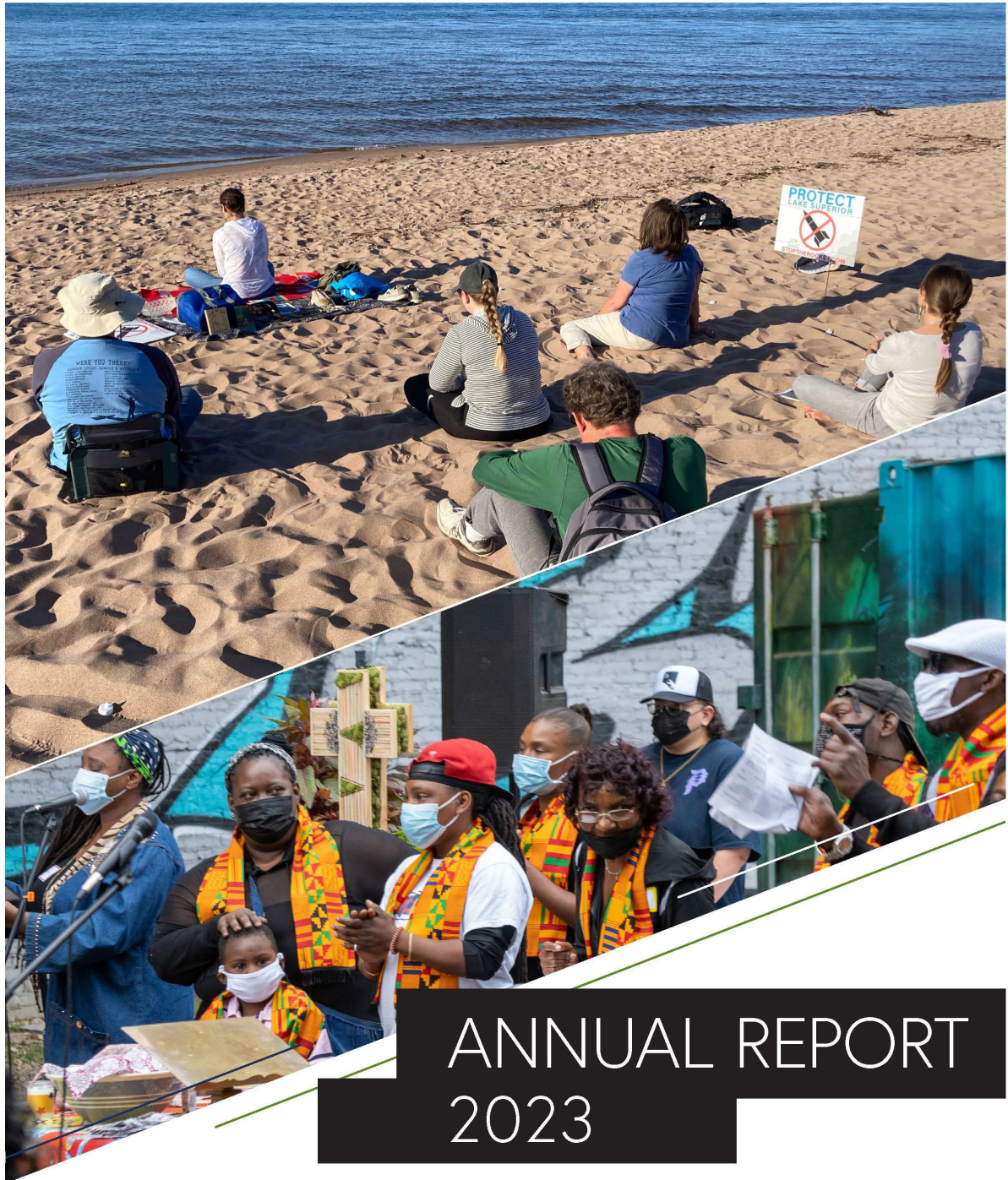


St. Paul Lutheran Church

1100 Indian School Road NE, Albuquerque, New Mexico 87102

Presented at the Spring Congregational Meeting, 21 April 2024



ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is fluid and cursive.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

TABLE OF CONTENTS

Welcome Statement	3
Community Covenant	4
Staff, Officers, and Council Members.....	5
Staff	5
Officers.....	5
Congregation Council Members.....	5
Membership Reporting Information	6
Members Received / Removed.....	6
Received By	6
Removed By	6
Year-End Total.....	6
Baptisms, Affirmations, First Communion, Confirmations, Transfers	7
Deaths / Memorials	7
Spring Congregation Meeting Minutes	8
Winter Congregation Meeting Minutes.....	10
Reports from the Council & Office Staff.....	13
Report of the Pastor.....	13
Report of the Congregation President	17
Personnel Committee	18
Property Committee.....	18
Office Coordinator	21
Office Volunteers	21
Calico Butterfly Preschool.....	22
Caring Ministries.....	27
Memorial Service Refreshment Committee.....	27
Prayer Shawls	27
Sewing Group	27
Stephen Ministry	28
Visitation	29
ELCA Administrations	30
Rocky Mountain Synod	30
2023 Rocky Mountain Synod Assembly – St. Paul Lutheran Church ABQ Report.....	32

Rocky Mountain Synod Women's Organization - Women of the ELCA 36

Education Ministries..... 36

 Adult Faith Development 36

 Youth Faith Formation..... 36

 Church Women United in New Mexico 37

Outreach Ministries..... 38

 Bread for the World 38

 Camino de Vida..... 38

 Girls Camp Madagascar..... 39

 Friends Feeding Friends..... 40

 Adopted Families Project 40

 Albuquerque Interfaith (AI) 41

Stewardship Ministry 42

Worship & Music Committee 43

Finance 45

 Finance Committee 45

 Financial Secretary..... 47

 Treasurer 48

WELCOME STATEMENT

St. Paul Lutheran Church is committed to becoming a radically loving and welcoming community of faith, rooted in the Good News of Jesus Christ. In faithfulness to the Gospel and our Lutheran heritage, we will with God's help provide programs, ministries, and pastoral care to all who see God in this place.

What does this mean?

As we seek to embody our commitment to become a more welcoming community, this means that regardless of your:

Age 3 days old, 30 years old, or 130 years old ...

Citizenship Status By birth, by choice, undocumented, dreamer, asylee ...

Culture or Race Hispanic, Native American, Asian, Black, or White ...

Economic Means Employed or not, rent or own or live with parents, or are homeless ...

Emotional State Happy or struggling with addictions or phobias ...

Faith Expression or Background Buddhist, Jewish, agnostic, Christian, Muslim, atheist ...

Financial Philosophy Tithe, hoard, would share if you had money ...

Gender & Sexual Persuasion All sexual orientations, gender identities, and gender expressions ...

Household Structure Blended, two-parent, single-parent, with children or not, or solo ...

Marital Status Single, married, partnered, separated, or divorced ...

Physical or Mental Capabilities Able, disabled, or person of differing abilities ...

Political Leanings Republican, Democrat, Independent, Socialist ...

Spiritual Condition At peace or having a troubled spirit ...

... or whatever terms you use to describe yourself,

You Are Welcome Here.

You and your gifts are needed at St. Paul for the sake of God's mission in the world.

COMMUNITY COVENANT

As people of St. Paul Lutheran Church we believe that all people are children of God, created in God's image as sisters and brothers of Jesus. We desire to live Christ-like lives in community with one another and value this community as a safe place. We are called to engage with one another in life-giving, supportive ways. We value civility, respect for all people, and the infinite diversity of life stories and the ideas they embody.

In order to live that which we value, we agree, in all of our communications, to:

- See the child of God in each person;
- Work together for the common good;
- Openly and honestly share our views with each other, especially when we disagree;
- Take personal responsibility to ensure that each person has the opportunity to speak;
- Listen to one another without interruption or judgment;
- Honor the decision that may arise out of a difficult decision-making process;
- Talk directly with a person with whom we have a conflict;
- Assume they have the best intentions;
- Respect confidentiality; and
- Actively practice forgiveness.

*Adopted, as presented, by the St. Paul Lutheran Church Congregation Council on
September 18, 2012*

STAFF, OFFICERS, AND COUNCIL MEMBERS

STAFF

Pastor

Rev. Kristi Koppel

Choir Director

Rhonda Fleming (1st Qtr)

Janet Vrudny

Organist

Shannon Jones (1st Qtr)

Raul Manjarrez

Calico Butterfly Preschool Director

Marisol Flores-Gutierrez

Office Coordinator

Deborah Ash

OFFICERS

Council President

Roger Hein

Council Treasurer

Paul Thompson

Council Secretary

Nancy Jenkins

Youth Representative

Rindra Josoa

Financial Secretary (*non-officer position*)

Paula Eglinton

CONGREGATION COUNCIL MEMBERS

Peggy Burnett

Sharon Hamilton

Roger Hein

Will Hoffman

Nancy Jenkins

Rindra Josoa

Kaitryn Kennedy (1st half 2023)

Rev. Kristi Koppel

Chris Moody

Jeff Peterson

Paul Thompson

MEMBERSHIP REPORTING INFORMATION

MEMBERS RECEIVED / REMOVED

Beginning Role Count as of January 1, 2023.....177

Received By

Baptism.....1
Affirmation of Faith.....5
Transfer.....3
Total Members Received.....9

Removed By

Death.....3
Released / Transfer.....0
Total Members Removed.....3

Year-End Total

Beginning of Year.....177
+ Members Received.....9
Members Removed.....3
Year-End Total.....183
Total Confirmed Membership..... 183
Number of Baptized Youth Confirmed.....0
Average Weekly Worship Attendance / Online Viewers.....79/142
Active Non-Members Involved in Ministry.....38

BAPTISMS, AFFIRMATIONS, FIRST COMMUNIONS, CONFIRMATIONS, TRANSFERS

Colt Levi Arent	Baptism	May 21, 2023
James Jesi	Affirmation	May 28, 2023
Jaz Kennedy	Affirmation	May 28, 2023
Kait Kennedy	Affirmation	May 28, 2023
Sara Love	Transfer	May 28, 2023
Morgan Millis	Affirmation	May 28, 2023
Janet Vrudny	Affirmation	May 28, 2023
Olivia Warner-Love	Transfer	May 28, 2023
Elizabeth Wetherell	Transfer	May 28, 2023

DEATHS / MEMORIALS

Marsha Merritt	Graveside	February 7, 2023
*Vonna Hopkins	Memorial	February 10, 2023
Patricia Hunt Love	Memorial	June 3, 2023
*Kay Reardon	Memorial	June 8, 2023
Anthony Benton	Memorial	November 29, 2023
*Richard Meyners	Memorial	December 8, 2023

*St. Paul rolls

SPRING CONGREGATION MEETING MINUTES

March 5, 2023

Meeting was held in the Sanctuary.

