75% of annual salary and housing allowance OR
 - iii. 90 days at 60% of annual salary and housing allowance.

**In loco parentis: "in place of a parent." For instance, a grandparent or family friend who raised you.*
3. Applications: Application for a family emergency leave of less than seven days will be arranged through the clerk of session or personnel committee. Longer family emergency leave requires negotiation with the session.

E. FAMILY DEATH

In the case of a family member of the minister or spouse, a period of up to five days should be granted to be with other family members. That means, if the death occurs locally, up to five days is appropriate; if the death/funeral/burial is "out of state" or some distance from home, time for travel should be added.

F. SUMMARY

These guidelines are offered in the judgment of the Commission on Ministry as fair, reasonable and compassionate minimums that ministers and sessions may consider in negotiating health and family needs, including when a new child becomes a part of the family. It is not the intent of the Commission on Ministry that these guidelines should be limiting. Sessions are free to exercise their compassion in more generous ways if they deem it appropriate. If needed, the Commission on Ministry may be called upon to assist with the negotiations in unusual circumstances, and stand ready to do so. The minister may elect, with the approval of the session, to use vacation time in conjunction with sick leave. The Commission on Ministry does not encourage the combining of vacation time with sick leave because these two categories are designed for two distinctly different purposes.

MWS Catherine Robinson recognized the honorable retirement of Rev. Susan Quass and shared about her years of ministry, particularly serving as the director of New Mexico Conference of Churches.

Presbytery **RECEIVED** the Commission on Ministry Report as part of the consent agenda.

**Presbytery of Santa Fe
Report of the Commission on Ministry (COM)
February 18, 2023**

Since the last report to Presbytery, the Presbytery's Commission on Ministry (COM) met virtually on Zoom on November 4, December 2, 2022 (hybrid), and January 6, February 1, 2023.

A. **ACTION REQUIRING A VOTE BY PRESBYTERY**

Motion: That the Presbytery approve the Policy for Health and Family Needs regarding paid leave for Ministers of Word and Sacrament. (#12a)

B. **ACTIONS TAKEN UNDER AUTHORITY AS A COMMISSION**

(No Presbytery Action Required)

1. **NEW PASTORS RECEIVED AND/OR ORDAINED AND/OR INSTALLED**

- Received Nicholas Van Gombos as an Honorably Retired member of the Presbytery, transferring from Coastlands Presbytery, as of November 15, 2022.
- Received Edward Sansom Williams as an Honorably Retired member of Presbytery, transferring from Mission Presbytery, as of February 1, 2023.
- Appointed an Administrative Commission to install Rev. Richard Holmes as the Installed Pastor of Las Placitas Presbyterian Church for an indefinite period on February 5, 2023. Members were:
Ministers- Harry Eberts (Moderator), Ken Cuthbertson, Frank Yates
Elders- Carl Allen, Jacque Fletcher, Tiffany Lo-Finch

2. **CONTRACTS APPROVED/DISSOLVED for Temporary Pastoral Positions**

- Approved the 2023 Commissioned Pastor contract with amendments between Siobhan Croto and First Presbyterian Church, Raton.
- Approved 2023 parish associate contract between Trey Hammond and Immanuel Presbyterian Church, Albuquerque.
- Approved the 2023 contract with the amendments between Elizabeth Graham and Embudo Presbyterian Church, Dixon, and Emmanuel Presbyterian Church, Peñasco.
- Approved the 2023 contract between Linda Roberts-Baca and Rio Grande Presbyterian Church, Albuquerque.
- Approved the 2023 contract between Richard Gould and Ranchos Presbyterian Church, Ranchos de Taos.

3. **CHANGE IN MINISTERIAL STATUS**

- Renewed Laura Kuster's status as a minister in a validated ministry as a hospital chaplain in November.
- Moved Stephanie Urban to member at-large status in November.
- Approved Susan Quass to receive the status of Honorably Retired as of February 1, 2023.

4. **SESSION MODERATORS APPOINTED**
 - Appointed Ken Cuthbertson as the session moderator for Cuba Presbyterian Church as of January 1, 2023.
5. **EXAMINATIONS APPROVED / EXIT INTERVIEWS CONDUCTED**
 - Conducted an exit interview with Stephanie Urban and the session of Albuquerque, First in November.
 - Approved the examination of Brett Mitchell to receive the call as installed Pastor of La Mesa Presbyterian Church, Albuquerque in January.
6. **APPROVED MISSION STUDIES / MIF / JOB DESCRIPTIONS**
 - Approved the Mission Study conducted by First Presbyterian Church Belen in December.
7. **TRIENNIAL VISITS COMPLETED**
 - Conducted a triennial visit with Albuquerque, Second on October 29, 2022.
 - Conducted a triennial visit with Santa Fe Westminster on November 3, 2022
 - Conducted a triennial visit with Albuquerque, Covenant on November 9, 2022.
8. **ADDITIONAL ACTIONS**
 - In January and February, received the Annual Report from the following Ministers in validated ministries: Bob Bos, Megan Cullip, Kelly Gregory, Dori Hjalmarson, David Martinez, Jamie Martinez
 - In January and February, received the Annual Report from the following Members At-Large: John Guthrie, Suzanne Hewett, Susan Quass, Catherine Robinson
 - Approved COM funds for David Martinez for financial assistance with Board certification in chaplaincy in January.
 - Approved the 2023 Covenant of Mutual Ministry between Cuba Presbyterian Church, Jemez Springs Community Presbyterian Church, Las Placitas Presbyterian Church, and Rio Rancho Presbyterian Church.
9. **TRANSFERRED MEMBERSHIP**
 - Dismissed Andy Konigsmark to Coastal Carolina Presbytery as of October 6, 2022.
10. **IN MEMORIUM**
 - James Stewart, October 18, 2022
 - Thomas Oler, December 5, 2022
 - Robert Shepperson, January 30, 2023

We celebrate their years of ministry and contributions to the life of the PCUSA. With the Brief Statement of Faith (1991) we affirm: “In life and in death we belong to God.”

C. FOR INFORMATION:

- COM invites the Presbytery to the service of installation for Rev. Milad Nakhla as the pastor of First Presbyterian Church in Farmington on Saturday, March 25th at 1 pm.
- COM thanks the members that ended their time on COM in 2022: Jim Brown, Terry Buckman, Kirsten Marr, Elizabeth Morgan and John Sitler.

COM NOTES: COM MEMBERS PRESENT FOR THE MEETING ARE EXCUSED FROM CONVERSATIONS AND ACTIONS RELATED TO THE CONGREGATIONS WHERE THEY ARE MEMBERS AND/OR SERVE.

Monthly COM meetings include devotions led by an assigned member of COM, and the celebration of anniversaries of ordination for clergy members of the Presbytery and anniversary dates of the establishment of congregations!

The monthly meetings of COM regularly include training sessions to better equip COM members for the work of serving the Presbytery and its congregations, clergy, Commissioned Pastors, and leaders in congregations.

COM ROSTER: Class year, name, RE for ruling elders; MWS for Ministers of Word and Sacrament; (1st or 2nd term and start date for serving an unexpired term).

2023 Seth Finch (MWS, 1) Trey Hammond (MWS, 2, 2/20/21) Madeline Hart-Andersen (MWS, 1, 2/20/21) Randy Pence (MWS, 1, 2/20/21) Tanya Blankinship (RE, 1, 7/16/22)

2024 Marty Bruner (RE, 1) Sarah Chivington-Buck (MWS, 1) Catherine Robinson (MWS, 2) Jeff Parkes (RE, 1) Ben Wild (RE, 1) Bill Humphreys (MWS, 1, 7/16/22)

2025 David Elton (MWS, 2) Liz Graham (MWS, 1) Rich Holmes (MWS, 1) Kathy Jackson (RE, 1) Rob Woodruff (MWS, 1)

Transitional COM Associate: John Guthrie MWS
Presbytery Administrator: Tiffany Lo-Finch RE

-end of COM report-

XXIII. FAITH SHARING

MWS Milad Nakhla was introduced as the pastor at First Presbyterian Church in Farmington and shared his faith journey. He is transferring from Northwest Coast Presbytery.

XXIV. YOUTH & YOUNG ADULT COORDINATOR REPORT

Luke Rembold updated the Presbytery that support is shifting from the national PC(USA) Young Adult Volunteer office leading to the ABQYAV site to seek new partnerships. He also gave thanks for six years in his position. The current Albuquerque young adult volunteers, Allison Blackwell and Emma Rigler, shared their favorite experience so far in the program.

XXV. ANNOUNCEMENTS, CELEBRATIONS, & CONCERNS

Members of the Presbytery shared joys, concerns and announcements with the body.

The results of the ballot vote on the proposed amendments to the *Book of Order* were announced.

Stated Clerk Rhoades announced the next stated meeting of the Presbytery will be Saturday, June 17, 2023, in-person at First Presbyterian Church of Belen.

XXVI. ADJOURNMENT

The meeting was adjourned with prayer at 3:29 pm.

Respectfully submitted,

Stephen Rhoades
Stated Clerk

#4- Stated Clerk Report

Stated Clerk Report/ Presbytery of Santa Fe

June 17, 2023

For Action by the Presbytery:

- A. That the Presbytery approve the following recommendations for the locations of the three 2024 stated presbytery meetings:**

Saturday, February 24, 2024 – Rio Rancho Presbyterian

Saturday, July 20, 2024 – First Presbyterian, Taos, hosted by La Jicarita Cluster

Saturday – Sunday, October 19-20, 2024 – Ghost Ranch, Abiquiu (annual meeting)

- B. That the Presbytery sponsor an Overture to the 226th General Assembly (June 2024) (Report #4a) regarding small worshipping communities and including other forms of corporate witness to the Form of Government section of the Book of Order**

- C. That the Presbytery receive Report #4b “Preliminary Report on Review of Session Records 2022” (CONSENT AGENDA)**

- D. That the Presbytery receive Report #4c “Presbytery Statistical Report 2022” (CONSENT AGENDA)**

- E. That the Presbytery receive Report #4d “Terms of Call for 2023” (CONSENT AGENDA)**

Clerk’s Announcements:

- A. Interim Oral Report of Advocacy and Administrative Commission to Camino de Vida (Report #4e)

Action: That the Presbytery approve an amendment of the 2021 Charter to the Administrative Commission to Camino de Vida to add the following

provision: to authorize the AC to participate in the interviewing and hiring process for a new missional pastor and approve the payment of salary and other employee benefits from Presbytery funds to any interim or permanent missional pastoral leadership position at Camino de Vida that will be forthcoming in consultation with the Finance and Property Commission.

- B. Report on Board of Pension regional meeting “A Season of Rebuilding” in-person in Denver (May 2-3, 2023) – proposed new benefits plan effective 2025

For Information Only:

Other Activities of Stated Clerk:

- a. Attended Las Vegas, First United Presbyterian Session Meeting regarding office of Church Trustees by Zoom (February 28, 2023)
- b. Attended Presbytery Finance and Property Commission meetings as Acting Treasurer (March 13, 2023 and May 8, 2023)
- c. Attended Trustees Committee and Board of Trustees meetings of Austin Presbyterian Theological Seminary by Zoom and In-Person in Austin (February 23, 2023 and May 12-13, 2023;) and attended APTS President’s Donor/ Alumni Lunch in Albuquerque (February 24, 2023)
- d. Served on Administrative Commission to Installation of Rev. Milad Nahkla at First Presbyterian, Farmington (March 25, 2023)
- e. Attended funeral for Lou Ann Johnson at Laguna United Presbyterian Church (March 9, 2023); Aztec Presbyterian Church worship service (March 26, 2023); Installation Service for Rev. Brett Mitchell at Albuquerque, La Mesa Presbyterian (May 7, 2023); and, last Sunday worship service of Rev. Roger Scott Powers at Albuquerque, St. Andrew Presbyterian (May 28, 2023)
- f. Conducted Presbytery Review of 2022 Session Minutes Records at Presbytery Office (April 15, 2023)
- g. Attended Presbytery’s Leadership Team Meeting (May 25, 2023) and Coordinating Team Meeting (May 4, 2023)
- h. Attended Board of Directors meetings of the Presbyterian Church (U.S.A.) Investment and Loan Program in-person in Louisville

(March 17-18, 2023) and by Zoom (April 6, 2023 and May 25, 2023) and Presidential Search Committee Meetings by Zoom (April 26, 2023; May 12, 2023 and June 2, 2023)

- i. Attended Synod of the Southwest meeting in Albuquerque (March 24, 2023)
- j. Attended Board of Directors meeting of the New Mexico Conference of Churches as the presbytery's representative (May 10, 2023)
- k. Attended Presbyterian Foundation Webinar on Church Balance Sheets (May 23, 2023) and Office of General Assembly Webinar on the New Book of Order (June 13, 2023)

Please note the following date and location for the remaining 2023 stated meeting of the Presbytery of Santa Fe:

Saturday and Sunday, October 21-22, 2023 – Ghost Ranch, Abiquiu (annual meeting)

Respectfully submitted,

Stephen Rhoades

Stated Clerk

#4a- Proposed Overture to the 226th General Assembly (2024)

An Overture to the 226th General Assembly (PCUSA) from the Presbytery of Santa Fe

The Presbytery of Santa Fe respectfully overtures the 226th General Assembly (2024) to approve and send to the presbyteries for ratification the following new paragraph to the Form of Government, following G-1.0103:

G-1.0104 Other Forms of Corporate Witness (Small Worshipping Communities, etc.)

In circumstances where the formation of a traditional ecclesiastically and legally organized congregation is not desired or deemed appropriate, but a worshipping community nonetheless wishes to exist and function in relationship to The Presbyterian Church (U.S.A.), presbyteries and congregations may work together with such a group to provide supervision and support. Such recognized groups shall be under the mutually agreed upon oversight of a minister of the Word and Sacrament approved by the presbytery, shall include at least one ruling elder in their chosen leadership, and shall function under the financial, legal, and disciplinary sponsorship of an ecclesial council (either a session or a presbytery). The sponsoring council shall, in consultation with the worshipping community, authorize any celebrations of the sacraments within the group in accordance with the Directory for Worship. Membership records for group participants desiring to be formally enrolled as baptized, active, or affiliate members in the PCUSA shall be maintained by the sponsoring council. Such groups shall not hold property, and may not undertake any financial, legal, or contractual obligations, apart from their sponsoring council. They shall adhere to the sponsoring council's required policies on sexual misconduct, harassment, child and youth protection, and antiracism. Presbyteries shall determine appropriate means of representation and participation of such groups in and through the sponsoring councils (session and/or presbytery).