Quorum was confirmed.

Called to Order at 11:13 by Council President Roger Hein.

Opening Devotion- Pastor Koppel asked members to share their joys and concerns. Those included prayers for Madeline, Clare, someone who went without heat for several days, blooming trees, a brother who is very ill, death of a friend, thanksgiving for Rhonda and Shannon, thanks for Luther House, completion of the Calico playground, God's presence in and around this community. Pastor Koppel prayed for all of these and for this meeting.

Additions to the agenda- approval of the Fall Congregation Meeting minutes.

Endorsement of Proposed Constitutional Amendment- this allows more flexibility in electing Council members. The proposed change is consistent with the wording in the ELCA Model Constitution for Congregations. **Moved by Jeff P. Seconded by Jo B. Vote passed.**

Council Vacancies-

Secretary for the remainder of 2023- Nancy Jenkins volunteered. **Motion made by Sharon H to accept Nancy J as Secretary. Seconded by Jo. Motion carried.** This creates a vacancy in the Council. Roger asked for a volunteer to fill this position for half of the year. Council meets in person one Sunday a month after Adult Ed. No one volunteered.

President Elect position- half of this year, then becomes the President for one year then becomes the past president for one year. One year to learn, one year to lead, one year to help. Must answer the concerns of the pastor, do some administrative duties, set the agenda. Roger asked for a volunteer and no one came forward.

Presentation of the 2022 Congregation Report- Jeff said all committees have included reports of their activities and asked members to take the time to read it. He wanted everyone to review the Behavioral Covenant to keep in mind that everyone has a voice. The report includes the minutes from the Fall Congregation Meeting. **Motion was made by Terry to approve the minutes from the Fall meeting. Seconded by Peggy. Motion carried.** Jeff said all the committee reports are signed, so contact people if you are interested. The report closes with the financials of the year. Talk to Paul or Sig if you have questions. Roger thanked Jeff for his work last year as President.

Approval of the 2023 SPLC Budget- Last year Council postponed the budget so it could set priorities that the congregation had at the town hall meetings. We used a provisional budget this year to spend to last year's budget until we could hear the top priorities from the town hall meetings. Council reviewed the budget for two months after it was sent from the Finance committee. A lot of thought has gone into this

budget. **A motion was made by Sig to accept the budget. Seconded by Sharon H.** Discussion: Sig said we tried to improve the sale-ability of the sanctuary and should see \$17,000 income from its use. Increase in Deborah Ash's hours, improve the sanctuary, improve office efficiency, improve the music program—music director and accompanist, contract services and building support. Pastor salary increase will be retroactive to 1/1, and will be reviewed to see about other staff members. They will put new budget numbers into place going forward. Paul said money will be for a 12 month budget. Rate will be commensurate but may not be completely used over the year. Roger asked Paul to summarize last year to where we will be this year. 2023 will have a \$59,000 deficit. Changes were a direct result of the town hall meeting concerns. Sanctuary changes are not in the budget. Dana asked about rental income and how will we get more income when we had no effort required to get last year's income. Coro Lux and others will continue to use the facility. David Kelly and Finance are looking at a fair rental for this facility. Terry asked why Stephen Ministry was budgeted at zero. Terry talked about sending the grief books and wondered where the money will come from. This would be addressed in council. Mino asked about mileage reimbursement for pastor. Pastor Koppel doesn't charge for in-town mileage. Rainbow Trail mileage comes out of RT funds. Synod assembly incorporates mileage into a specific fund. Mino asked about Personnel. Choir director only paid for 42 weeks. Choir is on break in the summer. Should choir director get paid all year? If we find someone good, they should work all year. Choir meets before service on Sunday to practice. Jan K. said they pay directors year round to keep learning, looking for music for the coming year and for making plans for special music throughout the year. Paula made a motion to increase \$2500 to cover 52 weeks for the choir director. Nancy M wanted to know where money for benevolence comes from? Some members write benevolence on their checks. \$1700 is estimate looking at the 2022 budget. Mission support (page 1 of budget) goes directly to the Synod. Mission support is 3% of contributions for general use, it used to be 7%. 4% also comes from endowment proceeds that is paid to the Synod so we still send a total of 7%. **Bob M. said there is a motion on the floor to increase choir director salary to 52 weeks. Congregation voted and motion carried.** The other motion on the floor is to adopt the budget. David K wanted to know if increasing the choir director salary will create a \$61,000 budget deficit. Yes it will.

David asked how we pay a deficit budget? There is \$180,000 in unrestricted operating reserves to cover the deficit for this year and maybe 2 more years. With Calico funds added we have a much smaller deficit. Mary asked about reserves with money, endowment with money, Calico with money. Money for the deficit comes from other funds. Pastor Koppel said the choir director collaborates with her and the Worship and Music Committee. **Motion to adopt the budget with one amendment to increase the choir director pay for 52 weeks. Congregation voted and motion carried.** If there are adjustments, they will go to Personnel.

Desire to improve the Sanctuary- to become more inviting to those using it and those who can't use it. Ad Hoc committee long ago wanted to infill the space from the back to the altar to include a ramp so it is available to handicapped persons. Roger updated the pricing. Just materials with work done in-house would be a \$12-13,000 investment. Lumber prices continue to come down. To add carpeting or laminate,

would be \$22,000 all in investment. This is an unfunded obligation and will be a fund raising campaign to make the sanctuary more welcoming.

Pastor Koppel led us in a closing prayer.

Adjourned at 12:26 pm.

-Respectfully submitted by Nancy Jenkins, Council Secretary

WINTER CONGREGATION MEETING MINUTES

Dec. 10, 2023

Quorum of greater than 18 was needed. Exceeded that number.

Called to Order: 11:20 am

Opening Devotion: Pastor Koppel said teams work together for a common good, listen, be kind, work together. Birds fly in a V, when the leader tires, another steps up to lead. We are one congregation in the body of Christ. Just as one body has many members. Roger thanked everyone for doing more and we haven't missed a step.

Approval of Proposed Constitution Changes: Roger included the updated constitution in the mailing to the congregation. Chris Moody helped make sure all the changes were made. Sara Love moved to approve the constitution changes were made. Ivan Westergaard seconded. Discussion: Chris said there were mandated changes and most don't affect how St. Paul runs. The changes Council is proposing are in Chapter 11 Officers. Council wants to change the way officers are selected. Before, officers were elected by the congregation. With the changes, the treasurer will still be elected by the congregation. The president, vice president and secretary will be selected by the seated Council. With smaller numbers of congregants, it's hard to members who will come forward to be officers. Now we can choose Council members and the Council will choose the officers. In 2001, we separated the clerical role from the spiritual role. We need to change Chap.11.04 to not allow the pastor to hold the office of president or vice president to make sure the intent is to keep the 2001 change. In Chap. 13.03 Pastor is an ex-officio member. Is ex-officio a voting member? C.10.09 does mean ex-officio members are voting members for all committees.

Motion by Hal Nilsson that we should amend C.11.02 to say "President and Vice President will be elected from Council members excluding rostered leaders".

Seconded by Dana Mullin. Vote on the amendment to exclude rostered leaders carried.

Vote on motion to approve the constitution changes. Motion carried.

Ballot was passed out for Council members, Treasurer, Nominating committee and Synod assembly representatives. Those attending voted. Results will be announced later in the meeting.

2024 Operating Budget. Amanda Jelsema moved to approve the budget. Seconded by Terry Cole. Discussion: Sig gave history. The proposed budget had a \$74K deficit. Calico transferred \$30K from their profits which makes the budget deficit \$44K. We have had a deficit budget for 20 years. The last few years the deficit has been larger. The main source of income is member giving and it is not increasing. Other source of income is Calico. Currently they are under excellent management with a surplus that offset the church account. Next year Calico will give the church \$30K for utilities and insurance. It's difficult to predict year end for 2023 and Calico has helped reduce the deficit. The church can't sustain deficits. Pandemic donations helped us through those years. Dave Kelly suggested we prepare for what happens if money runs out in 3-10 years. Can't predict. Pastor Koppel said the congregation voted on a couple of goals, one was growing the use of the building and we have exceeded that this year. We have the potential to grow. Unlimited funds but unlimited energy to grow. Paula Eglinton said Calico has a dedicated Board and a wonderful director who is excited and hard working. In 2023, they projected \$77K, but gave \$30K to church so they have \$47K. Paula said she has been here 73 years and we will have lots more years than 3-10. She said the Board gave a \$3 pay increase to all the staff. The Board is committed that the increase will continue. The salaries are \$15/hr. for the low level teachers, \$17/hr. for the more experienced and \$49K for the director. They have to find a way to continue with these salary levels and it's included in their budget. The \$30K to the church will pay for utilities and insurance. They have 44 students and their goal is to provide NM pre-K classes through APS. Calico accepts credit cards and parents have agreed to pay the 3.6% convenience fee.

Roger thanked Paul for 3 hard years as Treasurer. Dana is thrilled by all we are doing and where we are now. Paul said it will take 3 years to eat up the unrestricted funds. Dana said she will vote for the 2024 budget, but in a year or two need prayerful consideration to make changes happen. We have done good work, but we need to be concerned. Finance and Council will make that path forward their focus. Hal N. asked Paula for a stewardship drive update. As of today, 33 members have given their intentions for giving with a total of \$165,680. Last year there were 36 intentions for \$147,420. We are \$18K over last year. The Stewardship Committee is excited about this year's giving intentions. Hannah Peterson agrees with Dana elevated what Paula is doing and she has the house in order. The good news from Calico has been wonderful. She strongly believes the heartbeat of the congregation is our driving force to be in difficult times and move toward the better. There is amazing community that she has leaned on and is grateful for. Jim Graff asked about the big jump in electricity. Electric through Oct. was \$23K budgeted at \$21K. For accounting, Deb does the bookkeeping and payroll since we are not paying a contract accountant. We are using ADP for payroll. Deb is working with Paul on reconciliation and checks. Pastor Koppel thanked Deb, Janet and Raul for the music continuity. Salary for a

payroll person may be next year. VANCO is agent that changes money from personal accounts to church accounts. Sara hears a lot of hope and we are going in the right direction. There was no other discussion. **Vote to accept the 2024 proposed budget.**

Motion Carried. Sig thanked Paul for his work. Paul had to put up with four incidents that no other treasurer has had to deal with. Paul found a new bookkeeper when one quit. When the pandemic came, Paul got loans transferred to grants because we spent the money properly. He moved investment funds from one brokerage to a new one and made sure the funds were transferred correctly. He had to change bank accounts when he found that checks for the synod were being cashed by another entity.