Rationale:

1. The intention of the proposed amendment is to provide a minimal, flexible and adaptable, level of historic Reformed polity for small worshipping communities that wish to identify with the larger church in worship and formation, discipleship and mission. The wording is intended to be adaptable to current constitutional provisions and/or to whatever recommendations may emerge from the Task Force to Explore the Theology and Practice of Ordination.

2. There is currently no constitutional provision in *The Book of Order* of basic organizational guidance for small worshipping communities wishing to relate to the PCUSA, but not organized as a congregation. But, as is recognized in the establishment of the Task Force to Explore the Theology and Practice of Ordination, there is a broadly felt need for such.

3. From the PCUSA web-page on New Worshipping Communities: “Living out the Gospel demands ministry which engages today’s cultures (John 1:14). New ways of joining Christians together for contextual ministry will use current and historic ways of “being church” as springboards for creative innovation (Matt 9:17).”
<https://docs.google.com/file/d/0Bzgch04BtNAjblluaTFyZXczQWc/edit>

4. From the PCUSA web-page on New Worshipping Communities: “As distinct yet connected expressions of the body of Christ, NWCs have local leadership arising from their own community of faith (Exodus 18:21). Pastoral leadership, facilities, and programs are all appropriately structured in order to demonstrate good and faithful stewardship.”
<https://docs.google.com/file/d/0Bzgch04BtNAjblluaTFyZXczQWc/edit>

5. This vision encompasses varying types of small worshipping communities, such as:

- a. New Worshipping Communities which are not at a place to be organized as congregations.
- b. Small churches no longer deemed viable or sustainable as organized congregations but which may be able to continue in ministry and service under sponsorship.
- c. Intentional small worshipping communities (fellowships, house churches, etc.) that desire to identify and be connected with the larger church without the burden of formal organization or legal incorporation.
- d. Groups with a particular need or emphasis (linguistic and cultural, minority, recovery, differently abled persons, residents of retirement communities, etc.) that wish to focus ministry on those needs as distinct worshipping communities, but also identify and be connected with the larger church.

6. The role of the sponsoring council (session or presbytery) would basically be that of an “umbrella organization” with oversight of financial, legal, and disciplinary matters as needed.

The principal body responsible for discerning the appropriateness of any such groups and their activities in relationship to the PCUSA would be the presbytery, in consultation with any sponsoring congregation, acting under the authority of Scripture, guided by *The Book of Confessions*, and governed by *The Book of Order*.

#4b- Preliminary Report on Review of Session Records 2022

Presbytery of Santa Fe
Review of Session Records
Updated: June 17, 2023

The Stated Clerk recommends:

That the following session records be approved without exception:

- | | |
|-------------------------------|----------------------------------|
| *Albuquerque, Covenant (2022) | *Belen, First (2022) |
| *Albuquerque, Immanuel (2022) | *Jemez Springs, Community (2022) |
| *Albuquerque, La Mesa (2022) | *Magdalena, Community (2022) |
| *Albuquerque, Sandia (2022) | *Santa Fe, Westminster (2022) |
| *Albuquerque, Second (2022) | |

That the following session records be approved with minor exceptions:

- Albuquerque, St. Andrew (2022)
Roll book was not reviewed
Assistant Clerk signatures missing
- Socorro, First (2020, 2021, 2022)
Quorum was not noted in 2020 & 2021 minutes
No indication of communion schedule for each year

That the following session records be approved with major exceptions:

- Albuquerque, First (2022)
No dates of ordination/installation of elders and deacons
No authorized dates for communion
Statistical report not included
No evidence of insurance discussion
- Albuquerque, New Life (2022)
Baptisms not recorded completely
No examination or installation dates of elders and deacons
No election of Clerk
No review of membership rolls or statistical report
No evidence of insurance discussion
- Albuquerque, Rio Grande (2022)
Statistical report not included
No evidence of insurance discussion

Albuquerque, Second (2021)

No dates of ordination/installation
No audit, no insurance report
Chimayo, El Buen Pastor (2022)
Budget not presented or approved
Quorum not declared
Meetings not closed with prayer
No authorized dates for communion

Las Vegas, First United (2022)
No review of pastor's terms of call
Budget not included
No election of Clerk
No financial review

The following 2022 session records have been received and are awaiting review:

Dixon, Embudo
Penasco, Emmanuel
Placitas, Las Placitas
Taos, First

The following 2022 session records have not been received for approval:

Albuquerque, Shepherd	Los Alamos, United
Angel Fire, United	Mora, First
Aztec	Ranchos de Taos
Chacon, El Rito	Raton, First
Cuba	Rio Rancho
Farmington, First	Santa Fe, First
Gallup, Westminster	Truchas, Smith Memorial
Grants, First	White Rock
Laguna, United	

#4c- Presbytery Statistical Report 2022

2022 Presbytery Statistical Report

Presbytery Santa Fe
Address 217 Locust St NE, Albuquerque, NM 87102
Phone 505-345-5657 **Fax** 505-345-6563
Email admin@santafepresbytery.org
Web Site santafepresbytery.org



Membership			
Prior Active Members	4643	Adjusted membership	4617
Gains		Losses	
Certificate	66	Certificate	43
Youth Professions	7	Deaths	108
Professions & Reaffirmations	78	Deleted for any Other Reason	243
Total Gains	151	Total Losses	394
Total Ending Active Members	4374		
Baptisms			
Presented by Others	29	Average Weekly Worship Attendance	1708
At Confirmation	2	Friends of the Congregation	1254
All Other	4	Ruling Elders on Session	247
		Do you have Deacons? Yes / No	22 / 10
Age Distribution of Active Members		People with Disabilities	
17 & Under	146	Hearing impairment	236
18 - 25	234	Sight impairment	97
26 - 40	508	Mobility impairment	189
41 - 55	513	Other impairment	165
56 - 70	967	Gender Distribution	
Over 70	1601	Women	2484
Total Age Distribution	3969	Men	1655
		Non-Binary	3
Youth in Congregation			
Age 4 and under	105	Middle School (6th – 8th grade)	102
Elementary School (K-5th grade)	191	High School (9th – 12th grade)	126
		Total Youth	524
Racial Ethnic			
Asian/Pacific Islander/South Asian	30	Native American/Alaska Native/Indigenous	43
Black/African American/African	37	White	2591
Middle Eastern/North African	1	Multiracial	42
Hispanic/Latino-a	490	Total Racial Ethnic	3234
Budgeted Income			
Budgeted Income	8,673,336		
Budgeted Expense			
Budgeted Expense	9,282,653		
Receipts			
Regular Contributions	6,718,637	Bequests	26,075
Capital Building Fund	377,857	Other Income	2,062,925
Investment Income	1,894,521	Subsidy or Aid	40,712
Expenditures			
Local Program	7,942,364	Investment Expenditures	369,529
Local Mission	499,950	Per Capital Apprt	150,209
Capital Expenditures	437,275	Other Mission	265,008

Monday, June 12, 2023

#4d- Terms of Call for 2023

Terms of Call 2023

*indicates new terms may exist but have not been reported to the Presbytery

Church	Name/Position	Cash	Housing	Def Comp.	Eff. Sal	PC(USA) BoP	SECA Supp.	Additional Ins./Pen.	Vouchered expenses	
ABQ, Camino de Vida	Yela, Guillermo - Organizing Pastor (FT)	33,381	20,910	900	55,191	yes	yes	1,800	4,850	
ABQ, Covenant	Finch, Seth - Pastor (FT)	25,220	44,840	2,918	72,978	yes	yes		4,700	
ABQ, First	Miller, Matthew - Pastor (FT)	71,136	27,000	3169	101,305	yes	yes		7,931	
ABQ, Immanuel	Henry, Drew - Pastor (FT)	37,250	28,000		65,250	yes	yes	1,003	3,200	
ABQ, La Mesa	Mitchell, Brett - Pastor (FT)	16,050	48,150		64,200	yes	yes		6,689	
ABQ, New Life	Parker, Jeffrey- Designated Pastor (FT)*		43,500		43,500	Minister Choice	yes		1,250	
ABQ, Rio Grande	Roberts-Baca, Linda - Stated Supply (PT)	5,700	20,500		26,200	no	no		1,450	
ABQ, Sandia	Hucke, Douglas - Pastor (FT)*	71,748	30,600		102,348	yes	yes		14,000	
ABQ, Sandia	Pearson, Jeffrey - Assoc Pastor (FT)*	33,255	32,000		65,255	yes	yes		3,950	
ABQ, Second	Woodruff, Robert - Pastor (FT)	27,543	40,000	7,000	74,543	yes	yes		6,600	
ABQ, Shepherd of the Valley	Chivington-Buck, Sarah - Assoc Pastor (FT)	26,625	28,000		54,625	yes	yes		4,000	
ABQ, Shepherd of the Valley	Yates, Frank- Transition pastor (FT)	46,000	34,000		80,000	yes	yes		1,250	
ABQ, St. Andrew	Pastor (FT)*	39,755	26,694		66,449	yes	yes		5,890	
Angel Fire, United	Stated Supply Pastor (FT)				0					
Aztec	Foust, Jerry- Stated Supply (PT)*	15,000	15,000		30,000	no	yes		713 + mileage	
Belen, First	Kuyk, Jerry- Interim Pastor (PT)*	22,000			22,000	yes	no		4,700	
Chimayo, El Buen/ Truchas, Smith	Humphreys, Bill- Stated Supply (PT)	0	15,225		15,225	no	no		1550	
Dixon, Embudo/ Peñasco, Emmanuel	Graham, Elizabeth- Stated Supply (PT)	20,762	17,500		38,262	no	no		1250	
Farmington, First	Pastor (FT)				0	no	no			
Gallup, Westminster	Pence, Randy- Interim Supply (PT)*									
Grants, First										
Jemez Springs	Terino, Takako- Pastor (PT)		23,000		23,000	yes	yes		2,000	
Las Vegas, First United	Palmer, Kathryn- Pastor (FT)	36,548	12,183		48,731	yes	yes		1,850	
Los Alamos, United	Elton, David - Pastor (FT)*	61,033	18,000		79,033	yes	no		5,480	
Placitas, Las Placitas	Holmes, Richard - Pastor (FT)	32,757	22,000	918	55,675	yes	yes	2,366	1250	
Ranchos de Taos	Gould, Richard - Stated Supply (PT)	25,500	14,000		39,500	no	no		1695	
Rio Rancho	Westmoreland, Kathryn - Pastor (FT)*	33,507	26,101		59,608	yes	yes	490	3,000	
Santa Fe, First	Eberts III, Harry- Pastor (FT)*	40,000	55,000		95,000	yes	yes		8,800	
Santa Fe, First	Black, Andrew- Assoc Pastor (PT)*	30,000			30,000	yes	yes		4,400	
Santa Fe, Westminster	Hart-Andersen, Madeline- Pastor (FT)	26,606	26,606		53,212	yes	yes	711	2,250	
Taos, First	Bairby, Virginia- Pastor (FT)	32,151	20,000		52,151	yes	yes		3,000	
White Rock	Church, Deborah- Pastor (FT)*	25,241	24,000		49,241	yes	yes		2,500	
				Parish Associates						
ABQ, Immanuel	Hammond, Trey- Parish Assoc	3000							Reimbursement of expenses	
ABQ, Second	Kuyk, Lorna	600								

Terms of Call 2023

*indicates new terms may exist but have not been reported to the Presbytery

ABQ, Shepherd of the Valley	Boaz, Carl- Parish Assoc	-							per service +mileage
ABQ, Shepherd of the Valley	Hewett, Suzanne	-							per service +mileage
Santa Fe, First	Kuhns, Mary- Parish Assoc	5,000							
Taos, First	Wasserman, Dave- Parish Assoc	-							Reimbursement of expenses
				Commissioned Ruling Elders					
Chacon, El Rito	Sandoval, Shirley- CP (PT)	Per Service + hours				no	no		330
Magdalena/ Socorro	Buckman, Terry - CP (PT)	15,000	13,000		28,000	no	yes		5,000
Raton	Croto, Siobhan- CP (PT)	6,500	20,600		27,100	no	yes		1,250
Rio Rancho	Davison, Marjorie - CRE (Parish Associate)	no financial remuneration							Reimbursement expenses

#4e- Report from the Advocacy and Administrative Commission to Camino de Vida

Camino de Vida AAC report for 6.17.2023 Presbytery meeting

The Advocacy and Advisory Commission (AAC; the Presbytery's AC interfacing with Camino de Vida) for Camino consists of 4 Presbytery members: David Blankinship (Sandia), Ester Griego (St. Andrew), Rev. Judy Wellington and Bryan Beck (Shepherd of the Valley). Our presbytery group works consensually with 4 rotating members of the Rocky Mountain Synod of the Evangelical Lutheran Church of America (ELCA), along with the Synod's Director of Evangelical Mission. Rev. Guillermo Yela, Camino de Vida's pastor, and Camino "members" Doris Canté and Rosalía de Leon round out our team.

1. Guillermo's conclusion of his call at Camino de Vida: At the end of May, Guillermo announced to Camino's Steering Committee (Comité Timón) and the AAC that he accepted a call to a large metropolitan church in Houston, to oversee Hispanic/Latino ministries. Guillermo's last Sunday at Camino will be July 16th (11:30 a.m.; 3907 Isleta Blvd SW), and members of the Presbytery are encouraged to attend.

Guillermo, his wife Ciria, and Guillermo's family have been instrumental in the development of the Camino worshipping community. The "new church development" began from scratch in 2009, as a joint venture with the Evangelical Lutheran Church in America and the Presbytery. For the first few years, the services were held in a rented elementary school auditorium, on Sunday mornings.

The congregation grew under Guillermo's guidance. In 2014 the congregation began holding services in the Cristo del Valle Presbyterian Church, and later that congregation dissolved, offering the use of this presbytery facility to Camino de Vida.

Camino de Vida has blossomed as a multicultural worship environment, with a number of immigrants from Mexico, Central America and the Caribbean having been served over the years. While these participants' lives are characterized by periodic relocation as they seek employment, a core of well-established Hispanic/Latino families is active at Camino, and serves as leaders of Camino's "session equivalent," the Comité Timón.

The AAC, speaking for the Presbytery, thanks Guillermo and his family for consistently faithful, selfless service to the people of Camino de Vida, as we wish Guillermo fulfillment and joy in his new call.

2. Life at Camino: Following the brunt of the pandemic, church life is returning to a more nearly normal state. Camino is striving to help families which were receiving COVID-augmented SNAP (food stamps) benefits, as those terminated in the spring. The onsite Growers Market and a Sharing Table of food are means being employed. Several new immigrant families have joined worship at Camino this year.

Ciria Yela and Doris Canté continue their studies in Austin Theological Seminary's (ATS) online Certificate in Ministry program, which ATS offers in Spanish. Doris will graduate this summer, and Ciria will graduate later in the year. Thereafter they will be eligible to apply as Commissioned Ruling Elders.

3. Guillermo's D. Min. program: Guillermo continues work on a Doctor of Ministry at the Berkley School of Theology. Coincidentally, it is offered in Spanish. Guillermo is scheduled to finish the program in June of 2024.

4. Advocacy: A subgroup of the AAC has produced some preliminary video and visual materials for presentation at Lutheran and Presbyterian venues around Northern New Mexico.

5. Finances: A subcommittee of the AAC met with Guillermo to review financial policies and procedures at Camino. The ultimate goal is to provide mechanisms where at least 2 different people process financial transactions, with those reviewed by an AAC member and discussed as needed at each AAC meeting.

With Guillermo's departure, temporarily the presbytery will oversee Camino's financial transactions.

The 2022 ELCA support of \$25,000 was delayed in delivery, but it was deposited in the presbytery's account in early March. Therefore, the \$22,000 deficit for Camino, recorded on the 2022 Profit and Loss statement reported at the Presbytery's February meeting, has been erased.

Submitted by Bryan Beck

#10- Commission on Preparation for Ministry Report

Commission on Preparation for Ministry Report

June 17, 2023

The Commission on the Preparation of Ministry met on February 23, 2023; April 4, 2023; and April 25, 2023.

Actions requiring a vote of Presbytery:

None

Actions on behalf of Presbytery:

- 1) Examined and approved James Edward Lewis certified ready to receive a call as of April 4, 2023.
- 2) Approved the Commissioned Ruling Elder application of Tanya Blankinship, member of Covenant Presbyterian Church, and interviewed and RECEIVED Tanya under care of the Presbytery as of April 25, 2023.
- 3) Approved a \$500 scholarship from the CRE Fund for Tanya Blankinship for certificate in ministry classes at Austin Presbyterian Theological Seminary.

For Information:

- 1) CPM is making plans for training commissioned ruling elders to moderate sessions.
- 2) CPM is following up with two candidates that have not completed the requirements to be certified for a call.
- 3) Chair David Whiteley has met with potential inquirers about the preparation for ministry process.

David Whiteley, Chairperson of CPM

#12- Commission on Ministry Report

Presbytery of Santa Fe
Report of the Commission on Ministry (COM)
June 17, 2023

Since the last report to Presbytery, the Presbytery's Commission on Ministry (COM) met on March 1, April 5, May 3, and June 7, 2023, virtually on Zoom.

A. ACTION REQUIRING A VOTE BY PRESBYTERY

None

B. ACTIONS TAKEN UNDER AUTHORITY AS A COMMISSION

(No Presbytery Action Required)

1. NEW PASTORS RECEIVED AND/OR ORDAINED AND/OR INSTALLED

- Appointed an Administrative Commission to install Milad Nakhla as the Installed Pastor of First Presbyterian Church, Farmington on March 25, 2023. Members were:
Ministers- Harry Eberts (Moderator), Seth Finch, Takako Terino
Elders- Deb Cutler, Kirsten Marr, Terry Mosher, Stephen Rhoades
- Appointed an Administrative Commission to install Drew Henry as the Installed Pastor of Immanuel Presbyterian Church, Albuquerque on April 16, 2023. Members were:
Ministers- Trey Hammond, David Whiteley
Elders- John Sitler (Moderator), Kathy Jackson, Sharon Christensen
- Appointed an Administrative Commission to install Brett Mitchell as the Installed Pastor of La Mesa Presbyterian Church, Albuquerque on May 7, 2023. Members were:
Ministers- Jim Collie, Catherine Robinson
Elders- John Sitler (Moderator), Winona Poole, Conrad Rocha
- Received Cathy Ulrich as an Honorably Retired member of the Presbytery, transferring from Eastminster Presbytery as of May 3, 2023.
- Received Tom Ulrich as an Honorably Retired member of the Presbytery, transferring from Eastminster Presbytery of May 3, 2023.
- Appointed an Administrative Commission to ordain James Edward Lewis on May 21, 2023 at Immanuel Presbyterian Church, Albuquerque. Members were:
Ministers- Harry Eberts (Moderator), Ken Cuthbertson, Drew Henry, Kelly Gregory, Takako Terino
Elders- Edie Brooks, Tiffany Lo-Finch
Rev. Lewis was received into membership of the Presbytery as a member in a validated ministry as a hospital chaplain.

2. **CONTRACTS APPROVED/DISSOLVED for Temporary Pastoral Positions**

- In April, approved Rev. Donna Cavedon (UCC) to temporarily serve Las Vegas, First United during Katie's sabbatical (in residence part-time). The contract was approved in May.
- In June, approved the Bridge Pastor contract between Dewey Johnson and St. Andrew Presbyterian Church, Albuquerque.
- In June, approved the Parish Associate agreement between Lorna Kuyk and Second Presbyterian Church, Albuquerque.
- In June, approved the proposed Stated Supply contract between David Wilman and United Church of Angel Fire.

3. **CHANGE IN MINISTERIAL STATUS**

- Granted honorably retired status to Judy Wellington as of February 27, 2023.
- Granted honorably retired status to Roger Scott Powers as of May 31, 2023.

4. **EXAMINATIONS APPROVED / EXIT INTERVIEWS CONDUCTED**

- Approved the examination of James Edward Lewis for ordination in May.
- Approved the examinations of Cathy Ulrich and Tom Ulrich into membership in May.
- Approved the examination of David Wilman to serve as the stated supply pastor of United Church of Angel Fire.

5. **APPROVED MISSION STUDIES / MIF (MDP)/ JOB DESCRIPTIONS**

- Approved the Associate Pastor MIF of Albuquerque, First in March.
- Approved Designated Pastor MIF of Farmington, First in May
- Approved the Transitional Pastor MIF of Albuquerque, St. Andrew in May. Approved the revision to an MDP in June.
- Approved the Part-time Pastor MIF of Belen, First in June.
- Approved the Solo Pastor MIF of Gallup, Westminster in June.

6. **TRIENNIAL VISITS COMPLETED**

- Conducted a triennial visit with Santa Fe, First on March 15, 2023.
- Conducted a triennial visit with Truchas, Smith Memorial on April 11, 2023.

7. **ADDITIONAL ACTIONS**

- In March, COM affirmed the endorsement of Laura Kuster to the Presbyterian Federal Chaplaincies and granted the permission to labor outside the bounds if required.
- In March, COM approved the following 2023 Terms of Call for the following installed positions:
Virginia Bairby at Taos, First

Sarah Chivington-Buck at Albuquerque, Shepherd of the Valley
Seth Finch at Albuquerque, Covenant
Madeline Hart-Andersen at Santa Fe, Westminster
Drew Henry at Albuquerque, Immanuel
Rich Holmes at Placitas. Las Placitas
Matthew Miller at Albuquerque, First
Takako Terino at Jemez Springs, Community
Robert Woodruff at Albuquerque, Second

- COM recommends the Presbytery adopt the Sexual Misconduct Prevention and Child/Youth/Vulnerable Adult Protection policy.

8. **IN MEMORIUM**

- Chad Boliek, March 21, 2023
- Dale Fransson, April 6, 2023

We celebrate their years of ministry and contributions to the life of the PCUSA. With the Brief Statement of Faith (1991) we affirm: “In life and in death we belong to God.”

C. **FOR INFORMATION:**

- In April, a COM mediation team was sent to Farmington, First at the request of the personnel committee. Rev. Nakhla resigned from his position for personal reasons.
- In June, a new Church Leadership Connection system was deployed for the pastor search process. Ministry Information Forms (MIF) are now referred to as Ministry Discernment Profiles (MDP) and Personal Information Forms (PIF) are now referred to as Personal Discernment Profiles (PDP).

COM NOTES: COM MEMBERS PRESENT FOR THE MEETING ARE EXCUSED FROM CONVERSATIONS AND ACTIONS RELATED TO THE CONGREGATIONS WHERE THEY ARE MEMBERS AND/OR SERVE.

Monthly COM meetings include devotions led by an assigned member of COM, and the celebration of anniversaries of ordination for clergy members of the Presbytery and anniversary dates of the establishment of congregations. The monthly meetings of COM regularly include training sessions to better equip COM members for the work of serving the Presbytery and its congregations, clergy, Commissioned Pastors, and leaders in congregations.

COM ROSTER: Class year, name, RE for ruling elders; MWS for Ministers of Word and Sacrament; (1st or 2nd term and start date for serving an unexpired term).

2023 Seth Finch (MWS, 1) Trey Hammond (MWS, 2, 2/20/21) Madeline Hart-Andersen (MWS, 1, 2/20/21) Randy Pence (MWS, 1, 2/20/21) Tanya Blankinship (RE, 1, 7/16/22) 2024 Marty Bruner (RE, 1) Sarah Chivington-Buck (MWS, 1) Catherine Robinson (MWS, 2) Jeff Parkes (RE, 1) Ben Wild (RE, 1) Bill Humphreys (MWS, 1, 7/16/22)

2025 David Elton (MWS, 2) Liz Graham (MWS, 1) Rich Holmes (MWS, 1) Kathy Jackson (RE, 1) Rob Woodruff (MWS, 1)

Transitional COM Associate: John Guthrie MWS

Presbytery Administrator: Tiffany Lo-Finch RE

-end of COM report-

#12a- Statement of Faith- Rev. Brett Mitchell

I believe in God the Creator, Jesus the Pilgrim God, and the Holy Spirit who accompanies us on life's pilgrimage. I believe that the cosmos—seen and heard, and beyond our perception—is God's creation. God set Earth on its pilgrimage among the planets. Upon Earth, all manner of diverse and fascinating life has come to be born and dwell. Followers of God the Creator witness the Holy in the powers of nature, as well as in the lives of the priests, prophets, warriors, rulers of the day, and the ordinary people that Yahweh has chosen to live extraordinary lives. Establishing an eternal covenant relationship, the Hebrew Scriptures reveal a love story between God, humanity, and creation that continues to unfold.

I believe that Jesus is the Pilgrim God. Jesus was human and God among us. Jesus lived among us as the embodiment of the Gospel, practicing healing in his touch, displaying gestures of grace and love among the people, worked wonders with creation, confronting the powerful in his speech, comforted the afflicted. He taught us to pray, and revealed the divine in the ordinary circumstances and matter of everyday life. Jesus is the progenitor of the pilgrim life. His life began with his family's pilgrimage to Egypt, continued as a sojourner with his disciples, leading to his pilgrimage to the cross and beyond.

I believe in the Holy Spirit, who accompanies the people of God on their pilgrimage today. With Christ's ascension, the members of the body of Christ were given the Spirit who sometimes leads, cajoles from behind, yet always accompanies us along life's pilgrimage. The Spirit reminds us that we are not the first called to be pilgrims.

The communion of saints' pilgrimage stories provide lessons for our journey daily as we strive toward the gates of the realm of love. The Church is the body of Christ on pilgrimage. As Christians, we are individually members one with another, bound together by the love of God. But the body of Christ is not a stagnant entity. With its many gifts and talents, united in its diversity, Christ's body is on a pilgrimage, moving throughout time around the world. On this Earthly pilgrimage, the members are taught the virtues that show us—and the world—the very nature of our character. In friendship, first shared with us with Jesus, we learn the fruit of the Spirit that makes our pilgrimage possible as Christ's community. Love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control are learned, taught, and practiced within the body among friends who find themselves God's pilgrim people. Like all pilgrimages, there is both a genesis of our journey and a destination. While our journey begins at birth, it is in the sacraments of baptism and Holy Communion that we know both who and whose we are. Secure in this knowledge, we are capable of dialoguing with others from other faith walks who challenge and nurture our understanding of what it means to live the Christian faith.

#12b- Statement of Faith- Rev. Cathy Ulrich

Statement of Faith

The image of water feeds our theology —
with water we are baptized into the body of Christ, sustained in our life of faith, and
redeemed on our journey from slavery to freedom —
thus, the acronym WATER provides the components for my statement of faith:

- W – Wait on the Lord.
I wait for the Lord, my soul waits in God's word I hope. (Psalm 130:5)

- A – Acknowledge that each person is a child of God.
For in Christ Jesus you are all children of God through faith. (Galatians 3:26)

- T – Thanksgiving for the blessings God has provided.
I will give thanks to the Lord with my whole heart. (Psalm 9:1)

- E – Encourage others in the faith.
Let love be genuine; hate what is evil, hold fast to what is good; love one another with mutual affection, outdo one another showing honor. Do not lag in zeal, be ardent in spirit, serve the Lord. Rejoice in hope, be patient in suffering, persevere in prayer. Contribute to the needs of the saints; extend hospitality to strangers. (Romans 12:9-11)

- R – Redemption and forgiveness are a gift from Jesus.
God has rescued us from the power of darkness and transferred us into the kingdom of the beloved Son, in whom we have redemption, the forgiveness of sins. (Colossians 1:13-14)

These biblical themes serve to shape my faith, inspire my involvement in the body of Christ, and focus my mission in the community and the world.