Vote results: 3 year Council members are Sara Love and Casey Jelsema, Youth member is Olivia Love, Treasurer is Katryn Parent, Synod assembly representatives are Sharon Hamilton and Hannah Peterson, and the one year position for Nominating committee is Hal Schultz. FYI there are still open positions: one 2year Council position, one 3yr Council position and one 3yr Nominating Committee position.

Twelve months of God's Work Our Hands: Deb Ash presented the service projects we will do through the year. The one in January is Friends Feeding Friends. There are 3 teams and we have been doing preparing these meals for almost 50 years. We will be supporting the "chicken and rice" group. On 12/31 we will prepare the meal to be delivered to HopeWorks on Wednesday to be served on the first Thursday of January. Other monthly projects include hygiene kits, adopted families, etc. Deb will put the schedule out.

For the newly elected Council: Next Sunday we will have a Council meeting to welcome and new members and say good bye to those leaving Council. Jeff P. thanked Roger for taking over the president position again.

Sanctuary Project: Pastor Koppel reported that we can't find a contractor but we need to continue to move forward. We have two building options, one with the ramp in the back or the ramp down the side which would have to remove the privacy curtain (the wooden panel in front of the pews. Need electrical outlets and other outlets. Will we cover it with carpet, or hardwood? We need to think of all the possibilities. Some of the pews are unstable and we need to secure them during this work.

Council meeting in January: January 21, 2024 after adult ed will elect the Council officers.

Date of Spring Congregational Meeting: April 21, 2024 after the service.

Closing devotion: The Lord's Prayer.

Adjourned at 12:30 pm.

-Respectfully submitted by Nancy Jenkins, Council Secretary

REPORTS FROM THE COUNCIL & OFFICE STAFF

REPORT OF THE PASTOR

Greetings Sisters & Brothers in Christ,

Reflecting into the Future. At the Bishop's Retreat in the fall of 2023, I had some wonderful conversation with Jim Gonia, our Bishop. Here's the gist of it, three topics. One, many of you know he'll conclude his 2nd term in 2024 and in good Lutheran fashion, I am both sad and excited. Sad, rather selfishly, because I know I'll miss his leadership, and excited because for him and his family a new chapter will unfold. Vaya con Dios, Bishop Jim!

Two, when he asked about how our ministry together is going, I was able to name a scripture passage that keeps coming to mind. It is the one where Jesus tells the parable about new cloth being used for a patch on old cloth and pouring new wine in old wineskins:

36 "No one sews a piece of a new material on an old one. Otherwise, the new would tear, for the new piece does not match the old. 37 And no one puts new wine into old wineskins. Otherwise, the new wine will burst the wineskins, and it will be spilled, and the wineskins will be destroyed (Luke 5:36-37).

Mixing new things and old things was rather problematic in Jesus' day. Today, when it comes to our mission together, when it comes to all the new ways of doing things (technology alone is mind-boggling), and when it comes to honoring the Saints and the rich traditions they have passed along, I believe the Spirit is pushing us to take a fresh look at this mixing of things.

In Jesus' day, part of what he was speaking to, was holding on to the old – a legalistic spirit of organized religion – thus preventing being open to the new – the way of loving God and loving neighbor. That's not us, but there is something happening here, something that is holding us back from joyfully living into the new. Are there structures, traditions, practices, and/or even fears that are held in fragile old wineskins? What is new that we are trying to sew onto old that might be causing a problem? One thing I see that we are grappling with is making room for new ideas and new ways of doing ministry, whether it be changing due to cultural shifts and/or welcoming new people into our community and mission.

While I have some thoughts on this, this leads me to the third topic. As I start my seventh year in ministry with you, I'd like to plan for a 3–4-month sabbatical in 2025. The Bishop wondered with me what it might look like to take this time (you and me) to intentionally pray and work through whatever it may be that the Spirit is prompting. Upon our reuniting I have no doubt that she will do some amazing work through us.

Reporting the past.

Town Hall. We held off on passing our 2023 budget until after we had the results of the Town Hall Meeting (mid-January) which led us to set 3 priorities. Two of the priorities were to stabilize the music ministry and increase administrative support. The third was to design and complete the sanctuary infill & ramp project that had been talked

about since 2016. In order to set these priorities, we needed to name that we were going to stay in the building for the foreseeable future. The first two goals were accomplished (see staff stabilization). The infill & ramp project is off to a great start. Preliminary drawings were completed. Thank you, Roger Hein and Jim Graff! We secured a general contractor, Brian O'Connell, and have raised about \$22,000 to the anticipated \$50,000 total cost.

Different Preaching Cadence. In April, I approached the Council about my work-load. They were supportive of me exploring a different cadence. So, I invited Terry Cole, Bob Matthews, and Hal Nilsson to a think-tank around this desire. At first, I wondered what it might look like for me to go less than full-time. As we explored together, we were led to ask what my work-load might look like to have a guest preacher (lay or ordained) about once a month. This would allow for a change of pace that week allowing for focus on another area of ministry or perhaps even taking a long weekend without requiring a Sunday. This model was proposed and fully supported by the Council, which led to the additional monies being allocated in the 2024 budget for supply preaching. Thank you!

Staff Stabilization. As we stabilized the Music Ministry Staff, I was able to breathe relief and joy each Sunday. However, our cutbacks in administration have landed us in a similar place heaping a heavy load on Deb (and me). So the goal of adding monies for administration was partially met. However, instead of that time being dedicated to growing Building Use (generating revenue) and projects that were set on a back burner (directory, combining software platforms for greater efficiency, and strategizing a digital outreach) these have come to a stand-still as Deb's time was pert near solely focused on payroll and accounts payable/receivable for St. Paul & Calico. Toward the end of the year we outsourced payroll to Automatic Data Processing (ADP) and will need to hire or contract with a bookkeeper soon in 2024.

Building Use. While we redirected Deb's focus, the Finance Team took on re-evaluating our facility insurance policy, which helped us determine that regular partners (Coro Lux, Girl Scouts, Albuquerque Chamber Soloists, and Greater Albuquerque Church of Christ) needed to issue us a Certificate of Insurance. This was completed and they are on file. The Finance Team also took on updating our Facility Use Agreement, with the help of Chris Moody's legal eyes, and a Facility Attributes & Fees publication to help promote our rental spaces. They can be found on our website. We were blessed to be one of the four sites for the Rocky Mountain Synod Theological Conference. Hats off to Deb and office and other volunteers who made hospitality the priority for this event.

Worship Highlights.

We've seemed to settle into having Choir rehearsals just before the worship service at 10am. While the preparation time is limited, the choir under Janet's leadership is soaring! In November some of our choir members participated in the community choir for the Interfaith Thanksgiving Worship Service, once again held at Congregation Albert. For Christmas Eve, we again held our service on the labyrinth with more firepits and candlelight. The jury is still out on some who do not attend this service. The

Worship and Music Team will develop a survey in order to fully understand the whole of the congregation's desires, the significant outreach success, and if we have the capacity (staff and volunteers) to offer two services on Christmas Eve (one outdoor and one indoor). Streaming continues to be an incredible outreach tool as well as providing an option for those who typically worship in-person, but are instead traveling or are sick. It continues to be a huge area of potential since there are consistently about twice as many streaming on Sunday (and throughout the week!) as there are in person!

Life Passages and Pastoral Care.

Our ministry with families who have lost loved ones is beautiful and strong. We walked with the families and friends of Marsha Merritt, Vonna Hopkins, Patricia Hunt Love, Kay Reardon, Anthony Benton, and Richard Meyners. While these beautiful saints completed their baptismal journeys, little Colt Levi Arent began his through these same waters and two adults began to explore this sacrament and what it might mean for their lives. Another round of St. Paul 101 was offered and we gave an official welcome to James Jesi, Kait & Jaz Kennedy, Sara Love & Olivia, Elizabeth Wetherell, and Janet Vrudny.

And this is a good time to acknowledge specifically how we provide pastoral care. While this was published in 2024, it is worthy of including in 2023, as I missed an opportunity for pastoral care, which generated significant conversation in Council.

First, we are a community who strives for the best and who also practices forgiveness when we miss the mark. Second, as the priesthood of believers, I am not the funnel through which all pastoral care needs are made known and/or tended to. (If we desire a central person for pastoral care, we might consider a Visiting Pastor to do this ministry. All Saints recently contracted with a retired pastor for this purpose). And third, our Behavioral Covenant (or Community Covenant) is crucial in our interactions with one another.

When a St. Paul member hears about a potential pastoral care-giving need, the following ministries are encouraged:

- Member to Member Care - the person receiving the request may offer a listening ear and/or pray directly with the requester.
- Pastoral Care Visits - typically provided by me, but others are experienced and available, especially when I am out of the office.
- Visitation Team Visits - home and hospital visits, typically include Communion and/or oil blessings. Our Visitation Team: Julie Ambrogi, Kay Fulton, Sharon Howard, and Diane Remer-Thamert.
- Stephen Minister Visits - meetings with a specifically trained minister who comes alongside someone (for a few visits or long-term) who might be grieving, going through a difficult situation, or experiencing a crisis of some sort. Our Stephen Ministers: Terry Cole, Paula Eglinton, Linda FitzGerald, Nancy Jenkins, Jan Krakow, and Jeff Peterson

- Addition to the Prayer Chain - an email group who receives prayer requests and offers intercessory prayer (honoring privacy as indicated by the requester). Prayer Chain: Julie Ambrogi, Kathy Callahan, Terry Cole, Paula Eglinton, Jenny Galasso, Sharon Howard, Nancy Jenkins, Herb Korff, Nancy Matthews, and Cheryl Schultz
- Addition to the Sunday bulletin - a weekly prayer list, with first names or situations only, included in the bulletin (also honoring privacy as indicated by the requester)

Please know that I meet regularly with the Visitation Team, and in 2024 will begin meeting regularly with Stephen Ministers. I also receive the Prayer Chain prayer requests, holding them and all of you in prayer. I personally respond/reach-out to known pastoral care needs via scheduled and unscheduled visits, conversations at church and in the community, phone calls, cards, emails, instant messaging, texts, etc. Should I fail to miss a cue or come alongside a need, please make that need known directly with me.

Youth Ministry.

I shall keep saying this until we collectively acknowledge it: although we might lament having few youth in worship on Sundays, we are so very blessed by Noah, Gabriel, Olivia, Lila, and Rowen who are a part of our worshiping community nearly every Sunday. We also provide welcome to 45+ Calico Preschool littles and their families, and to 20+ El Faro middle/high schoolers and their families! Such potential in walking more intentionally with these families. Perhaps we can simply offer a cool cup of water to the parents who wait for their El Faro youth. Or an afternoon of child-care for Calico parents to go Christmas Shopping. I was blessed to give a blessing for Calico's Graduation Ceremony, Playground Dedication, and the Winter Celebration.

In July, Gabriel and I again joined about 50 other confirmation-aged youth at Rainbow Trail Lutheran Camp! Thank you for your support as we commit to paying a significant portion of that cost. And the Youth Collaborative that I mentioned last year is going even stronger with youth and adults from All Saints, St. Luke, Holy Cross, Cross of Hope, Community of Joy, and us participating. We officially use the name Love God Love Neighbor in which we engage in community service built on faith and scripture every second Sunday. THIS is indeed doing church a new way, and I am so very thankful for it!

I'm so grateful for you as we continue to follow the Spirit's lead in this everchanging world. Discovering new ways of being church together is always challenging. Sometimes it is downright hard! Traditions and practices that hold such meaning for some may not be as important for others. But thanks be to God for the transformative power of the Spirit, constantly revealing beautiful glimpses of hope as we make our way into the fullness of God's love.

Frequently let us remind one another of God's promise in the waters of our baptism. Faithfully let us gather to be strengthened for the journey with bread and wine. And daily let us be in prayer and respond to God's gift of love by loving our neighbors and all of creation.

-Blessings upon blessings, Pastor Koppel

REPORT OF THE CONGREGATION PRESIDENT

Highlights from 2023 at St. Paul Lutheran

I'll start this report with my Churchill quotation so not to leave everyone in suspense, Sir Winston said. "Those who fail to learn from history are condemned to repeat it". Well, in 2023 we at Saint Paul proved Sir Winston wrong. There was little left unchanged over the last year, proving change is not necessarily a bad thing.

We started 2023 without an approved operating budget (historically approved at the Fall Congregational Meeting. Instead, we followed the lead of our Federal Government and began the year under a "continuing resolution" maintaining spending level from the previous year. Why such a dramatic departure from the past? It gave the congregation an ability to incorporate the priorities gleaned from small group meetings and written survey results as budgetary priorities. In March the Congregation met and approved three goals:

- Increase administrative support (needed anyway) with emphasis on more outreach to potential facility users (potential income source, and important for community outreach). The intent is to recoup expenses was increase building use income. Deborah Ash and Pastor Koppel are moving forward on multiple fronts.
- Enhance our music program by keeping the choir director and musician - making them salaried staff rather than volunteers (a less than successful cost saving attempt). Thankfully we have our dedicated choir, and we found a great leader in Janet Vrudny and our extremely talented accompanist Raul Manjarrez. I would sing their praises more, but I can't do them justice nor carry a tune.
- Pursue modifying the sanctuary floor and platform, as previously identified during 2016 Ad Hoc "Expand the Facility" Team recommendations. This was envisioned as a budget neutral item with "special" fund raising offsetting the costs. With this writing, I am happy to report the work on the Sanctuary Infill will begin after Easter.

The 2023 an Operating Budget incorporating of these priorities into was developed with the diligent efforts of the Finance Committee and adopted by the Congregation at the March meeting. Also approved at the March meeting was a flexible membership of the Congregation Council rather than fixed member count resulting in flexibility to needs and our changing Congregation. But the changes to the Congregation Council didn't stop there (I'll keep you in suspense).

All our committees and ministries are thriving – doing more and more as we "return to normalcy" after restricted operation of the early part of this decade. I want to personally thank all our volunteers; we would not be Saint Paul without you and your tireless efforts. I do want to recognize our unsung heroes on our property team (they don't like the term committee) – thankfully for all of us, as a group they have not met the challenge they cannot beat. Calico Butterfly Preschool completed a major playground facelift, and enrollment is growing – thanks to strong management by our Director Marisol Flores and the Calico Board's efforts, our teachers are now paid a

“living wage” without costs to Saint Paul (in fact, Calico now financially supports our other missions).

In December we met again as a Congregation and continued the process of change. We approved a series of Constitutional modifications that altered the way we lead the Congregation Council. The Treasurer remains the only three-year Congregationally elected position. The remaining leadership Council President, Secretary, and a new Vice President position are now elected from the Council membership to one-year terms. This dynamic approach is off to a strong start under your President Sara Love, Vice President Peggy Burnett, and continuing as Secretary Nancy Jenkins. They are joined by continuing Council members Sharon Hamilton, Will Hoffman, Jeff Peterson, and yours truly. In January the Council, in addition to Sara, welcomed Katryn Parent as our Treasurer, Olivia Love as our youth member, Paul Gallegos, and Casey Jasmine. Unfortunately, with new membership comes departures. I know I speak for the Congregation as I thank Rindra Josoa and Chris Moody for their diligent efforts and comradery on the Council. And finally, I want to thank Paul Thompson most emphatically for his unflagging service as our Treasurer for three of the most dramatic years in Saint Paul’s history – Paul’s dedication to our Congregation was unparalleled and greatly appreciated.

Contrary to any fears or misgivings, change is not bad and in 2023 were lived into change and came out strong. Somethings, thankfully, haven’t changed – our welcoming spirit, smiles, and hugs continue. Saint Paul is a strong and vibrant place. It was an amazing pleasure serving as your Council President for a third time. Thank you all and may God continue to bless you and Saint Paul Lutheran Church. In retrospect, we remain an incredibly strong Congregation.

-Submitted by Roger Hein, 2023 Congregation President

PERSONNEL COMMITTEE

The personnel committee, made up of Pr. Koppel, Chris Moody, Hal Nilsson, and Mino Rakotoarijaona, met as needed in 2023 to address issues as they arose.

PROPERTY COMMITTEE

In 2023 the St. Paul Property Team (Committee) continued its role handling St. Paul church property, building maintenance and emergency repair issues. The Property Team consists of a group of six principle members, each with responsibility for a different subsystem within our church building. However, while specific team members have assigned subsystems, all can and do address repair and maintenance issues for all systems in the church building and grounds. In an effort to distribute the needs of the SPLC building maintenance requirements the team break down of the major subsystems responsibilities of our building are as follows:

- Fire and Electrical: Lee Burnett & Bill Eglinton
- Architectural and General building maintenance: Jim Graf
- HVAC and Roof Maintenance: Peter & Kathie Boissiere
- Sprinklers and Lawn: Hal Schultz
- Plumbing: TBD based on On-Call Phone. (As most plumbing issues are unplanned emergencies, they are handled by the Property Team member currently carrying the on-call phone.)


Each Property Team member is very familiar with their selected subsystem and the yearly schedule required for that system.

In addition, all maintenance issues which do not fall into the major categories are shared across all the team members on a volunteer basis. In order to provide a contact for building emergencies an on-call phone is maintained by the Property Team. Each member carries the property's on-call cell phone (505-218-1286) for a two-week rotation, in addition all Property Team member contact information is available to church staff in the rare event the on-call phone is not answered in an emergency. The protocol for notifying the Property Team of a church emergency or to request building maintenance is to first call the on-call cell phone and if no contact is made then call the backup contacts. A backup email to the Property Team (property@stpaulabq.org) is also appreciated to keep everyone informed of the building needs.

Major repair/maintenance issues addressed by the Property Team in 2023 include:

1. The older roof membrane which covers the offices, fellowship hall, and Calico Daycare areas of the church is outdated and beginning to fail with increasing regularity. In 2023, Property chose not to renew the annual maintenance contract with High Desert Roofing. The repair of any leaks, and all required roof maintenance on the entire roof will be paid for on an individual basis. Due to the high replacement cost (\$144,156.69) of the older section of the SPLC roof membrane the property team will continue to avoid replacement for as long as feasible.
2. As with the roof membrane the SPLC HVAC system is aging and requires diligent attention. This past year there have been multiple HVAC failures in the building. The Property Team has repaired multiple leaks, repaired several air handlers, and replaced several cooler compressors. In addition, multiple HVAC temp sensors continue to fail and were repaired or replaced. Also, the property team is investigating the replacement of the main HVAC Boiler which is 10 years past its design life, and upgrades to the circulation pump controllers to enable the pumps to auto start in the event of loss of power. Planning for this potentially \$100,000+ cost needs to be included in future financial plans for the church.
3. The team had to address multiple plumbing leaks and toilet failures in 2023, the majority of which were in the Calico preschool.

4. The SPLC lawns and irrigation systems require continual attention including: weekly mowing of the lower lawn, complete annual inspection/upgrade of the SPLC irrigation system, the replacement of sprinkler and drip heads.
5. The church has passed all our required annual tests for 2023: back-flow, boiler, fire extinguishers, and smoke/fire alarms. All certifications are posted in the church work room, and we are currently waiting to be inspected by the Fire Marshal. In addition to maintain Fire safety in the Church, the Property Team is working with the City Fire Department to determine maximum occupancy for each public space within the church.
6. Jim Graf and the ad hoc committee for the altar project have been moving forward towards the realization of the work in 2024. A special offering request was put out to the congregation in the fall (below) and the process to identify a contractor continues.



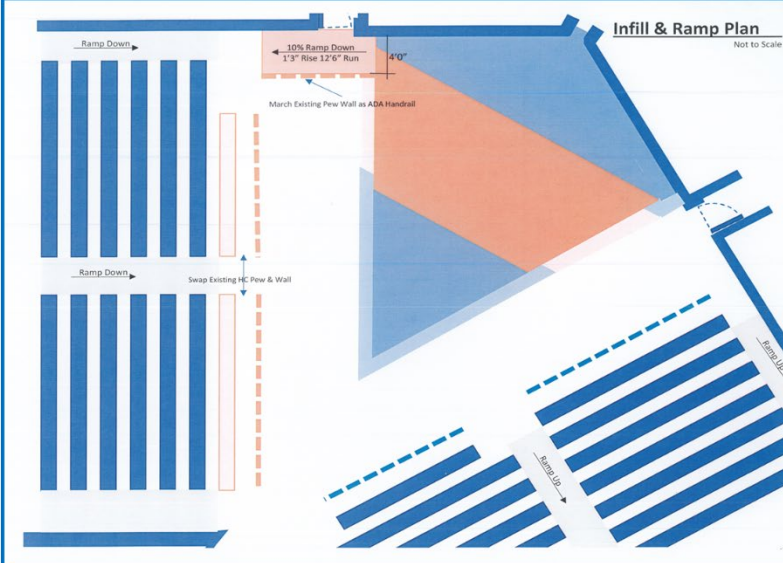
St. Paul Sanctuary Infill & Ramp Project

Special Offering

Summer/Fall 2023

Our 2022 strategic planning efforts culminated in a **2023 Vision Statement** to become a hub for a variety of ministries and a central learning space, teaching people to live their faith in many ministry opportunities AND to grow our worship experience in our beautiful sacred space which nurtures us as a community, so that we can be connected to many community outreach and social justice activities. This led us to **three goals**: 1) increase staff hours to grow community building use/revenue; 2) increase wages to stabilize music ministry staff; and 3) a sanctuary infill & ramp project (estimated cost \$30K) which will make our space more accessible and appealing as a concert venue. We are now at the fundraising stage for this third goal.