#12c- Statement of Faith- Rev. Tom Ulrich

God, As on the World's First Morning (A Statement of Faith)

Hyfrydol 8.7.8.7.D¹

God, as on the world's first morning, ² paints the earth with ev'ry hue,
with a rainbow's brush³ adorning visions filled with life anew.
From the glory of sunrises to the beauty of sunsets,
all creation harmonizes with the praise God's work begets.⁴

A bright dawn of hope resplendent shines for all humanity
through the One whose love transcendent binds us in community. ⁵
God awakens our volition to value ecology
as we join in loving mission, living our theology. ⁶

Through the sun illuminating ev'ry culture, land, and race,
rays of hope are emanating with the blessings of God's grace.⁷
Through the One whose resurrection conquered darkness, death, and strife,
we now serve as Christ's reflection, sharing gifts of light and life.⁸

Working for a new creation, making dreams reality,
bringing health and education as we share in ministry. ⁹
At God's table all-inclusive, Christ's pure light outshines the sun
and with love and life effusive, humankind unites as one.¹⁰

¹ Although it is unusual for a Statement of Faith to be sung, some of the creeds of the early church were thought to have been hymns. Perhaps the most vivid examples occur in Philippians 2:5-11 and Colossians 1:15-20.

² The first stanza highlights the God who has created and is still creating.

³ The rainbow is a color-filled image that speaks to the covenant between God and humankind. The brush suggests that the Master Artist is still painting the world with new life.

⁴ Throughout the course of each day, the diverse voices of creation can celebrate God's activity in the world.

⁵ The love of Jesus Christ – who is the Light of the world (John 8:12) – not only reveals a new day, a new dawn, of hope for humanity, but Christ's love also invites us to create a new community.

⁶ In responding to God's love revealed in Jesus Christ, we are called not just to profess our faith, but to live it. In doing so, we become good stewards of all that God has given to us and participate in Christ's work.

⁷ By participating in Jesus' mission, believers reflect the light of Christ and share in illuminating the darkness of the world.

⁸ Not only does Christ's resurrection inaugurate a new reality and new life for all humankind, but it also summons Christ's disciples to share in the work of offering light and life to the world. As John's gospel highlights, "In Him was life, and the life was the light of all people" (John 1:4).

⁹ Empowered and sustained by the Holy Spirit, we are inspired to participate in shaping God's new creation that transforms the world.

¹⁰ At the Lord's table where all creation is invited, Christ's transforming light binds us together in unity so that even the wolf and the lamb will feed together (Isaiah 65:25).

#14- Committee on Representation and Participation Report

For Action by the Presbytery:

CORP presents the following nominees for election:

Coordinating Team:

- Judi Haines, Chair of F&P

Finance and Property:

- Class of 2025: Don Pamerleau, ABQ Shepherd of the Valley
- Class of 2024: Brett Mitchell, ABQ, La Mesa

For Information:

CORP is looking for **Ministers, Ruling Elders, and Young Adult Delegates** interested in attending the 226th General Assembly during the summer of 2024. The next General Assembly will have online committee meetings June 25-28 and in-person plenaries in Salt Lake City, UT June 29-July 5th.

If you are interested in representing the Presbytery at the next GA, please fill out the [GA Commissioner Application Form](#) or the [GA Young Adult Application](#).

#19- Presbyterian Women Report



Presbyterian Women of the Presbytery of Santa Fe June, 2023

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

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

Presbyterian Women are active and well, coming together for Bible Study, celebrating Sabbath, sharing community concerns and resources to further God's work in the world.

Women from at least ten churches within the presbytery participated in mission giving and/or Bible Study this past year. The study, Celebrating Sabbath, concluded with two gatherings for a LAUGHS meal...ingredients that were LOCAL, AFFORDABLE, UNCOMPLICATED, GOOD, HEALTHY and SATISFYING. Participants reflected on the meaning of Sabbath rest and how each will carry the practice forward.

In addition, over \$6,000 in mission giving has been sent to Presbyterian Women's Opportunity Giving and Birthday and Thank Offerings.

The Horizons Bible Study for 2023-24 is entitled, "Sacred Encounters: The power and presence of Jesus Christ in Luke-Acts". Local PWs will be reflecting and discussing together, and there will be an opportunity for a zoom gathering monthly that will be presbytery-wide. Anyone interested in the zoom study may contact Susan Keil Smith at susankeil1246@gmail.com to participate. We will begin the study the third week of September.

Submitted by Susan Keil Smith, acting PW of PSF moderator

#20- Coordinating Team

Coordinating Team Report June 17, 2023

The Coordinating Team held a stated meeting on May 4, 2023.

Actions requiring a vote of Presbytery:

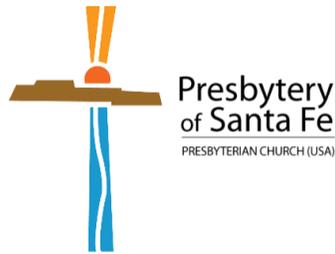
1. CT recommends that the Presbytery adopt the Sexual Misconduct Prevention and Child/Youth/Vulnerable Adult Protection Policy (#20a)

Actions Taken on Behalf of the Presbytery:

1. CT approved members of the fundraising committee of the Menaul Historical Library to raise funds at the June presbytery meeting and by approaching churches.
2. CT approved a letter to be sent to the chair of the Menaul School Board encouraging Presbyterian members be included on search committees for the new interim and permanent President/Head of School.

Clara Storms, Coordinating Team Chairperson

#20a- Sexual Misconduct Prevention and Child/Youth/Vulnerable Adult Protection Policy



SEXUAL MISCONDUCT PREVENTION & CHILD/YOUTH/VULNERABLE ADULT PROTECTION: POLICIES & PROCEDURES

Adopted _____

A. Statement of Purpose

As God who called you is holy, be holy yourselves in all your conduct. Tend the flock of God that is your charge, not under compulsion but willingly, not for sordid gain but eagerly; don't lord it over those in your charge but be examples to the flock . . .

You know that we who teach shall be judged with greater strictness.

I Peter 1:15; 5:2; James 3:1 NRSV

We believe and proclaim that all people are created by God. God values all human life and intends that all people have worth and dignity in all relationships. We believe in justice for all persons.

The Presbytery of Santa Fe (PSFe or Presbytery) will not tolerate sexual misconduct. Sexual misconduct is an abuse of power and trust, and is therefore, unjust. PSFe also believes that incidents of sexual misconduct cannot be ignored, rationalized, or covered up "for the good of the church." The Presbytery hereby proclaims that the good of the church cannot be served by overlooking an abuse of power and betrayal of trust. Charges of misconduct are to be dealt with without delay, fairly, and with compassion for all parties involved.

Further, the Presbytery of Santa Fe seeks to maintain the strongest sense of integrity, safety, nurturing, and care involving all interactions with children, youth, and vulnerable adults. Any type of abuse involving children, youth, or vulnerable adults has lasting and devastating effects on the life of the victim/survivor. We believe it is the call of the Church to be a life-giving entity of Christ's healing and hope for community and individuals, not an entity that brings harm and hurt.

The *Presbyterian Church (U.S.A.)'s Sexual Misconduct Policy* states that the basic principles of conduct guiding this policy are as follows:

1. Sexual misconduct is a violation of the role of pastors, employees, volunteers, counselors, supervisors, teachers, and advisors of any kind who are called upon to exercise integrity, sensitivity, and caring in a trust relationship.

2. Sexual misconduct is a misuse of authority and power that breaches Christian ethical principles by misusing a trust relation to gain advantage over another for personal pleasure in an abusive, exploitative, and unjust manner.
3. Sexual misconduct takes advantage of the vulnerability of persons who are less powerful to act for their own welfare, including children.

We understand that power in pastoral relationships has the potential to be unbalanced because of the power associated with the office of ministry or Christian leadership. Persons in Christian leadership, like all others in helping professions who are in contact with people during their most vulnerable moments, are responsible for keeping appropriate boundaries and assuring the safety of those in their trust. The role of ministry is a sacred trust that all those who work on behalf of the Church will use their skills and authority for the wholeness and well-being of others.

Sexual misconduct is the comprehensive term used in this Policy that includes: sexual abuse or exploitation of children or adults, rape or sexual assault, sexual harassment, and emotional abuse. Such behavior is not limited to physical contact, but may also include gestures, spoken words, or written contact. Detailed definitions can be found in the *Presbyterian Church (U.S.A) Sexual Misconduct Policy*.

The purpose of this Policy is to make clear PSFe's position on sexual misconduct and abuse, to describe the procedures for prevention of sexual misconduct and abuse, to detail the responsibilities and roles in implementing the Policy and to describe how PSFe will work, alongside the Church Discipline, to respond to alleged sexual misconduct.

B. Scope of the Policy

This Policy shall apply to all ministers who are members of the Presbytery of Santa Fe of the Presbyterian Church (U.S.A.); all commissioned pastors/ruling elders, temporary ministers, ministers of other denominations serving in pastoral relationships within the Presbytery, Christian educators, seminary students serving in local congregations, candidates, inquirers, Presbytery staff, and all who serve on behalf of the Presbytery when they are engaged in any activity organized, sponsored, or conducted by the Presbytery and its entities (commissions, councils, committees, task forces) whether they are a volunteer or paid employee or agent of PSFe.

The Policy does not apply to the churches or congregations of PSFe; however, G-6.0106 states: "All councils shall adopt and implement a sexual misconduct policy and a child and youth protection policy."

The Policy is to be interpreted and applied consistently with the *Book of Order*, all other applicable policies of PSFe, and state, federal, and local law. The Policy may be used as evidence in the disciplinary process.

C. Preventive Actions

a. Distribution

This Policy will be made available publicly on the presbytery website. This Policy will be provided to all ministers who become members of this presbytery or who are approved to serve the presbytery and to all employees when first hired. This Policy and its procedures shall be given to persons who accuse others of misconduct, including those who are or claim to be victims of sexual misconduct, and to individuals accused of sexual misconduct.

b. Education and Resources

PSFe will strive to provide resources and educational opportunities that address sexual misconduct prevention and boundaries training not less than annually. Training will include topics such as presentation of this Policy, mandated reporting rules, boundary issues, self-care for prevention, and disciplinary response procedures related to allegations of sexual misconduct.

Ministers, commissioned pastors, ministerial candidates and certified Christian educators are required to attend a boundary training every three years, either in-person or online. PSFe recommends that all staff and those regularly working with children and youth at Presbytery sponsored activities attend a boundary training every three years. The Presbytery will maintain documentation of compliance. Attendance will be required to maintain validation or position in the Presbytery. Retired ministers not engaged in any form of pastoral work and not involved in any work involving youth or children will not be expected to attend training.

c. Screening Procedures

PSFe will perform a national criminal background check on all prospective ministers and commissioned pastors, applicants for employment, and for volunteers that work with children during Presbytery sponsored activities. A volunteer congregation member can be certified by a church staff member or ruling elder of that person's congregation that the volunteer has passed the congregation's background check. The discovery of a criminal conviction will not automatically exclude the person from work in the Presbytery. The use of the criminal record report will be determined on an individual case-by-case basis. Generally, convictions for an offense involving children and/or involving violence, indecency, and conduct contrary to our mission will preclude someone from being permitted to work with children. Failure to disclose a criminal conviction on an application form will also be a disqualifying event.

The Presbytery may contact references for prospective ministers, commissioned pastors, employees and volunteers that work with children at Presbytery sponsored activities. In addition, the Presbytery Administrator will make reference checks with the authorized persons to determine if a person to transfer into the Presbytery from another Presbytery/Synod has a history of sexual misconduct. This information is shared with the Commission on Ministry and/or the chairperson of the search committee.

d. Safe Space Standards

The following standards apply to events and activities coordinated by PSFe including childcare settings during an adult event. For the purposes of this policy, the terms “child” or “minor” include all persons under the age of eighteen 18 years. A vulnerable adult is defined as any person who has reached the age of 18 years or older without the developmental or cognitive capacity to consent or make appropriate decisions concerning their health, safety, and welfare. Such persons shall be included within the scope of protection of children set forth in these standards.

1. Rule of Three or More- In all situations involving children, youth, and vulnerable adults, there should always be at least three people present at all times (including overnight sleeping accommodations and transportation in a vehicle)- i.e., one screened adult and two or more attendees, or two screened adults and one or more attendees. Ideally, there should be one screened adult of each gender. A minimum of two screened adults shall be present at all events involving children and youth.
2. Open Door- Classrooms should remain open unless there is a window in or near the door. Doors should never be locked while children, youth or vulnerable adults are inside the room.
3. Avoid one-on-one interactions- Situations that require one-on-one meetings, such as pastoral counseling, should be conducted in view of other adults either in or outside the meeting room and another adult must be notified in advance of the meeting. Common physical expressions of affection (hugs), affirmation (pat on the back), support (prayer), or physical care (first aid) are appropriate in a community of caring. Care must be taken that physical expressions of affection are not excessive or imposed upon another individual. (See Appendix C: Interactions Guide). Adults should avoid one-on-one digital or telephone contact with a minor (whether oral, photographic, video or text). The parents/guardians of minors should be included in such digital or telephone communications.
4. Respect of privacy, restroom guidelines- Adults must respect the privacy of minors in restroom and shower facilities and intrude only to the extent that health and safety require. Recommended procedures for escorting young children to use the facilities include checking that the facilities are empty, staying within hearing distance, and propping open doors when assistance is required. During overnight events, separate times for minors and adults to use the facilities and for males and females, if applicable, should be scheduled.
5. Supervision and Release- Adults should utilize head counts and roster lists and shall always know the whereabouts of children in their care. Children should only be released to a parent, guardian, or other person authorized by the parent/guardian. Sign-in and sign-out sheets should be used.
6. Parent Consent and Responsibilities- The parents or legal guardians of each minor must provide the appropriate contact information and medical forms for each activity/event. Consent forms must be signed for emergency medical treatment and photo releases. It is the policy of PSFe not to administer either prescription or

non-prescription medications to children under our supervision, except to children with life-threatening conditions (such as asthma or allergic reactions). Parents or legal guardians of such children should address their situation with the adult leader to develop a plan of action. Parents and legal guardians are encouraged to be considerate of other attendees when deciding whether to place a child displaying symptoms of sickness under our supervision.

D. Response Procedures

a. Immediate Safety

Anyone who suspects sexual, physical, or other abuse shall immediately intervene and provide for the safety of the alleged victim(s) involved.

b. Reporting the Incident

Reports of sexual misconduct should never be taken lightly or disregarded or allowed to circulate without concern for the integrity and reputation of the alleged victim or accused, and of the Church. Reports will be received in strict confidence, both before and after they have been submitted to appropriate authorities as outlined below, to the extent permitted by local or state law.

Anyone who suspects sexual abuse, ethical misconduct, or any other form of abuse or neglect, shall report the incident immediately to the adult in charge of the activity and in writing to the Stated Clerk or Presbytery Administrator. If an incident occurs in your presence or is reported to you, immediately make notes including what happened, who was present including witnesses, and any action that was taken following. (See the reporting form guide in the Appendix.)

The written report should include a clear narrative of the alleged offense together with any supporting facts and information. This written statement will be given to the proper law enforcement bodies, if required, and to the appropriate governing body or council as follows:

- Allegations against an employee staff member of the Presbytery shall be filed with the Personnel Chairperson.
- Allegations against a member or an employee of a congregation shall be filed with that congregation's minister and clerk of session.
- Allegations against a minister member or commissioned pastor or certified Christian educator of the Presbytery shall be filed in writing with the Stated Clerk of the Presbytery and the Commission on Ministry chairperson(s), with awareness that it immediately initiates the disciplinary process.
- Allegations against the Stated Clerk or the Presbytery Administrator shall be filed with the Personnel Chairperson and the Stated Clerk of the Synod of the Southwest. The Personnel Chairperson shall consult the Stated Clerk of the Synod for the ways to conduct the investigation.

- If the person does not fall under the categories above but is acting on behalf of the Presbytery or one of its entities, allegations shall be filed with the Stated Clerk of the Presbytery.

Allegations involving a child/Notification of Parents

Child abuse is any action (or lack of action) that endangers or harms a child's physical, psychological or emotional health and development. Child abuse occurs in different ways and includes physical abuse, emotional abuse, and sexual abuse. It also includes neglect defined as depriving a child of their essential needs such as adequate food, shelter, supervision, medical care or other basic necessity.

If the conduct is suspected child abuse and involves an adult, the person receiving the initial report is considered a mandatory reporter and shall report the incident to civil or criminal authorities when required by local or state law. In New Mexico, any person who has reason to believe that a child is a victim of child abuse or neglect has a duty to make a report to the Children, Youth and Families Department (CYFD) at 1-800-333-SAFE or to law enforcement.

"Reason to believe" means that the evidence available to that person, if presented to other individuals of similar background and training, would make those individuals think that the child was abused or neglected.

All persons covered by this policy have a duty to report suspected child abuse to the Presbytery.

All persons should be informed of and must comply with state and local laws regarding incidents of actual or suspected child abuse and shall cooperate with all law enforcement investigations.

In the event that an incident of child abuse or neglect is alleged to have occurred at a Presbytery activity, the adult in charge of the activity shall inform the child's parents or legal guardians of the incident as soon as possible. If deemed necessary, the adult in charge may first consult with the Presbytery Administrator, the Stated Clerk, or the Chairperson(s) of the Commission on Ministry as to the nature and content of such communication. Notification of parents or legal guardians shall not be delayed when immediate medical care is required for the alleged victim.

In addition, PSFe's liability insurance company will be immediately notified, and the Presbytery shall complete an incident report and otherwise cooperate with the insurance company. Any documents received relating to the incident and/or allegations will immediately be forwarded to the insurance company and to the Stated Clerk.

c. Initial Response

The response of the Presbytery to allegations of sexual misconduct includes both pastoral and judicial responses to all parties who are impacted by these allegations: the accuser(s), the victim(s), the accused, the congregation, and the families of the individuals involved.

Judicial procedures are fully stated in the Church Discipline or successor provisions in the *Book of Order*. A Pastoral Response Team to carry out pastoral but not investigative functions shall be offered to all parties. Pastoral procedures are outlined in Part d.

- When a sexual misconduct allegation is filed against an employee of the Presbytery, the allegation will be dealt with according to the personnel policies of the Presbytery.
- When a sexual misconduct allegation is filed against a member or employee of a congregation, that allegation will be dealt with by that session which is bound by the Church Discipline as well as any supplemental policies and procedures adopted by that session. Sessions may decide to take advantage of the provisions in the Church Discipline (D-4) and refer charges to a higher council.
- All ministers are under the jurisdiction of the presbytery where they hold membership. They do not hold membership in a local congregation. When a sexual misconduct allegation is filed against a minister, the allegation will be dealt with by the presbytery, which is bound by the Form of Government and the Church Discipline or subsequent provisions in the *Book of Order* as well as the policies and procedures outlined in this document. The Stated Clerk will initiate the judicial process outlined in the Church Discipline using the following procedures:
 - An Investigating Committee will be formed to investigate the allegation(s) according to the provisions in the Church Discipline or subsequent provisions.
 - The accused may be placed on administrative leave during the judicial process according to the Church Discipline (D-10.0106) and to the policy and procedures outlined in Part f. If there is any conflict, the Church Discipline or subsequent provisions shall apply.
 - Acknowledging that every situation is unique, the due process rights of the accuser, victim and the accused will be maintained.
 - If not already done, the incident shall be reported to the appropriate agencies under local or state law, and the proper law enforcement bodies as required.
 - The Stated Clerk will inform the Presbytery at its next stated meeting that an Investigating Committee has been formed, without naming any of the individuals involved or the nature of the alleged offense. (See D-10.0103)
- When a sexual misconduct allegation is filed against someone that is neither an employee of the Presbytery nor a member of a congregation within the Presbytery, but is acting on behalf of the Presbytery or one of its entities, that person is subject to the discipline of the particular church and denomination where he/she holds membership. The Stated Clerk of the Presbytery shall send the allegation to the appropriate person in the church or denomination in which the person holds membership. The Stated Clerk shall request from that church or denomination a report on the disposition of the case.

d. Pastoral Response Team Procedures

The purpose of a Pastoral Response Team (PRT) is to provide confidential care, spiritual support and emotional encouragement for those impacted by the allegations of sexual misconduct. The PRT is composed of church members and ministers who have had training, experience, and personalities that uniquely qualify them to respond to allegations of sexual misconduct.

The PRT only provides pastoral support; it has no role in the investigating or church disciplinary process. PRT members may not serve as counsel or witnesses in the church disciplinary process into those specific allegations. In most cases, the PRT and church disciplinary process shall occur simultaneously.

The Chairperson(s) of the Commission on Ministry shall appoint PRTs. Generally, 2 member PRT teams will be assigned to each of the following:

- the accuser and the alleged victim (if these are different);
- the accused;
- the congregation as necessary.

Where possible and as appropriate, at least one of the members of the PRT will be of the same gender and ethnicity of the person receiving support.

Pastoral Response Teams may be assigned one or more of the following functions:

- To listen to and assist injured parties- To present procedural options, and to counsel with the person until a course of action is determined. The PRT shall assist as needed in facilitating the use of Presbyterian polity.
- To consult with alleged offenders- The Stated Clerk will communicate outside of the church disciplinary process with the alleged offender to inform them of the allegations, and to discuss possible responses and next steps. When so desired, a PRT will be appointed to consult with the accused. Such a PRT will provide pastoral support to the alleged offender and/or family members.
- To offer support to families or congregations which have been injured by sexual misconduct and/or allegations of sexual misconduct.
- To see that the required reporting of any child abuse or other criminal behavior is provided to the appropriate authorities.

Members of the PRT teams will familiarize themselves with Chapter 1 “Preface” of the Church Discipline. In working with those impacted by allegations of sexual misconduct, the PRT will readily acknowledge the need for justice, the appropriate demand for consequences, and the Christian Gospel invitation to grace, healing and forgiveness for all parties involved. (See Appendix B: Meeting the Needs of All Involved).

The PRT will consider all their conversations with the accused and accuser/victim to be confidential. The only circumstances where confidentiality will be revoked is when someone expresses a threat to do harm to himself or herself or another person, especially when child abuse has been disclosed. Confidentiality can be revoked when the accused or victim accuser voluntarily surrenders confidentiality, or when such conversations are legally required to be divulged.

The needs of the session and congregation will be treated with upmost care and sensitivity, with a commitment to appropriate disclosure, transparency about the judicial process, and understanding of the larger Christian context of justice and grace. Conversations with the session and congregation are considered public conversations and will not be treated as confidential unless they are conducted in Executive Session or the meeting is otherwise “closed.”

The PRT will make available to all parties a list of professional mental health referrals and resources specializing in the area of sexual misconduct. Limited financial assistance for counseling may be provided by the Presbytery prior to final adjudication of the matter.

The PRT will serve as long as the team, the parties involved and the Presbytery see it as beneficial and necessary. The PRT may continue its work even after the church disciplinary process is completed.

e. Confidentiality

Throughout the process of responding to an allegation of sexual misconduct, all persons with knowledge of the incident shall maintain strict confidentiality and shall share information with others only on a “need to know” basis. All reports and other written materials related to the incident will be kept in secure files maintained by the Presbytery.

f. Media Contact And Inquiries For Information

Inquiries from the public or the media for information about any allegation of sexual misconduct should be referred to the Stated Clerk. The advice of legal counsel will be sought before responding to media inquiries or releasing information about the situation to the Presbytery. All other representatives of PSFe will refrain from speaking to the media.

APPENDIX:

A: Reporting Form

B: Meeting Needs of All Involved

C: Interactions Guide

D: Safe Boundaries Policy Response Form and Covenant

APPENDIX A

Presbytery of Santa Fe

Incident / Suspected Misconduct Reporting Form

Name of Person Completing the form: _____

How can you be contacted: _____ (phone/email)

1. When and where did this happen? (Event Name, Date, Location)
2. Who was involved? (First and last name, any contact information you have)
3. What happened? (Describe in detail what you saw, heard or thought happened.)
4. Who was present – both involved in the incident and as witnesses?
5. What action was taken at the time of the incident to stop it, get medical care or provide safety?
6. If the incident involves a child (or children), when were the parents informed and by whom? (Please name the parent that was informed)

Date you completed and sent or emailed this form to the Presbytery Office. _____ Please use additional paper to give a complete report of what happened and other helpful details.

Please 1. **Keep a confidential copy** of this form for your records 2. Give a copy to the Stated Clerk or Presbytery Administrator. c/o Presbytery of Santa Fe, 217 Locust St NE, Albuquerque, NM 87102

NOTE: It is a misdemeanor to fail to report child abuse or neglect (Physical, Sexual or Verbal) Visit cyfd.nm.gov for more information about mandatory reporting.

APPENDIX B: MEETING THE NEEDS OF ALL INVOLVED

(Taken from the Presbyterian Church (U.S.A.)
Sexual Misconduct Policy and Its Procedures: Appendix C)

In cases of sexual misconduct there are needs that have to be met for the good of all persons, groups, and entities. To ensure that the governing body is ready to meet the variety of needs, a response team may be named. This team will not investigate the allegation or in any way function as an investigating committee for disciplining members or officers, but should confine itself to coordinating a process that will meet the specific needs of victims and their families (if any), the accused and family (if any), employing entities, congregations, and governing bodies.

A. The Needs of the Victim

The governing body, employing entity, and response coordination should assure that adequate treatment and care are available for alleged victims of sexual misconduct and their families. Sometimes, the victim or family is so angry and alienated from the church, that offers of help may be perceived as insincere or as attempts of a cover-up. If the victim or family at first refuses, the church should continue to offer help. Above all, the church should not act in a self-protective manner by ignoring the victim and families affected.

The extent of the damage to the victims of sexual misconduct will vary from person to person, and is influenced by such factors as the degree or severity of abuse, the age and emotional condition of the victim, human dynamics, and the importance of one's religious faith. The governing body, entity, and response team is to assume in all cases that the victim has been wounded by the experience.

Feelings of guilt, shame, anger, mistrust, lowered self-esteem, unworthiness, and feelings of alienation from God, self, the religious community, and family are frequent injuries suffered by victims. The response team needs to be sensitive to the victim's pain and need for healing, and to act by making the appropriate pastoral care available.

The following are some of the needs of the victim:

1. to be heard and taken seriously. From the time that the victim is first able to indicate that sexual misconduct has occurred, that person should receive immediate attention and serious consideration from all church representatives.
2. to receive pastoral and therapeutic support. The victim may require spiritual and professional assistance as a result of sexual misconduct. The response team should offer to help arrange for such support from a minister and therapist, if the victim desires. Discussions with such people would be confidential, privileged conversations.
3. to be informed about church processes and progress with regard to the accusation. One member of the response team should be the church contact person for the victim. Frequently, this contact person will give the victim information as to what is happening in the church as a result of the accusation.

4. to receive legal advice. The response team should suggest that the victim might benefit from independent legal advice. (Legitimate claims might be more effectively pursued and flimsy or false claims discouraged.) If requested, the response team should suggest ways in which independent legal advice can be obtained.
5. to be assured of an advocate of one's own choosing. A victim may need continuing moral support from one individual who is present while the church process deals with the accusation. This advocate may be a relative, friend, or someone suggested by the response team. This advocate could speak for the victim, if necessary.
6. to be assured that justice will be pursued. The victim needs to be told by the response team, and shown by the processes of the church, that justice is being pursued through fact-finding, truth-telling, confrontation, and agreement that may include removal or temporary exclusion of the accused from office or adjudication of the accusation.
7. to receive healing and reconciliation. The victim needs to receive a sense of healing and reconciliation with all concerned --- the self, the family, the church and ideally, the accused. The response team can help bring healing and reconciliation about by using the church's processes and resources.