Would you consider a gift toward this sanctuary improvement?



Finally, the Property Team is seeking additional members to help with the maintenance and repair of our church and grounds.

-Respectfully submitted by the Property Team

OFFICE COORDINATOR

2023 was an exceptionally busy year at St. Paul! I have had the opportunity to interact with many of you on continuing programs and several new ones. I occasionally get to take off my "office" hat and put on my "church lady" one, to take part in several of these exciting activities. One of those was planning for our 12 months of *God's Work Our Hands* projects in 2024, after our terrific project success on Rally Sunday.

2023 provided me with the opportunity to work more closely with the various community partners who use our facility. Long-time partners include: our resident ensemble Coro Lux and their youth choir El Faro, Greater Albuquerque Church of Christ, Albuquerque Chamber Soloists, New Mexico Brass Quintet, Father Anne Ministries, and Girl Scout Troop #10192. We also enjoyed the presence of the following as either one-time or occasional facility users: St. Luke's Lutheran Church-Middleton, WI High School Mission Trip, Southwest Sniffers Scent Work Club, Coldwell Banker "Dump Your Junk" event, New Mexico Coalition to End Homelessness, New Mexico Conference of Churches. Our website now includes our facility use forms and we receive inquiries regularly. We plan to promote St. Paul facility use actively in 2024.

We were proud to serve as a site for the Rocky Mountain Synod's *Theological Conference* September 18-21. We hosted 35 attendees for worship, meals, meetings, and training sessions. St. Paul was acknowledged for consummate hospitality by the Synod staff and participants. It truly took a village to make it happen, and kudos to all of the volunteers and the congregation at large for extending such a warm welcome!

In late Spring, our bookkeeper retired, and I undertook to support the organization managing our biweekly payroll and working with our treasurer to process accounts payable biweekly. These additional duties tabled some of the administrative projects/plans for 2023 but we look toward hiring bookkeeping support in the new year, which will free up time for me once again to focus on our longer-term administrative projects.

I am one of four St. Paul members in the 2025 cohort of RMS' *Excellence in Leadership*, with Nancy Jenkins, and Jaz and Kait Kennedy. *EiL* is a fascinating program which includes a great deal of reading combined with large and small group sessions during each 3-hour class. Stay tuned to learn about our team project to happen in 2024!

I am thankful to be in your midst, working and worshipping with you here at St. Paul!

-Respectfully submitted by Deborah Ash

OFFICE VOLUNTEERS

St. Paul has a dedicated team of office volunteers who staff the Front Desk Mondays, Wednesdays, and Fridays from 8am-12pm. A great big thank you to Sharon Hamilton, Julie Ambrogio, and Nancy Jenkins! They are tireless in answering phones, responding to callers' questions, greeting walk-ins, and helping with general office tasks. They handle our weekly mailings to the homebound list, manage prayer cards and prayer chain, make coffee for Sunday, among many other jobs that make things run smoothly. We couldn't do it without them! If you are interested in assisting our team on Tuesdays or Thursdays, or to be on call, please contact me. We would welcome your support!

-Respectfully submitted by Deborah Ash

CALICO BUTTERFLY PRESCHOOL

Another year has gone by fast this time.

A lot of good things have been happening in our school.

We still have some turnover with our school, but overall, we have several teachers that have been with us for more than a year.

Our current enrollment is 43 children enrolled. 33 are full time and the rest are part time, 2 or 3 days a week.

We finished the last touches of the playground. We added a water table and two paint easels. In the same area we added pavers, this will help to prevent a muddy area. Children have been enjoying it.



We continued implementing the Visual, Dental and Hearing screenings for all the children as a quality of our program.

We have monthly meetings with all the lead teachers in order to create part of our documentation. Meetings like these allow the teachers to work together and support each other. It has been a good resource for the teachers to implement quality in each classroom.

We have been part of a pilot program with the state that is called LearnERS. It has another great tool for the teachers to improve quality in their classrooms. The program gives each lead teacher training on a specific topic that we want to improve on.

In July we had a Strategic Planning workshop with the Board Members and resulting in NM Pre-k Application for 2024-2025 school year.

All the teachers have been implementing once a month an activity to engage the families. This includes asking parents to bring ingredients to make simple recipes to help their children pass obstacles in a ninja warrior course. Parents have been responding positively to the different activities.

We had a collaboration of the families in our school to create a Calico Butterfly Closet. The families donated clothes from their children that they don't use anymore, and we displayed them by the hall in the entrance of the school. Parents were able to get clothes from other children from the Community Closet.



Last year we were able to have a fieldtrip for our teachers in one of our In-Service. It helps us to create team building. We took all of them to Main Event, and they were able to enjoy lunch, bowling and laser tag. It was FUN!





We had our annual Fall Parade with the participation of family members and church members to hand candies to the children.

This year we had our first Night Glow with 4 RC hot air balloon. We had lots of participation from the families.



We had our 3rd Winterland Celebration with the full participation of the children. The teachers did an amazing job performing with their children.

Everyone had a wonderful time. The children were adorable.



We changed our Wonderschool app to Procure App which is the same software that we had been using a long time ago. Parents had positive feedback about the change.

We are continuing our commitment to achieve 5 STAR focus rating!

-Respectfully submitted by Paula Eglinton, Board chair, in conjunction with Marisol Flores-Gutierrez, Director of Calico



“
You Are
Welcome Here!
”

“
Love your
neighbor as
yourself ”

Feeling Puzzled? Reach out to our ministries and get connected!

CARING MINISTRIES

MEMORIAL SERVICE REFRESHMENT COMMITTEE

During the year 2023, the Memorial Service Refreshment Committee served at the following memorial services:

2/10	Vonna Hopkins	11/29	Anthony Benton
6/3	Patricia Hunt Love	12/8	Richard Meyners
6/8	Kay Reardon		

-Submitted by Sharon Hamilton

PRAYER SHAWLS

St. Paul Lutheran Church has an on-going Prayer Shawl Ministry. The shawls are kept in a basket in the narthex and everyone who attends church is encouraged to take one to any person that is or has been hospitalized, just had a baby, is seriously ill or just needs a warm, soft blanket to cuddle in. In 2023 we gave away approximately 23 blankets. We have them available and hope more people will take one to give away. We have a fantastic group of parishioners who knit or crochet the blankets. We also have an abundance of yarn for those who can knit or crochet to pick up and use. We gave each of our homebound members a blanket for Christmas and will continue to do so each year. If you knit or crochet, pick up some free yarn today in the church office and start making a prayer shawl.

-Submitted by Sharon Hamilton

SEWING GROUP

Once again, most of the Sewing Group's work was done at home. We do meet every month or so in the Fellowship Hall to pin and tie lap robes to be sewn at home. We were fortunate to receive a number of donations (both supplies and financial) that helped us further our goal of giving out "hugs from God" to those in need. We also received a Thrivent Action Team grant, and used the money to buy batting and bedsheets for the quilts and lap robes we made. If anyone is a Thrivent member and would like more information about the Thrivent Action Team program, please contact Marsha Kearney. They have made it much easier to apply for a grant (including up to \$250 for supplies) and Thrivent members are allowed up to two Action Team projects a year.

Last year, we donated approximately 500 hours, providing 30 baby quilts, 27 lap robes and 22 large quilts to others. Recipients included the VA Hospital, Cuidando los Niños, St. Paul Adopted Families, St. Paul congregational members and other people in need a "warm hug from God." The Sewing Group members are Peggy Burnett, Marsha Kearney, Susan Latella, and our own "Quilting Bee." We generally meet on the third Tuesday of each month at 9:30am until noon in the fellowship hall. We always

welcome new members to the group. The donations of fabric, batting, sheets and sewing supplies are always greatly appreciated! If we can't use any donated items, we always find a good home for them.

-Submitted by Marsha Kearney and Susan Latella, Leads

STEPHEN MINISTRY

Stephen Ministry is a confidential ministry of lay Christian caring. Stephen Ministers are assigned one-on-one to Care Receivers who are in need of some sort of support on their life journeys. Generally, Stephen Ministers assigned to Care Receivers will meet with them weekly for about an hour. All Stephen Ministry relationships are **confidential**. Stephen Ministers receive 50 hours of initial training before being commissioned as Stephen Ministers. We are trained in active/caring listening, boundaries, confidentiality, community resources, communication. We are also trained to recognize when a situation is beyond the scope of our calling. We are not pastors, nor are we counselors. In addition to the initial training, Stephen Ministers commit two monthly meetings for Supervision and Continuing Education. In these meetings, we continually seek to hone our skills and support one another in the ministry of caring.

Recently, for Continuing Education, we have discussed several books: *Being Mortal* (Gawunde), *Learning to Speak Alzheimer's: A groundbreaking Approach for Everyone Dealing with the Disease* (Koenig-Coste), and *The Gift of Empathy* (Bretscher and Haugk). We also began planning for our dialog sermon (given on Feb 24, 2024).

The need for Stephen Ministry both in our congregation and the wider community is constant. At this point all our Stephen Ministers have Care receivers, some even two (or three). We are anxious to offer training. The dates and times of training, plus the format (zoom, in-person, hybrid) can be determined by the participants.

We continue to seek ways to build awareness and trust for this vital caring ministry. By awareness, we mean an understanding of the nature of Stephen Ministry. We are an extension of pastoral ministry. Are you or someone you care about experiencing, loneliness, stress, grief, chronic illness, aging, a difficult diagnosis, worries about family members, divorce, isolation from being a caregiver yourself. . . ??? There are so many times in this life that it would be helpful to not "go it alone." Perhaps you have contacted a pastor during such difficult times. While a visit with a pastor is ideal, realistically the pastor is not able to walk that walk with you on a regular basis for as long as you may need. This is where a Stephen Minister would help. Feel free to talk to one of the Stephen Leaders (Terry or Nancy) or Pastor Kristi about this. Likewise, you may know of someone who would benefit from having a Stephen Minister. The best thing you could do would be to encourage that person to request a Stephen Minister or get their permission to do it for them. Please do not ask us to tell you if someone has a Stephen Minister. We are bound by our covenant of confidentiality not to respond. While Care Receivers are free to talk about anything in their life, including their

Stephen Minister, Stephen Ministers will not identify their Care Receivers. Their relationship is with the Care Receiver only.

All of us feel that we have received at least as much as we have given by being a part of this ministry. We have all felt ourselves “putting on our Stephen Minister hat” at times in our everyday lives. Our twice-a-month meetings are a time for deep trust and sharing centered in our Christian faith.