While the above are the needs of the victim, one recognizes that all of these needs may also not be met through a reasonable handling of a specific case, but may only occur over a lengthier period of time. All of these needs, however, should be taken seriously and compassionately, and the rights of the victim respected.

B. *The Needs of the Accused*

The governing body or entity shall offer treatment and care for the accused as well as alleged victims and families. If the accused is a minister, the primary responsibility falls to the Commission on Ministry.

Feelings of guilt, shame, anger, mistrust, lowered self-esteem, depression, unworthiness, and feelings of alienation from God, self, the religious community, and family are often experienced by the accused. In addition, there may be fear of job loss, incarceration, and indignation if an allegation is false.

When a person is found not guilty of charges of sexual misconduct, it is important for the governing body or entity to see that the decision is disseminated as widely as possible within their power, unless doing so would further injure the person accused.

1. *Personal Care*

Whether the allegations about the accused are eventually found to be true or not, the accused deserves to be treated with Christian kindness and respect. The response team may suggest that the accused seek spiritual support or professional counseling. People in staff positions, such as

presbytery executives or stated clerks, should not engage in personal counseling of the accused because of their potential involvement in the disciplinary process.

2. *Economic Security and Care for Family of Accused*

When an allegation of sexual misconduct has been made against a minister, the economic security of the accused is directly threatened, along with reputation, career, and family relationships. Again, the Commission on Ministry can be of assistance.

The response team may alert the Commission on Ministry to the possible spiritual, emotional, and financial needs of the family of the accused and recommend expert resources.

C. *The Needs of a Congregation in a Context of Sexual Misconduct*

The governing body, employing entity, and response team should be aware of the problems a congregation or employing entity may experience following allegations of sexual misconduct by a minister, employee, or volunteer. The allegations may polarize the congregation or organization, damage morale, create serious internal problems, and even limit the trust a congregation may place in succeeding ministers. Efforts should be taken to recognize and identify the problems and heal any damage that may be done to the congregation or organization.

When there is sexual misconduct on the part of a minister, non-ordained staff, or volunteer in a particular congregation, a number of needs unique to that congregation will emerge since sexual misconduct impacts congregations in different ways. Therefore, these needs will not necessarily emerge in the same sequence in each situation. Depending on the parties involved in the sexual misconduct, some of the needs may not emerge. In any event, those managing the church's response to the sexual misconduct will want to know that the following needs may emerge:

1. *Pastoral Care*

Members and staff of the congregation will need pastoral care. If it is the minister who is involved in the sexual misconduct, care will need to be provided by another member of the ordained staff (if the church is a multiple-staff church) or by a trained interim minister. If the minister leaves as a result of sexual misconduct, in extreme cases a trained interim minister or consultant in sexual misconduct may need to work with the congregation for an extended period of time.

If it is not a minister who is involved in the sexual misconduct, then the minister will provide the needed care for the congregation. The minister, if not previously trained in this specialty area, will need to consult with denominational specialists who will advise him or her how to proceed and any anticipated problems.

2. *Information about the Case*

Members of the congregation will need opportunities both to receive and give information. If a case of sexual misconduct becomes a matter of public knowledge within a congregation and if a

minister has been found guilty of sexual misconduct, the interim minister or consultant may hold appropriate meetings with individuals, small groups, or with the whole congregation. Such meetings should provide information about sexual misconduct in general, Presbyterian polity and our judicial process, and how others who may have been victimized may be heard and ministered to. If the offender is not the minister, then the minister may perform these functions.

At such meetings, one may expect members to vent their feelings. An opportunity for this expression of feelings to happen should be provided. If the venting does not take place, then it may create serious problems for the future of the congregation, for future ministers, and for the governing body. Dynamics may differ somewhat in racial ethnic churches, but no empirical studies have yet demonstrated different dynamics.

3. *Resource Persons*

In light of the above needs, the following are several resource persons whose services would be valuable to a congregation in the context of sexual misconduct: a trained interim minister; a Commission on Ministry representative knowledgeable in polity and the effects of sexual misconduct in the church; a consultant or therapist with knowledge and experience in dealing with sexual misconduct; an attorney who can discuss legal aspects of a case; an insurance agent who can advise the congregation about their exposure to liability or coverage.

APPENDIX C

Presbytery of Santa Fe

Interactions Guide

Appropriate Physical Interactions

- Side hugs
- Shoulder-to-shoulder or “temple” hugs
- Pats on the shoulder or back
- Handshakes
- High-fives, hand slapping and fist bumps
- Verbal praise
- Pats on the head when culturally appropriate
- Touching hands, shoulders, and arms
- Arms around shoulders
- Holding hands (with young children in escorting situations)

Appropriate Verbal Interactions

- Positive reinforcement
- Appropriate jokes
- Encouragement
- Praise
- Prayer
- Written Thanks

Appropriate Electronic Communication

- Sending and replying to emails and text messages from youths ONLY when copying in a supervisor or the youth’s parent
- Communicating through “organization group pages” on Facebook or other approved public forums
- “Private” profiles for Clergy, employees, and volunteers which youths cannot access

Inappropriate Physical Interactions

- Kisses
- Showing affection in isolated area
- Lap sitting
- Wrestling
- Piggyback rides
- Tickling
- Allowing a youth to cling to an employee’s or volunteer’s leg
- Any type of massage given by or to a youth
- Any form of affection that is unwanted by the youth or the staff or volunteer
- Compliments relating to physique or body development
- Touching bottom, chest, or genital areas

Inappropriate Verbal Interactions

- Name-calling
- Discussing sexual encounters
- Secrets
- Cursing
- Off-color or sexual jokes
- Shaming
- Belittling
- Derogatory remarks
- Harsh language that may frighten, threaten or humiliate youths
- Derogatory remarks about the youth or their family
- In any way involving youths in the personal problems or issues of Clergy, employees, and volunteers

Inappropriate Electronic Communication

- Harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning or humiliating comments
- Sexually oriented conversations
- Private messages between Clergy, employees, and volunteers with youths
- Posting pictures of organization participants on social media sites
- Posting inappropriate comments on pictures
- “Friending” participants on social networking sites

APPENDIX D

SAFE BOUNDARIES POLICY RESPONSE FORM & COVENANT

For all ministers of the word and sacrament members, ruling elders, employees, and volunteers affiliated with the Presbytery of Santa Fe:

If a “no” answer is returned on any of the following questions, a representative from the Presbytery will follow up for further explanation.

1. Have you been provided and have read a copy of the Presbytery of Santa Fe’s “Sexual Misconduct Prevention & Child/Youth/Vulnerable Adult Protection: Policy and Procedures”?

Response (circle one): Yes No

2. Do you promise to abide by the ethical standards and terms set forth in this policy?

Response (circle one): Yes No

3. Do you affirm and certify that no civil, criminal or ecclesiastical report of sexual misconduct has ever been made against you nor is currently pending against you?

Response (circle one): Yes No

4. Do you affirm and certify that you have never resigned nor been terminated from a position for reasons related to sexual misconduct by you?

Response (circle one): Yes No

5. Do you promise to conduct yourself in a manner that is faithful to the gospel and consistent with membership in the Presbyterian Church (U.S.A.)?

Response (circle one): Yes No

Signature

Printed Name

Date: _____

Please return to the Presbytery of Santa Fe, 217 Locust St NE, Albuquerque, NM 87102; Email at admin@santafepresbytery.org.

#24- Cuba Work Group Report

Cuba Work Group Presbytery of Santa Fe June, 2023

The Cuba Work Group of the Presbytery of Santa Fe continues to connect with partners in the Presbyterian Reformed Church of Cuba. Active partners include First PC, Santa Fe with Sagua la Grande; Rio Rancho PC with Caibarien; Shepherd of the Valley with San Nicolas de Bari; Second PC with Matanzas Central and Cuba PC and Las Placitas with Sabanilla. Communication continued through the pandemic and shortly, we will be planning a presbytery-wide trip for early 2024.

For those interested, there will be a Cuba Partners Gathering at Sandy Cove in Maryland, October 24-27, 2023. This is an opportunity for U.S. partners to gather to share opportunities and experiences doing mission together and in mutuality.

Please be in touch with Susan Keil Smith, susankeil1246@gmail.com if you are interested in partnership opportunities.

Submitted by Susan Keil Smith

#60- Finance and Property Commission Report

Finance and Property Report – June 2023

The Commission on Finance and Property held meetings on March 13 and May 8, 2023.

Actions requiring a vote of Presbytery:

1. **The commission recommends the following actions regarding restricted funds of the Presbytery:**
 - a. **Release** to the general reserve funds under \$1,000 which purpose no longer exists. These are identified as #2072- Higher Education Consultant, #2047- Presbytery Projects, #2112sdp- Self development of People, #2045- Evangelism- (total \$972.08)
 - b. **Donate** \$2,000 each year for 5 years from #2049- VIM YARS (\$9,947.40) to the ABQYAV program.
 - c. **Donate** \$1,000 per year until depleted from # 2111a – J.E. Arp Endowment (\$3,064.08)– donor preference to support Ghost Ranch. First donation to be given to Ghost Ranch at October 2023 Annual Meeting.
 - d. **Donate** the full amount of # 2113beq – bequest secondary education (\$2,901.80) – to Menaul School to be used for scholarships.
 - e. **Combine** youth event funds-# 3112mhr-Mid High Retreats, 2113shr-Senior High Retreat, 3113YM- Youth Mission, - (total \$1,607)
 - f. **Combine** #2028cub-Trip to Cuba, 2029- Cuba Travel Fund (total \$1,862.50).
 - g. **Combine** #300swR- CdV Reserve \$2,301.21 and #2022 Urban Hispanic Mission- (total \$7,523.74) and hold in a designated reserve account. The reserve can be drawn down for CdV salary support or for program funds. Future distribution to be upon request and F & P approval.
2. **The commission recommends the following actions regarding designated funds of the Presbytery:**
 - a. **Release** to the general reserve #2000- Webpage, 2001adm-Internet café carryover, 2001CAT- CAT website grant, -money set aside for the webpage, to add Internet Cafes in other parts of the Presbytery and for small church websites- (total of \$4,535.50)
 - b. **Release** to general reserve #2002 & 2003- Council Comm - special reservation money from the 2008 budget, to be spent in 2008- (total of \$1,720.05).
 - c. **Release** to the general reserve designated funds under \$1,000 identified as #2016 COM training, 2017IR Immigrant Relief Fund, 2160 CdV Kitchen Remodel- (total \$1,078.96).

- d. **Release** to the general reserve #2028 Candidate Fund - Council set aside these funds some years ago when it appeared their annual budget wouldn't be sufficient- (\$3,177.01).
 - e. **Release** to the general reserve #2098 Campus Ministry Program - Funds originally came from the Presbytery Budget, were returned to the Presbytery some years ago when Las Vegas closed their campus ministry program (\$12,390.05).
3. **The commission recommends the following actions regarding restricted funds of the Presbytery:**
- a. **Update** the purpose of funds restricted for New Church Development- 2069, 2091, 2121, 2125, 2111S- (total \$80,299.72) & 2042 Saylor Trust (\$3,439.93)- to include redevelopment restricted to capital expenditures. The use is unlimited if used for a new church development. The capital expenditure restriction only relates to redevelopment of already chartered congregations.
 - b. **Combine** hunger-related funds #2051-Hunger Action Enabler, 2082-Hunger Relief PSF, 2083- Hunger Relief Outside PSF- (total \$36,001.92) and **authorize** Mission Networking Coordinators to disburse the funds for hunger-related mission using MNC's grant application form. Disbursement is limited to churches in the Presbytery to support their food programs. Disbursements will not be made to other non-profits.
 - c. **Update** the purpose of #2086000-Native American Participation, #2120NAC- Native American Conversations, 4060AM- Native American Ministries-(total \$3,276.54)- such funds are available upon request by the Laguna Community Session including the unfunded mandate from General Assembly to help rebuild Native American churches.

Actions Taken On Behalf of Presbytery:

- 1. F&P approved new signatories for the bank account.
- 2. F&P received the Presbytery of Santa Fe 2021 Financial Review completed by Erick Robinson.
- 3. F&P tentatively approved the sale of the land (1.28 acres) surrounding the church building of Rio Grande Presbyterian Church to the Rio Grande Food Project, subject to a review of the final purchase agreement.
- 4. F&P approved funds from the Church in Crisis Fund to Las Placitas Presbyterian Church to cover one month of furloughed daycare staff salaries.

Other Actions:

3. F&P reviewed the investment portfolio and determined no changes were needed at this time.
4. F&P recognizes the struggles churches are facing with insurance options and is working toward identifying some resources.