Please consider becoming trained and joining this ministry. The need is great. Peace,

Stephen Leaders: Terry Cole, Nancy Jenkins.
Stephen Ministers: Jan Krakow, Paula Eglinton,
Linda FitzGerald, Jeff Peterson.

-Submitted by Terry Cole

VISITATION

Visitation Ministry visits our homebound, hospitalized, short and long term ill monthly. We share prayer, bring communion or a blessing, devotions and just joy in hospitals, homes, assisted living facilities, or wherever the request. On the second Sunday of every month communion kits are blessed and used to offer communion and/or an oil blessing to those not able to attend our services. We began our year with eleven on our list and currently we are visiting eight. Visiting is done at the request of family or the individual and scheduled to match best times for all involved. The team meets monthly to review and share. When visits are not requested, cards and phone calls are made to check on our homebound. Keeping these precious folks in our watch encourages healing, connection, and inclusion within our community. You are invited to participate with this ministry once or for a new year commitment of engagement. Talk to one of the team members: Pastor Koppel, Julie Ambrogi, Kay Fulton, Diane Remer-Thamert, Sharon Howard.

As well, our Visitation Ministers are responsible for the Prayer Chain Ministry that is printed weekly. Prayer requests have grown over the past year and this ministry is shared with all who attend St Paul. Weekly prayers are placed in the offering plate on Sunday and collected to create a prayer chain for members to follow. Using first names only, our Sunday Bulletin lifts these names for all to participate. God knows the “why” for prayer. An outstanding surprise this year are the number of prayer requests that come in from the internet or our web page. We pray for many – some we know the need for prayer, yet others trustingly ask for prayer from our community of faith. If you would like to become a Prayer Chain member talk to Pastor Koppel or Julie Ambrogi. Requests for prayer for the week need to be received by Wednesday, before 10:00am, sent to St. Paul or listed on a pew prayer card. Team members for our Prayer Chain Ministry are: Pastor Koppel, Julie Ambrogi, Nancy Matthews, Kathy Callahan, Jenny Galasso, Paula Eglinton, Nancy Jenkins, Terry Cole, Cheryl Schultz, Herb Korff, Sharon Howard, Deb Ash.

“...and do not forget to do good and to share with others...” Hebrews 6:30

-Submitted by Julie Ambrogi



Rocky Mountain Synod: On the Way Together

To be a **synod** literally means to be *on the way together*
- on the **way of Jesus** together.

With **profound gratitude**, we celebrate the many ways your mission support has empowered our ministry and mission as **Christ's Church, Better Together** in the ELCA Rocky Mountain Synod in 2023.

2023 ANNUAL REPORT

- In May we met in **Assembly** in El Paso to experience the power of “Cruzando Fronteras/Crossing Borders” for the sake of the gospel, and in September our rostered ministers gathered in four locations across our synod to engage in the discernment about the 2024 bishop’s election.
- The **Global Mission Network** supported RMS missionaries and began planning for a RMS border immersion trip and visit by Malagasy companion synod leaders in 2024.
- **Excellence in Leadership (EiL)** added trainings on healthy boundaries, adaptive leadership, conflict management & congregational systems. Since 2019, EiL has trained 179 leaders in courageous, resilient & faithful leadership.
- **3E (Educate, Equip, Enact)**, funded by the Lilly Foundation, provided 11 mini-sabbatical grants for rostered leaders, stewardship learning opportunities for congregations, non-profit management training for 40 leaders, and funding to support rostered leaders engaging in counseling, coaching and spiritual direction.



Rev. Angela Chacon's ordination and installation at Ascension St. Matthew's Lutheran Episcopal Church in Price, UT.

BY THE NUMBERS

30

CANDIDATES
being accompanied
from discernment
through first call

6

ORDINATIONS
of new pastors &
deacons

28

INSTALLATIONS
of pastors and
deacons into new
ministry settings

21

FIRST CALL
deacons & pastors
being accompanied
through their first
three years of
ministry

47.5

% of MISSION
SUPPORT received
in our synod was
shared with our
Churchwide
Organization

TOGETHER IN 2023

- The **Campus Ministry Committee** regrouped to better accompany our seven synod campus ministries.
- **Lutheran Advocacy Ministry - Colorado** worked on a number of bills including the passage of House Bill 1112 (Rep. S. Bird), which will make significant changes for Colorado tax filers who claim the Earned Income Tax Credit and Child Tax Credit. It's one of our state's most effective and proven anti-poverty measures.
- **Lutheran Advocacy Ministry - New Mexico** advocated successfully for \$10 million in additional one-time funding for low-income/affordable housing, \$30 million in additional annual funding for low-income/affordable housing, and an increase in the state's child-tax credit and universal healthy school meals for all New Mexico children.
- The **RMS Disaster Response Committee** organized to better accompany and support congregations in areas that have been impacted by major disasters
- The Synod was represented at board meetings & gatherings of our **Social Ministry Organization partners**, including Lutheran Family Services Rocky Mountains, Eben Ezer Lutheran Care Center, Urban Servant Corps and Border Servant Corps.
- A **multi-cultural ecumenical pilgrimage** to Greece and Rome included members of the Rocky Mountain Synod and the Episcopal Church in Colorado walking in the footsteps of Paul while praying for peace in the Holy Land.
- **Vital Right Shaped Ministry** provided tools for congregations and rostered ministers to review their congregational life, set a course for their future, and strengthen leaders for their journey ahead.
- Our **Congregational Transition Team** supported ministries throughout the synod during their transition and call process.
- Synod staff accompanied two of our congregations as they moved into new spaces, with **Highlands Lutheran** in Denver relocating to the Lutheran Center and **Cristo Rey/Latino Ministry West Denver** moving into the building generously donated to the synod by Christ the King Lutheran upon its conclusion of ministry.

Your generosity fueled these ministry opportunities, while supporting the countless ministries of our whole church across this country and around the world.

**Thank you for your commitment to being synod -
on the way together!**

Pictured at right from top to bottom: Wyoming Conference Rostered Leaders Retreat, Cristo Rey/Latino Ministry West Denver's Christmas celebration, Lutheran Campus Ministry at Luther House in Albuquerque, NM gather for a meal, community time, and worship, Racial Justice train-the-trainer event in April.



2023 ROCKY MOUNTAIN SYNOD ASSEMBLY – ST. PAUL LUTHERAN CHURCH ABQ REPORT

Bishop Gonia's call to action!

"Our Synod Assembly in El Paso – Cruzando Fronteras, Crossing Borders (May 16-18, 2023) – was an embodied reminder of the critical need for new ways of thinking and acting in our country with respect to immigration. Those of us who participated in the Assembly immersion experiences heard firsthand the depth of human suffering as well as the resiliency of the human spirit that accompanies those who leave their homeland due to fear, violence and persecution, in hopes of finding peace and a new life.

As a church called to public witness for the sake of the neighbor, we respond to Christ's call to serve and to seek justice when we engage our elected legislators on matters of the common good. We advocate for the building of not walls but a fair and humane immigration system. My stated commitment in El Paso was to invite you to join me in reaching out to our elected officials for that precise purpose. Thank you in advance for your commitment to caring for God's beloved people as we live out our baptismal promises."

Assembly Offerings (including gift cards, online, and cash donations) totaled over \$15,000! These donations primarily benefit Iglesia Luterana Cristo Rey - El Paso, Milagro de la Frontera - El Paso/Juarez, and Border Servant Corps - Las Cruces as well as other partner ministries. Thank you for your generosity in supporting these vital ministries of hospitality and care.

Reflections on the Assembly from St. Paul's voting members:

Deborah Ash

Attending the Synod Assembly in El Paso was an intense experience for me. It was my first time at a synod assembly, there was all of the media swirl around the change in laws regarding immigration, and there was anticipation of our immersion experience, as I had volunteered to be a translator/driver.

In advance of that week, I attended a couple of training/orientation sessions with Rose Mary Sánchez-Guzmán, Senior Pastor at Iglesia Luterana Cristo Rey. What amazing work they do there! I encourage you to visit their website to learn more:
<https://iglesiacristorey.wixsite.com/luterana>.

The two immersion groups I was with had another translator, so I had the opportunity to just be in the moment and focus on the words of the women working at Casa Papa Francisco, one of several hospitality sites that Annunciation House has in the area. A presentation by a young Venezuelan mother brought into sharp focus the dangers faced, the hard choices made, and the abiding hope of achieving a better life in the U.S. once people decide to travel north. Her presentation was followed by a local attorney, who spoke on the complexities of immigration policy—that was truly mindboggling....

Members of Border Servant Corps were with us on the immersion trips, and musicians from Cristo Rey were a part of the worship services—hymns were sung in both Spanish and English throughout, and readings alternated between the two languages. The entire Assembly was emotionally charged, especially once we had returned from our immersions. What can we do? What are we called to do? Individuals placed footprints on a path outlined throughout the conference center on the last day, each one writing on their footprint what their “next steps” would be as we face the reality of our southern border and the complex issues there.

I feel blessed to have attended on behalf of St. Paul, and to have met the people doing this work and walking alongside immigrants there. Thank you.

Terry Cole

Planning for this Assembly in El Paso began several years ago while I was still on Synod Council. Due to Covid, it was canceled and then postponed. I am grateful I was able to attend the Synod Assembly as a voting member from St. Paul to see the fruits of all those planning efforts.

Wednesday saw 20 groups visiting sites on the border. I traveled with the group that crossed the border into Mexico. We arrived in Anapra, a community just outside Juarez, Mexico, with two vans full of people and one van full of food and supplies. We visited Manos Amigos, the biblioteca (library) that was started by two amazing women, Bertha and Estella. This ministry started as an after-school program, served many additional needs during the pandemic: they kept kids connected to their learning, kept track of families, and provided meals. The ladies shared stories of graduates of the program who now are giving back to their community in Juarez. “Everybody can do something for someone else” is their guiding principle. We also served lunch at a refugee shelter, Esperanza para Todos (Hope for All), that housed many families. We listened to the stories of two families’ journeys and their frustrating efforts to apply for asylum. One woman walked from Venezuela, occasionally taking busses or riding on the top of trains, crossing rivers, and evading dangers. She was pregnant at the start of her journey, but she lost her baby. We made a quick stop at the border wall to pray together. Everyone’s stories drove home the reality of how broken our system of immigration is and how everyone just wants a safe place to live.