#62- Per Capita and Mission Giving Report- May 2023

January 1 through May 22, 2023

Compiled 5/22/2023

<u>CHURCH NAME</u>	<u>2023 PER CAPITA APPMT</u>	<u>PER CAPITA PAID</u>	<u>MISSION PLEDGE</u>	<u>MISSION PAID</u>	<u>THEOLOGICAL ED FUND</u>	<u>TOTAL OTHER MISSION</u>	<u>TOTAL CONTRIBUTIONS</u>
ALBUQUERQUE							
CAMINO DE VIDA							-
COVENANT	8,362.00	8,362.00				3,291.75	11,653.75
FIRST	25,641.00	12,820.50		15,000.00		20,392.22	48,212.72
IMMANUEL	3,996.00	3,959.00		5,837.50		1,100.00	10,896.50
LA MESA	6,105.00			5,233.32			5,233.32
NEW LIFE	962.00	962.00				244.00	1,206.00
RIO GRANDE	1,480.00						-
SANDIA	35,520.00	492.50	26,350.00	2,500.02		11,250.00	14,242.52
SECOND	8,658.00	2,173.75		2,625.00	25.00	1,400.00	6,223.75
SHEPHERD OF THE VALLEY	10,138.00	10,138.00		3,041.65		2,563.93	15,743.58
ST ANDREW	5,920.00	5,920.00	15,000.00	6,250.00	208.31	6,293.81	18,672.12
ANGEL FIRE	888.00					814.80	814.80
AZTEC	1,628.00	407.00		675.00			1,082.00
BELEN	2,183.00	2,065.00		490.00			2,555.00
CHACON	999.00						-
CHIMAYO	1,554.00	1,435.00		750.00		50.00	2,235.00
CUBA	444.00					100.00	100.00
DIXON	1,628.00	1,628.00		1,584.00		772.00	3,984.00
FARMINGTON, FIRST	7,807.00	2,500.00	10,206.00	5,100.00		3,943.13	11,543.13
GALLUP	1,221.00					563.17	563.17
GRANTS	666.00	666.00		125.00		740.00	1,531.00
JEMEZ SPRINGS	1,221.00	1,221.00	200.00	200.00		75.00	1,496.00
LAGUNA	703.00					476.00	476.00
LAS VEGAS	2,738.00	2,738.00	1,800.00	1,800.00		2,250.47	6,788.47
LOS ALAMOS, UNITED	1,554.00	1,470.00		1,530.00			3,000.00
MAGDALENA	296.00	296.00					296.00
MORA	444.00	350.00		375.00		91.50	816.50
PENASCO	1,258.00					243.00	243.00
PLACITAS	4,995.00	1,248.75	4,995.00	1,248.75		574.00	3,071.50
RANCHOS DE TAOS	1,554.00	388.50					388.50
RATON	1,258.00						-
RIO RANCHO	8,991.00	3,391.00				4,433.00	7,824.00
SANTA FE, FIRST	11,655.00	11,655.00		5,000.00		4,471.50	21,126.50
SANTA FE, WESTMINSTER	2,627.00	2,627.00		1,633.00		4,397.00	8,657.00
SOCORRO	1,147.00	1,147.00	1,800.00	600.00	60.00	80.00	1,887.00
TAOS	3,848.00	1,924.00					1,924.00
TRUCHAS	777.00	814.00					814.00
WHITE ROCK	925.00			2,337.50			2,337.50
TOTAL	171,791.00	82,799.00	60,351.00	63,935.74	293.31	70,610.28	217,638.33

*These churches have received hardship permission from the Stated Clerk to remit their Per Capita in Payments

Other Mission - includes offerings (denominational and presbytery), Camino de Vida Ministry, Menaul School, PDA, ECO, and Hunger.

#67- Profit & Loss Budget vs Actual- May 31, 2023

Presbytery of Santa Fe Profit & Loss Budget vs. Actual

06/05/23

January through December 2023

	Jan - Dec 23	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4162TEM · Teaching Elders Mission	2,375.00	6,000.00	-3,625.00	39.6%
4060SYN · Synod Mission Giving	3,071.62	8,536.00	-5,464.38	36.0%
4060GA · GA Mission Giving	7,997.58	22,195.00	-14,207.42	36.0%
4095 · YAV Income				
4095PC · 4095 PC(USA)	0.00	7,500.00	-7,500.00	0.0%
4095GFR · 4095 Group Fund Raising	711.11	2,000.00	-1,288.89	35.6%
4095LC · 4095 Local Congregations	1,650.00	5,000.00	-3,350.00	33.0%
4095 · YAV Income - Other	2,000.00			
4095C23 · Class 2022-23	2,094.57	8,000.00	-5,905.43	26.2%
4095PSF · 4095 PSF - Salary Support	11,340.00	11,340.00	0.00	100.0%
4095WP · Work Placement	18,000.00	24,000.00	-6,000.00	75.0%
Total 4095 · YAV Income	35,795.68	57,840.00	-22,044.32	61.9%
4081CdV · CdV Staff Support				
4081SS · CdV Salary Support from CdV	1,650.00			
4081PCG · Staff Support-Presby. Congregat	9,375.00	25,000.00	-15,625.00	37.5%
4081ELC · Staff Support-ELCA				
4081CNG · Staff Support ELCA Congregation	0.00	2,500.00	-2,500.00	0.0%
4081RMS · Staff Support-RMS	28,833.33	12,500.00	16,333.33	230.7%
Total 4081ELC · Staff Support-ELCA	28,833.33	15,000.00	13,833.33	192.2%
Total 4081CdV · CdV Staff Support	39,858.33	40,000.00	-141.67	99.6%
4000 · Mission Income				
4065 · Mission 1% Salary Fund	208.31			
4082CdV · CdV Support- Presbytery				
4060cdv · CdV Program PSF/Ruth Stewart	3,965.08			
Total 4082CdV · CdV Support- Presbytery	3,965.08			
4060 · Unified Mission Support				
4060 · Unified Mission Support - Other	0.00	145,000.00	-145,000.00	0.0%
4061S-L · Mission giving other	2,083.35			
4060PSF · Presbytery Mission Funds	50,351.52			
Total 4060 · Unified Mission Support	52,434.87	145,000.00	-92,565.13	36.2%
Total 4000 · Mission Income	56,608.26	145,000.00	-88,391.74	39.0%
4040 · Per Capita From Churches	82,799.00	134,791.00	-51,992.00	61.4%
Total Income	228,495.47	414,362.00	-185,866.53	55.1%
Gross Profit	228,495.47	414,362.00	-185,866.53	55.1%
Expense				
9999999 · TO BE CORRECTED	0.00			
105 · CdV Yela Professional Exp				
6573 · Camino de Vida Mileage/Travel	0.00	1,800.00	-1,800.00	0.0%
6576 · Camino de Vida Continuing Ed	0.00	1,250.00	-1,250.00	0.0%
6577 · Camino de Vida Professional Exp	0.00	1,800.00	-1,800.00	0.0%
Total 105 · CdV Yela Professional Exp	0.00	4,850.00	-4,850.00	0.0%
106 · Youth				
6053yth · Youth Program	-318.12	2,000.00	-2,318.12	-15.9%
6053595 · Triennium Savings	2,000.00	2,000.00	0.00	100.0%
Total 106 · Youth	1,681.88	4,000.00	-2,318.12	42.0%
202 · Committees				
6053cfp · F&P Committee Expense	0.00	200.00	-200.00	0.0%
6053ttf · Presbytery Task Force	0.00	4,000.00	-4,000.00	0.0%
6053cor · Committee on Rep/Participation	0.00	200.00	-200.00	0.0%
6053pjc · Permanent Judicial Commission	0.00	200.00	-200.00	0.0%
6053CT · Coordinating Team	0.00	250.00	-250.00	0.0%
6053ENC · Education Network Committee	0.00	4,000.00	-4,000.00	0.0%
6053LT · Leadership Team	0.00	200.00	-200.00	0.0%
6053PC · Personnel Committee	0.00	750.00	-750.00	0.0%
6053MNC · Mission Network Committee	150.00	4,000.00	-3,850.00	3.8%
6053mod · Moderator/Mod-elect Expenses	215.62	1,000.00	-784.38	21.6%
6053WNC · Worship Networking Committee	226.00	1,200.00	-974.00	18.8%
6053cpm · CPM/CLP Committee Expenses	309.08	4,000.00	-3,690.92	7.7%
6053com · Committee on Ministry Expense	1,356.52	7,000.00	-5,643.48	19.4%
Total 202 · Committees	2,257.22	27,000.00	-24,742.78	8.4%

Presbytery of Santa Fe
Profit & Loss Budget vs. Actual

January through December 2023

	Jan - Dec 23	Budget	\$ Over Budget	% of Budget
100 · Mission expense				
6053HYS · Jhn Hyson Property Expenses	-142.11			
5236pw · Presbyterian Women	500.00	500.00	0.00	100.0%
5235mhl · Menaul Historical Library	500.00	500.00	0.00	100.0%
6570CdV · Camino de Vida Program Expense				
6588 · CdV Mission Giving PSF	0.00	4,500.00	-4,500.00	0.0%
6570CdV · Camino de Vida Program Expense - Other	1,500.00			
Total 6570CdV · Camino de Vida Program Expense	1,500.00	4,500.00	-3,000.00	33.3%
Total 100 · Mission expense	2,357.89	5,500.00	-3,142.11	42.9%
103 · Synod Mission Support	2,436.24	8,536.00	-6,099.76	28.5%
102 · GA Mission Support	6,335.54	22,195.00	-15,859.46	28.5%
108 · ABQ YAV				
6055606 · YAV Expenses				
6055606 YAV Orientation	0.00	1,200.00	-1,200.00	0.0%
6055606 · YAV Expenses - Other	55.61			
6055606 YAV Program Curriculum	68.92	150.00	-81.08	45.9%
6055606 YAV Spiritual Direction	120.00	440.00	-320.00	27.3%
6055606 YAV - 1 on 1	281.82	600.00	-318.18	47.0%
6055606 YAV Community Days	663.55	2,000.00	-1,336.45	33.2%
6055606 YAV Recruitment	675.00	2,000.00	-1,325.00	33.8%
6055606 YAV Admin	866.97	1,500.00	-633.03	57.8%
6055606 YAV Retreats	1,553.82	3,500.00	-1,946.18	44.4%
6055606 YAV Housing				
6055606 YAV House Utilities	333.57			
6055606 YAV House Rent	2,350.00	4,950.00	-2,600.00	47.5%
Total 6055606 YAV Housing	2,683.57	4,950.00	-2,266.43	54.2%
6055606 YAV Contingency	3,561.99	500.00	3,061.99	712.4%
Total 6055606 · YAV Expenses	10,531.25	16,840.00	-6,308.75	62.5%
Total 108 · ABQ YAV	10,531.25	16,840.00	-6,308.75	62.5%
201 · Admin/Office Expense				
5130adm · Legal Fees	0.00	2,000.00	-2,000.00	0.0%
5015adm · Audit Expense	0.00	10,000.00	-10,000.00	0.0%
5144adm · Web Services	252.12	1,500.00	-1,247.88	16.8%
5129adm · Office Expenses & Supplies	948.81	3,500.00	-2,551.19	27.1%
5120Lea · Office Equipment Lease	1,049.30	2,436.00	-1,386.70	43.1%
6022 · Workers Compensation Insurance	1,397.00	1,600.00	-203.00	87.3%
5061adm · Insurance	1,750.00	12,900.00	-11,150.00	13.6%
5143adm · Telephone	1,794.97	4,000.00	-2,205.03	44.9%
5125FSW · Financial Software	2,734.61	3,000.00	-265.39	91.2%
5091adm · Office Rent	3,600.00	7,200.00	-3,600.00	50.0%
Total 201 · Admin/Office Expense	13,526.81	48,136.00	-34,609.19	28.1%
101 · Mission support - Churches				
5235pen · Penasco, Emmanuel	446.00	892.00	-446.00	50.0%
5235cub · Cuba Presbyterian Church	510.00	680.00	-170.00	75.0%
5235dix · Dixon, Embudo	582.00	1,164.00	-582.00	50.0%
5235lag · Laguna United	2,700.00	5,400.00	-2,700.00	50.0%
5235 YAV	11,340.00	11,340.00	0.00	100.0%
Total 101 · Mission support - Churches	15,578.00	19,476.00	-3,898.00	80.0%
104 · Camino de Vida Payroll				
6065155 · Workers Comp	0.00	300.00	-300.00	0.0%
6065145 · Camino de Vida 403B	375.00	900.00	-525.00	41.7%
6065160 · Camino de Vida Dental Insurance	603.40	1,800.00	-1,196.60	33.5%
6065127 · Camino de Vida SECA	1,730.50	4,222.00	-2,491.50	41.0%
6065126 · Camino de Vida Housing	8,712.50	20,910.00	-12,197.50	41.7%
6065125 · Camino de Vida Salary	13,908.80	33,381.00	-19,472.20	41.7%
6065150 · Camino de Vida Board of Pension	14,591.97	21,524.00	-6,932.03	67.8%
Total 104 · Camino de Vida Payroll	39,922.17	83,037.00	-43,114.83	48.1%
200 · Per Capita Expense				
5210nmc · NM Conf of Churches Dues	500.00	2,000.00	-1,500.00	25.0%
6053gov · Meetings of Presbytery	1,549.69	10,000.00	-8,450.31	15.5%
2410ssw · Per Capita to Synod	11,606.10	23,214.96	-11,608.86	50.0%

Presbytery of Santa Fe
Profit & Loss Budget vs. Actual
 January through December 2023

	Jan - Dec 23	Budget	\$ Over Budget	% of Budget
6560PC - Payroll Expenses				
6055229 - Expenses Coordinator/Chaplain	408.95	2,000.00	-1,591.05	20.4%
6055223 - SC Travel & Prof Expenses	524.35	2,000.00	-1,475.65	26.2%
6055224 - Chaplain	3,750.00	9,000.00	-5,250.00	41.7%
6036115 - COM Consultant	5,502.40	12,600.00	-7,097.60	43.7%
6055221 - Stated Clerk-Salary	7,000.00	16,800.00	-9,800.00	41.7%
Total 6560PC - Payroll Expenses	17,185.70	42,400.00	-25,214.30	40.5%
2470ga - Per Capita to GA	22,867.00	45,734.00	-22,867.00	50.0%
Total 200 - Per Capita Expense	53,708.49	123,348.96	-69,640.47	43.5%
107 - Salaries				
6055601 - YAV Intern Health Insurance	0.00	710.00	-710.00	0.0%
6560000 - Payroll Expenses-work comp fee	31.50			
6055520 - AdministratTravel&Prof Expenses	286.64	2,800.00	-2,513.36	10.2%
6055510 - Administrator Medical	669.00	1,790.00	-1,121.00	37.4%
6055610 - YAV Pension	729.10	1,749.84	-1,020.74	41.7%
6055507 - Adminidtrstor 403 (b)	1,512.10	3,630.00	-2,117.90	41.7%
6010110 - Cleaning Person Salary	1,850.00	4,907.00	-3,057.00	37.7%
6055613 - YAV/Youth Coord Benefit	2,918.89	8,000.00	-5,081.11	36.5%
6055609 - YAV Intern payroll	4,215.10	8,250.00	-4,034.90	51.1%
6036 - Employer Share Payroll Taxes	4,776.42	12,000.00	-7,223.58	39.8%
6010136 - Financial Assistant	5,958.30	14,300.00	-8,341.70	41.7%
6055600 - YAV/Youth Coordinator Salary	16,428.30	39,428.00	-22,999.70	41.7%
6055500 - Administrator Salary	21,735.00	52,164.00	-30,429.00	41.7%
Total 107 - Salaries	61,110.35	149,728.84	-88,618.49	40.8%
Total Expense	209,445.84	512,647.80	-303,201.96	40.9%
Net Ordinary Income	19,049.63	-98,285.80	117,335.43	-19.4%
Other Income/Expense				
Other Income				
4090400 - Designated Acct Income	790.00			
4090600 - Passthrough-Msn Partners	3,600.00			
4084000 - Dividend Income	14,943.46			
4090500 - Passthru- Offerings, DMS, ECO	47,082.78			
4090300 - Donor Restricted Income	98,953.74			
4085150 - Unrealized Investment Gain	109,389.57			
Total Other Income	274,759.55			
Other Expense				
5010000 - Bank Charges	1.25			
5010003 - PayPal Fee	154.19			
5010400 - TRANSFER Designated	790.00			
5010600 - TRANSFER Msn Partners	3,600.00			
5010001 - Investment Account Charges	11,129.62			
5010500 - TRANSFER - offerings, DMS, ECO	46,837.78			
5010150 - Unrealized Investment Loss	71,567.91			
5010300 - TRANSFER Donor restricted	98,953.74			
Total Other Expense	233,034.49			
Net Other Income	41,725.06			
Net Income	60,774.69	-98,285.80	159,060.49	-61.8%