Dr. David Vásquez-Levy and Ruben Garcia helped frame our experiences with stories from Exodus and political realities. Beginning way back in Exodus, we learn of God’s people as migrants, moving to escape famine and political threats. Today, all over the world, groups of people continue to migrate for safety and peace. One slide from Ruben Garcia’s presentation sticks with me. The slide pictured two signs side by side: KEEP OUT! And HELP WANTED. Pretty straightforward. Currently the US allows 1,000 people per day to request asylum; 80,000 people are waiting. Refugees in Mexico told us of their frustration trying to apply for asylum. The 1,000-person limit is reached in one hour, and people must apply online on a specific app. People want to comply—to find a way to enter legally.

So now what? I left with a short To Do list: Reread Exodus. Write to my legislators asking for two things: a pathway for immigrants to enter legally and be able to work while their cases are being heard, and asking for our leaders to pursue relationships that support democracy with countries south of our border. Being with Lutherans from all over our synod, I felt a surge of great compassion and generosity. This is not the same as accompaniment. In walking together, sharing our strengths and weaknesses, we can use more than our advantage of money. We can work to change the system. The great strength of the migrant community is their strong, strong faith.

Hal Nilsson

Synod: from the Greek *sýnodos*; literally, "on the way together." For a brief time in May, people from congregations of the Rocky Mountain Synod walked together with those seeking refuge in the U.S. Why do they make the arduous journey often lasting months? Amelia's story, although typical, was painful to hear. The young widow, in fear for her life and in search for a better future, left Venezuela last October with one of her three children. Crossing jungle, walking hundreds of miles, robbed of her last cash by a gang, she finally made it to the border wall, only to severely gash a finger on its parapet. In El Paso she received hospital care and a warm welcome at Casa Papa Francisco, one of several places of refuge related to Annunciation House, known for decades for its hospitality to the vulnerable. Now Amelia faces the bewildering maze of U.S. immigration law, outlined in detail for synod voting members and visitors by an articulate immigration attorney.

This year's synod assembly was an immersion in life at the border. The church is there every day in immigrant-friendly El Paso through the ministry of our congregations, especially Cristo Rey, with which St. Paul has had a long-standing relationship. The biblical and theological root for walking with refugees is in Exodus, among other texts, where God's people journey from slavery in Egypt to freedom in a new land, often only because courageous women acted at key moments. Dr. José David Vásquez-Levy, an ELCA pastor and president of the Pacific School of Religion in Berkeley, took us deep into this familiar text. Worship centers the church's life whenever it gathers. It was fitting that the closing eucharist of this assembly was held at Sacred Heart Church that often figures in news stories about migrants at the border, graciously opened to us Lutherans by our Catholic sisters and brothers.

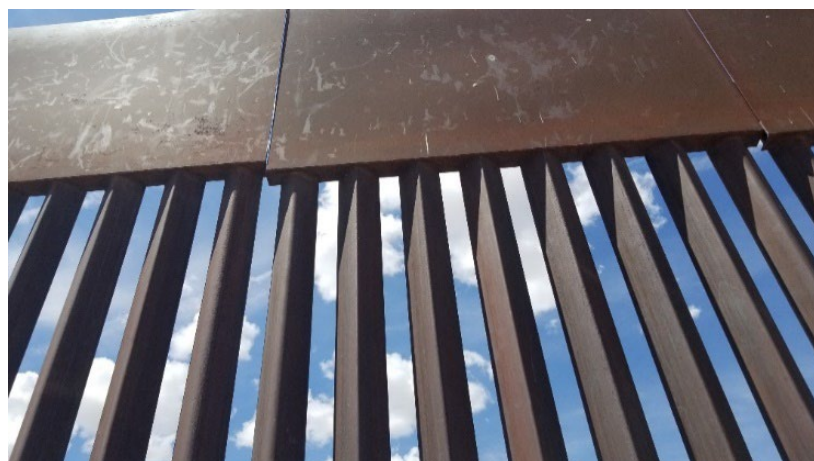
Shirley Nilsson

There were many times during the 2023 "Cruzando Fronteras" Synod Assembly in El Paso when it was evident that there are many more borders to cross than the artificial ones that separate countries. And most of those have to do with the relationships within our human family. As a visitor to the Assembly, I was privileged to take part in every aspect other than the business proceedings.

The immersion in which I participated involved a visit to the cozy Mustard Seed Cafe where a nourishing lunch is served free of charge every Wednesday, Thursday and Friday. The proprietress was a gracious woman named Carmen who described the purpose of the cafe to "feed hungry people and care for their hearts." We toured the garden that was tended by different persons and groups in the community and which

provided some of the food for the cafe's health conscious menu. But during the first hour and a half of our visit, we were listening to an amazing conversation between a young woman, also named Carmen, and an interpreter in our group. This Carmen and her fourteen year old daughter had only recently crossed the border after a grueling walk through jungles, over mountainous terrain, and everything in between to get from Venezuela to the United States. The story included tales of crossing the borders of pain, fraud, robbery, and hate; but also of finding friendship, companionship, caring and love from their fellow travelers. In El Paso, they were being housed and cared for by some of the groups that work with Cristo Rey, and Carmen was working to help pay for the support she was receiving. Her faith was evident in all she shared about their journey, from the difficult decision she made to leave her home and family to the joy she expressed in arriving safely across the border. Although her future is still unknown, it became obvious that the journey she described could have only been embarked upon by someone who was desperately escaping a life without hope to seek a better way for her daughter and herself.

Even a drenching downpour on our first night's walk from the Convention Center to our hotel did not dampen our spirits for all we learned and for the joy of celebrating in a Mexican fashion what it means to truly cross borders.



ROCKY MOUNTAIN SYNOD WOMEN'S ORGANIZATION - WOMEN OF THE ELCA

The RMSWO has had to adjust to the post Covid era. All Board meetings are now being held on Zoom. Our Fall Gathering was held in Colorado Springs at First Lutheran Church Peel House, October 6-8, 2023. We did not use zoom for the meeting this year; but recorded it and sent it out after the convention upon request. To ensure greater attendance, we offered scholarships to help attendees with housing, transportation, and registration. Quilts were donated by members of the Board and were given away in drawings. Our theme was "Walking Together in God's Way" and small feet refrigerator magnets were given to each attendee, along with a jar full of trail mix, socks, a green chili chicken soup receipt and book mark. Pastor Kelsey Fauser presented the Friday Bible Study. Elder boxes were made to be distributed at Christmas. We had very positive evaluation from the Fall Gathering. RMSWO also had a table at the Synod Assembly.

-Submitted by Sharon Hamilton, Secretary RMSWO

EDUCATION MINISTRIES

ADULT FAITH DEVELOPMENT

The mission of Adult Faith Development is to refresh and enrich the faith of the people of St. Paul through continuing education. Over the past year we have engaged in a wide variety of educational events, some highlights of which included:

- Meeting with partners in ministry from around the community
- A series, led by Pastor Koppel, on the crucial topic of belonging
- An eye-opening tour of the epistles of Paul with John Dominic Crossan.
- "Lutheran 101," an introduction to the Lutheran way of being Christian and a refresher for those of us who think we know it already.

We're already working on offerings for next Fall, so please consider being part of it when you can.

By the way, your ideas on what topics AFD should address are always welcome, as would be your involvement in helping plan our curriculum. Please feel free to get in touch with any of the planning team: Jan Krakow, Bob Matthews, and Ivan Westergaard.

-Submitted by Bob Matthews

YOUTH FAITH FORMATION

See Pastor Koppel's annual report, page 16.

CHURCH WOMEN UNITED IN NEW MEXICO

Church Women United in New Mexico, Inc. (CWU), an active member of the National Unit of CWU, ended its 2023 report to St. Paul with the announcement of the March observance of the International World Day of Prayer. This report begins with a review of the 2024 World Day of Prayer, written by the Christian women of Palestine. The service, at the Manzano del Sol Village's chapel was reminiscent of our gatherings prior to 2020 with 65 participants in attendance. A presentation by "Tomorrow's Women", an organization that brings together Palestinian and Israeli Jewish young teen age women for a three-week leadership camp in Santa Fe, learning about each other's culture one-on-one, was especially inspiring given the ongoing conflict in that part of our world today.

The other CWU events in 2023 were:

- May 5 - May Friendship Day at St. John's United Methodist Church with Kurt Rager, Director of Lutheran Advocacy Ministry sharing the outcomes of the 2023 legislative session, highlighting children's issues for the theme, "Labor with Love, a Heart to Care."
- September 8 - Human Rights Day at First Presbyterian Church with the President of the National Alliance of Mental Illness in Albuquerque, David Burke, speaking on the theme, "Labor with Love, Respect to Heal", and accepting our CWU Human Rights Award for his organization.
- November 3 - World Community Day at Central United Methodist Church with the Rev. Lynn Hinton, Director of the New Mexico Conference of Churches sharing the message of the day around the theme, "Labor with Love – Hands to Help".
- Our planned renewal of an Annual CWU Retreat to be held at St. Paul in January, of 2024 was postponed when the facilitator became ill. It has yet to be rescheduled.
- We also resumed the practice of receiving items to benefit local causes.

We extend an invitation to all women to participate in our activities at any time. Look for the announcements in the church bulletins and newsletters. The Board of CWU in NM, which includes Sharon Hamilton and me thanks St. Paul for its ongoing support of our ecumenical effort.

-Submitted by Shirley Nilsson, CWU in NM, Inc. President

OUTREACH MINISTRIES

BREAD FOR THE WORLD

BREAD FOR THE WORLD Letter Writing Campaign Sunday was held on May 21, 2023. I made a short talk during the Announcements that morning and collected "Letters" from church members for the next several Sundays. A total of 32 Letters to our Congressional Representatives and Senators were then delivered to our State Bread for the World Representative, Carlos Navarro. He hand-delivered them in Washington during the BREAD FOR THE WORLD ADVACACY SUMMITT in June 2023.

BREAD FOR THE WORLD SUNDAY at St. Paul will be May 19, 2024, with the possibility of a message during the Adult Forum Hour several weeks earlier, and the passing out of "Sample Letters" for this year's Letter Writing Efforts

*-Submitted by Buzz Lenander,
Bread For The World Coordinator*

CAMINO DE VIDA

Camino de Vida is the joint Hispanic ministry (mission development) with the Rocky Mountain Synod (ELCA) and the Presbytery of Santa Fe (PCUSA) that has been in existence for going on fourteen years. The Presbytery of Santa Fe reorganized from having an Advisory Board to creating the Advocacy and Administrative Commission (AAC) to provide both advocacy as well as fiduciary responsibility for Camino. For the past year I have co-chaired it with Pastor Christa von Zychlin from St. Luke Lutheran. The group decided to rename the commission the Joint Advocacy and Administrative Commission (JAAC) to honor the special partnership between the Presbyterian and Lutheran denominations.