#68- Balance Sheet- May 31, 2023

Presbytery of Santa Fe Balance Sheet As of May 31, 2023

06/05/23

	May 31, 23	May 31, 22	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
1010000 · Business checking	280,206.92	271,528.48	8,678.44
1020000 · Petty cash	119.30	119.30	0.00
1040000 · Paypal	500.75	198.50	302.25
Total Checking/Savings	<u>280,826.97</u>	<u>271,846.28</u>	<u>8,980.69</u>
Accounts Receivable			
1110 · Accounts receivable	14,724.91	5,314.41	9,410.50
Total Accounts Receivable	<u>14,724.91</u>	<u>5,314.41</u>	<u>9,410.50</u>
Other Current Assets			
1060000 · Raymond James	1,725,268.92	1,793,720.45	-68,451.53
111000 · Pres Investment & Loan Prgrm			
111MMF · DARMMF100074	480,340.25	475,422.91	4,917.34
Total 111000 · Pres Investment & Loan Prgrm	<u>480,340.25</u>	<u>475,422.91</u>	<u>4,917.34</u>
1299000 · Undeposited Funds	-245.00	254.39	-499.39
13000 · Prepaid expenses	8,476.00	8,476.00	0.00
Total Other Current Assets	<u>2,213,840.17</u>	<u>2,277,873.75</u>	<u>-64,033.58</u>
Total Current Assets	<u>2,509,392.05</u>	<u>2,555,034.44</u>	<u>-45,642.39</u>
Fixed Assets			
15000 · Furniture and Equipment	43,967.00	43,967.00	0.00
1500000 · Land	657,586.00	657,586.00	0.00
1501000 · Building	375,157.77	375,157.77	0.00
1506000 · Accumulated Depreciation	-122,320.75	-122,320.75	0.00
Total Fixed Assets	<u>954,390.02</u>	<u>954,390.02</u>	<u>0.00</u>
Other Assets			
1950000 · Pres Fndn CharRemainderTrust	547,782.55	547,782.55	0.00
Total Other Assets	<u>547,782.55</u>	<u>547,782.55</u>	<u>0.00</u>
TOTAL ASSETS	<u>4,011,564.62</u>	<u>4,057,207.01</u>	<u>-45,642.39</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Credit Cards			
Bank of America Credit Card	0.00	39.00	-39.00
Citi Card	0.00	995.74	-995.74
Total Credit Cards	<u>0.00</u>	<u>1,034.74</u>	<u>-1,034.74</u>
Other Current Liabilities			
2100000 · Payroll Liabilities	10,521.41	3,219.04	7,302.37
2111 · Direct Deposit Liabilities	157.43	157.43	0.00
300 · Restricted Funds			
300a · Administrative Accounts			
2004-SY · Admin Cont. Ed Carryover	1,236.01	936.01	300.00
2086000 · In/Out-invoices & Reimb			
Native American Participation	313.46	313.46	0.00
2086000 · In/Out-invoices & Reimb - Other	1,626.24	1,626.24	0.00
Total 2086000 · In/Out-invoices & Reimb	<u>1,939.70</u>	<u>1,939.70</u>	<u>0.00</u>
2086001 · In/Out Books & Calendars	1,020.05	922.83	97.22
2094 · Per Capita Advance Pay	197.36	262.50	-65.14
2141PM1 · Presbytery Meeting 1	0.00	-67.18	67.18
Total 300a · Administrative Accounts	<u>4,393.12</u>	<u>3,993.86</u>	<u>399.26</u>

06/05/23

Presbytery of Santa Fe
Balance Sheet
As of May 31, 2023

	May 31, 23	May 31, 22	\$ Change
300cmsn · Mission in Cuba			
2028cub · Trip to Cuba	130.00	130.00	0.00
2029 · Cuba Travel Fund	1,732.50	1,732.50	0.00
Total 300cmsn · Mission in Cuba	1,862.50	1,862.50	0.00
300me · Mission Education			
2038 · Mental Health Events	2,000.00	2,000.00	0.00
2072 · Higher Education Consult	171.99	171.99	0.00
2093 · Restoring Creation Grant	900.00	900.00	0.00
Total 300me · Mission Education	3,071.99	3,071.99	0.00
300msn · Other Mission			
2047 · Presbytery Projects	263.44	263.44	0.00
2112sdp · Self Development of People	81.62	81.62	0.00
2120NAC · Native American Conversations	1,755.00	1,755.00	0.00
Total 300msn · Other Mission	2,100.06	2,100.06	0.00
300ncd · NCD/Redevelopment			
2042 · Saylor Trust	3,439.93	0.00	3,439.93
2045 · Evangelism	455.03	455.03	0.00
2069 · Santa Fe Presbytery NCD	17,664.88	20,164.88	-2,500.00
2091 · NCD-SFe First Donation	18,000.00	18,000.00	0.00
2121 · JH&H PSF NCD	39,521.52	39,521.52	0.00
2125 · JHH PSF NCD Santa Fe	5,113.32	5,113.32	0.00
Total 300ncd · NCD/Redevelopment	84,194.68	83,254.75	939.93
300pcc · Pastors/CLP/Candidates			
2055 · CLP Restricted Fund/Garrett	16,885.95	18,985.95	-2,100.00
2071 · Candidates Fund	22,949.11	22,126.41	822.70
2073 · Women Candidate Scholars	4,120.19	4,420.19	-300.00
2074 · Jicarita Cluster CLP Classes	5,434.22	5,314.22	120.00
2084 · Pastor's Emergency Fund	4,374.55	7,001.39	-2,626.84
Total 300pcc · Pastors/CLP/Candidates	53,764.02	57,848.16	-4,084.14
300psfm · PoSF Mission			
2049 · VIM YARS	9,947.40	9,947.40	0.00
2051 · Hunger Action Enabler	12,189.14	12,189.14	0.00
2077 · Peace offering	24,108.41	22,076.41	2,032.00
2082 · Hunger Relief PSF	19,088.24	19,385.10	-296.86
2083 · Hunger Relief Outside PSF	4,724.54	4,724.54	0.00
2089 · Work Camp Expenses	7,222.13	7,222.13	0.00
2111a · J. E. Arp Endow	3,392.84	2,742.37	650.47
2111s · R.E. Stewart Endow	280,823.62	268,794.34	12,029.28
Total 300psfm · PoSF Mission	361,496.32	347,081.43	14,414.89
300swR · CdV Reserve	2,301.21	2,301.21	0.00
300yth · Youth			
2075 · Triennium	17,806.50	18,896.46	-1,089.96
2113beq · bequest-secondary educ only	2,901.80	2,901.80	0.00
2113mhr · Mid High Retreats	300.00	300.00	0.00
2113shr · Senior High Retreat	725.00	725.00	0.00
2113YM · Youth Mission	1,082.40	582.40	500.00
Total 300yth · Youth	22,815.70	23,405.66	-589.96
Total 300 · Restricted Funds	535,999.60	524,919.62	11,079.98

Presbytery of Santa Fe
Balance Sheet
As of May 31, 2023

	May 31, 23	May 31, 22	\$ Change
400 · Designated Funds			
400adm · Administrative			
1301 · Termination Package Reserve	14,980.17	14,980.17	0.00
2000 · Web Page	470.90	470.90	0.00
2001adm · Internet cafe carryover	3,003.19	3,003.19	0.00
2001CAT · CAT Website Grant	1,003.38	1,164.85	-161.47
2002 · Council Comm- Congreg. Dev	372.75	372.75	0.00
2003 · Council Comm-Special Relnships	1,347.75	1,347.75	0.00
Total 400adm · Administrative	21,178.14	21,339.61	-161.47
400dmr · Designated Mission Reserve			
2015 · CE Training	1,151.75	1,444.50	-292.75
2016 · COM Training	578.96	578.96	0.00
2017IR · Immigrant Relief Fund	200.00	200.00	0.00
2022 · Urban Hispanic Mission	4,222.53	4,222.53	0.00
2023 · Farmgton United (treasury bal.)	-267.56	-214.32	-53.24
2028 · Candidate Fund/Designated	4,380.01	2,664.01	1,716.00
2098 · Campus Ministry Program	12,390.05	12,390.05	0.00
2160CdV · CdV Kitchen Remodel	300.00	300.00	0.00
Total 400dmr · Designated Mission Reserve	22,955.74	21,585.73	1,370.01
400res · Reserves			
2031 · Program Reserve	311,582.49	311,582.49	0.00
2032 · Ecclesial Judicial Reserve	15,294.71	15,294.71	0.00
2033 · Presbytery Legal Expenses	22,241.58	22,241.58	0.00
2034 · Church in Crisis Reserve	338,355.14	344,580.14	-6,225.00
2035 · Per Capita Reserve	65,531.75	65,531.75	0.00
2036 · Capital Expend Replace	25,424.55	25,424.55	0.00
2041 · MPF Staff Restricted Fund	53,397.16	53,397.16	0.00
2046 · Farmington Principal Reserve	62,709.34	62,709.34	0.00
2049MT · Mt. Taylor Property Sale	115,455.95	115,455.95	0.00
2055YAV · YAV Individual Fund Raising	0.00	1,000.00	-1,000.00
2113YAV · ABQ YAV	43,556.91	43,556.91	0.00
Total 400res · Reserves	1,053,549.58	1,060,774.58	-7,225.00
Total 400 · Designated Funds	1,097,683.46	1,103,699.92	-6,016.46
500 · Fiduciary Accounts			
2470gam · GA Mission			
2470345 · Theological Education Fund	41.66	56.66	-15.00
2470eco · Extra Commitment Opportunities			
E132192 · Missionary Support	400.00	0.00	400.00
Total 2470eco · Extra Commitment Opportunities	400.00	0.00	400.00
2470JOY · Christmas Joy Offering	288.00	0.00	288.00
2470OGH · One Great Hour of Sharing	11,963.12	0.00	11,963.12
2470pda · Disaster Relief			
2470USA · DR000015 USA Disaster/Emergency	145.00	0.00	145.00
Total 2470pda · Disaster Relief	145.00	0.00	145.00
2470PEA · Peace & Global Witness	7.50	0.00	7.50
Total 2470gam · GA Mission	12,845.28	56.66	12,788.62
Total 500 · Fiduciary Accounts	12,845.28	56.66	12,788.62



Spring 2023

We at the Board are working hard to support our ministers and employees of the Presbyterian Church (USA) in new and creative ways. If you have other ideas about how we can help, please let me know. I am happy to meet with presbytery and church committees to listen to your thoughts and hopes of how we can strengthen the benefits offered to those who serve the Church.

Kristin Leucht

Sr. Church Consultant

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The Board of Pensions is a national agency of the Presbyterian Church (U.S.A.), offering a broad range of benefits to PC(USA) churches, agencies, and mid councils, as well as affiliated employers.

Member/Employer Services: 800-773-7752, M-F 8:30 am to 6:00 pm ET

A Season of Rebuilding

At the Board of Pensions, we are committed to assessing and restructuring the Benefits Plan of the Presbyterian Church (U.S.A.) to meet the needs of a changing Church and to serve the most people possible. The Board has entered a season of rebuilding in which our goal is to make necessary changes to provide great flexibility and cost control for congregations as they care for the well-being of their pastoral leadership. Our vision is for all ministers ordained in the PC(USA) to be plan members. [Read more.](#)

Other important information:

- **The Assistance Program:** As part of our commitment to mutual care and wholeness, the Board of Pensions has once again expanded access to the Assistance Program to serve more ministers, employees, retirees, and surviving spouses who have financial need. The latest Assistance Program expansion includes broadened eligibility, increased grant amounts, and two new grants. [Read more.](#)
- **Directors grant experience apportionment:** The Board of Directors granted a 4.2 percent experience apportionment for the Defined Benefit Pension plan. Effective July 1, 2023, this apportionment will result in an increase in retirement and survivor pensions benefits for pension plan members and survivors as well as an increase in the pension credits accrued as of December 31, 2022, for active and vested terminated members of the pension plan. [Read more.](#)
- **Diversity, Equity, and Inclusion:** The Board is taking tangible, intentional steps to ensure a workplace culture that inspires a sense of belonging. We actively engage throughout the Church to ensure access to benefits plans and programs that provide wholeness. [Read more.](#)
- **Retirement Savings Plan of the Presbyterian Church (U.S.A.):** This 403(b)(9) plan helps participants build savings and achieve long-term retirement goals. This plan offers both tax-deferred and Roth after-tax contribution features. No hourly work requirement for employees. [Read more.](#)