This has been a rather tumultuous year as, in June, the founding pastor and mission developer resigned to take another call. He had been there for 13 years. As happens in many congregations when a pastor leaves, emotions ran high, and confusion replaced calm. We (the JAAC) hired Pastor David Martinez for the role of what we call guiding pastor. David is ordained Presbyterian minister who works full time as a hospice chaplain in a hospital. He had formerly been associated with the congregation as music director, so the people know him. His work in reorganizing the congregation amid turmoil has been outstanding. He is helping build an infrastructure that is needed for moving forward. He agreed to do this for one year (through August). The congregation is working on completing the necessary paperwork for both denominations so that a pastoral search can begin. Bilingual mission developer pastors are not plentiful, so the search will be across denominations.

Two lay members of the congregation attended a Presbyterian seminary. One of these members is now an ordained lay minister in the PCUSA, what we would call a deacon. She is on the rotation to preach.

The Comité de Timón (equivalent to their church council) agreed to have a listening session to clear the air and move forward. Pastor Miguel Gomez (director of Latino ministries for ELCA) worked with the Comité de Timón to set up the listening session. He remains a resource as needed.

The JAAC is working to support this ministry. We feel a need to raise a renewed awareness of this ministry throughout the Presbyterian and Lutheran congregations in the area.

You are invited to visit Camino de Vida some Sunday. Great things are happening. I hope we at St. Paul can continue to find ways to support and celebrate this beautiful place.

-Peace from Terry Cole, member of the Advisory Committee

GIRLS CAMP MADAGASCAR

The Girls Camp 2023 took place from August 14th – 18th in Antananarivo, Madagascar. In total, there were 33 participants from 7 elementary schools in remote areas of Madagascar: 22 Girls, 7 female teachers and four teachers' young children. I met those campers during the time I provided in-service training to them at their respective locations. That is, the camp is an initiative of mine born out of my work with the teachers in those far away schools. It came to my mind when I noticed students' enthusiasm and willingness to learn while teachers use liberatory and communal pedagogy, my dissertation research outcome. Therefore, the camp served as an opportunity for Girls, who likely to drop out of school in their teen years, to explore possibilities in jobs and professions for the future by:

- Seeing / visiting locations including universities and schools, the World War II memorial monument, the airport, the city, the Queen's Palace, the Stadium, and market places
- Doing arts and crafts with different types of supplies
- Expressing their favorites, dreams, and wishes in English
- Listening to female professionals' testimonies and lived experiences
- Learning English prayers, songs, and dances



-Respectfully submitted from Rijasoa Andriamanana's Report

FRIENDS FEEDING FRIENDS

In 2023, we were able to continue to provide the monthly first Thursday meal to HopeWorks. Each of the three groups was able to provide a hot main dish, salad, bread, and dessert. These meals meet a growing need to food services in the area. Each group provides a meal on a quarterly basis. The "chicken and rice" group provides the meal in January, April, July and October. Nancy Jenkins's group provides the meal in February, May, August and November. Hal Schultz's group provides the meal in March, June, September and December.

In July, Friends Feeding Friends had a change in one of the groups. Randy Lynn, the leader of the "chicken and rice" group stepped down, but continues to participate. I want to thank Randy and Phyllis for their many years of service in leading this group and wish them well. The meal prep for this group has become one of the projects for the God's Work Our Hands monthly service projects.

On Dec. 31, three members of the congregation baked pounds of chicken and rice and made 30 pans of food to send to HopeWorks for the January meal. Members of that team also donated food and money as well to make that meal a success.

There are three ways we can provide the meal:

1. To donate about \$600 so the staff at HopeWorks can buy the items needed to prepare a complete meal.
2. Send the parts of the meal and the staff at HopeWorks will cook it. We would need to send enough supplies to feed about 200 people.
3. And this is my favorite... Some of the group members cook the main dish and other group members donate money so leaders can buy the rest of the items (salad, dressing, bread, cookies) for a complete meal.

The group leaders decide how they want to provide the meal each month. A couple of times in 2023, we sent money to cover the costs, but mostly we have been able to prepare the meal thanks to the many dedicated people who are members of each group. These groups have been cooking for several years and we are always looking for anyone interested in cooking or donating to join us. Take a look at each group's serving months and see if one of the groups would work for you.

It continues to be a very rewarding mission for me and those who are involved.

Thank you to everyone who continues to support Friends Feeding Friends

-Submitted by Nancy Jenkins Leader/Coordinator of Friends Feeding Friends

ADOPTED FAMILIES PROJECT

During the year 2023 the people of St. Paul donated \$2695.00 and countless household and furniture items to the project. There were also donations of items made by nonmembers. There was no overhead. We used most of the money to help 11 different families or individuals with utilities, rent, food, and other items. We gave away household items and furniture to many more families. For Christmas we provided gifts

to 25 people; we also gave quilts made by the St. Paul sewing group and household supplies paid for by a grant from Thrivent.

The purpose of the project is to help people who are trying to help themselves. People who helped with the project in various ways are:

Ted and Cheri Parson
Bill and Paula Eglinton
Randy and Marsha Kearney
Paul and Mary Thompson
Noelia Jimenez
Kait and Jaz Kennedy
Linda FitzGerald

-Submitted by Kay Schoenefeld

ALBUQUERQUE INTERFAITH (AI)

2023 has been an interesting year of continuing the re-organizing process after another year without our own professional Organizer. We have appreciated the guidance we are receiving from an experienced Organizer, Jorge Montiel. His leadership is getting us through this time until we are ready to hire our own Organizer. Jorge has many years of experience with our parent organization, the Industrial Areas Foundation. He lives in Denver, CO, where he has developed two new organizations, one for Denver and one for western Colorado.

We continue to hear the great need for behavioral health services and after getting the state funding legislation passed in 2022 that would make money available through the State Department of Health, we began hearing that schools and non-profits that were set up to provide services were not getting the money needed to do so. Thus, A.I. has met with the D.O.H. Secretary, bringing the stories of the schools and non-profits to him and getting commitments to get this resolved, so services can be provided by social workers and therapists. This effort continues.

Regarding behavioral health, we have continued our efforts with Bernalillo County regarding the Behavioral Health Initiative that we helped initiate several years ago. After getting the sales tax passed, we have to constantly remind the County Commissioners of the need to have citizen input on the use of those new funds. That continues. And some new services are up and running.

This year, Albuquerque Interfaith leaders have been providing training to staff, students and parents in several schools in the South Valley on how to do community organizing. This will continue throughout the coming year.

Several new congregations, schools and non-profits have shown an interest in affiliating with Albuquerque Interfaith. This way of organizing, building community and achieving the common good, is seen as greatly needed in these difficult days.

-Submitted by Ivan Westergaard and Mary Graves

STEWARDSHIP MINISTRY

The Stewardship Team considers it a great privilege to help members of St. Paul contribute to the support of our life together as church. For this reason, we are so grateful for the generosity you have demonstrated in your response to the latest stewardship fund drive. In it, we received 40 giving intentions for a total of \$187,540 for the on-going ministries of St. Paul. By way of comparison, this was fewer intentions than we received last year, but a higher intended amount. It should be noted that contributions for 2023 totaled \$275,550, even though intentions were received for only \$159,520. Donors who did not submit giving intentions were nevertheless a significant source of contributions. We hope that this generosity continues through the year both from those who submitted their giving intentions and those who did not but still intend to contribute.

In the coming year, the Stewardship Team anticipates being involved in raising financial support for the sanctuary remodeling project, which you will be hearing much more about in the coming months.

Stewardship is more than fund-raising, although that is an important part of it. We are called as a people to not only contribute financial resources to the mission and ministry of the church, but also our ideas, interests, skills, enthusiasms, and, in sum, everything we are. We intend in the coming year to highlight the various ministries that make up St. Paul, and invite everyone to consider how we can be involved. Watch for more about this as time goes on.

Gratefully submitted,
The Stewardship Team

Paula Eglinton Jan Krakow Hal Nilsson
Will Hoffman Bob Matthews

-Submitted by Bob Matthews

WORSHIP & MUSIC COMMITTEE

Worship and Music Annual Report 2023

The Worship and Music Committee oversees all aspects of worship at St. Paul. The year 2023 found us living into our “new normal” post the Covid era. We are smaller in numbers at worship in the sanctuary, but we acknowledge our ever-growing online presence and seek to accommodate both groups.

A few nods to “the old ways” include communion with real bread baked by volunteer bakers and reintroducing the presenting of the gifts after the offering. Midweek Lenten soup meals followed by scripture readings, song, and prayers have come back. We have stuck to mostly familiar ELW settings.

We tried some new things last year as well. For the season of Epiphany, we focused on “where have you seen God?” A bulletin board with stars allowed people to write responses to this question. During worship, people were invited to give short testimonies as well. We added midweek Advent services as well. These were in the chapel using the Holden Evening Prayer liturgy. Those who attended found it meaningful. We also changed the position of the choir anthem in worship, to allow more time for reflection during the offertory.

Besides meeting once a month on zoom, we had a choir retreat in August that allowed us more time to reflect and look ahead. We are committed to allowing Pastor Kristi to have once-a-month relief from preparing a sermon. Sometimes, Pastor Kristi is present and will preside at the table, allowing for lay preachers to fill in. This freedom from one sermon a month allows Pr. Kristi to give more attention to pastoral care and other demands she has as a sole pastor. It's also nice for the congregation to hear from different voices.

2023 was a year of transition and, hopefully, stabilizing our music staff. Our choir was led by Rhonda Fleming for a few months before we welcomed Janet Vrudny. Likewise, Shannon Jones served as our accompanist for the first few months. James Yeager (and sometimes Janet) accompanied us in rehearsal and worship until we welcomed Raul Manjarrez. Janet and Raul have helped stabilize our music program. The choir is “small but mighty”, to quote one visiting musician.

We are grateful for the many volunteers who contribute to worship at St. Paul, including communion assistants, assisting ministers, readers, bread bakers, sacristy volunteers, ushers and greeters, a hymn selection committee, and the Visual Choir.

The Worship and Music Committee continues to plan for the future while living with our present reality. We are not the same as we were before Covid struck, and we are not going back to “the way we used to be”. **We seek to be open to the Spirit working among us as we plan worship that is meaningful and joyful. If you have thoughts about how to do this, we would love to have you join us! We meet the 1st Thursday of the month at 2 pm sometimes via Zoom and sometimes in person.**

-Peace, Terry Cole (chair) for the committee: Jo Browning, Karin Urban, Jan Bowers, Pr. Kristi Koppel, Janet Vrudny, Raul Manjarrez

Notes from the Choir: March 12, 2023 – December 31, 2023

The Music Ministry at St. Paul Lutheran Church is alive and well. The choir has enjoyed a vibrant year of fellowship and singing sacred songs from different styles and traditions during the worship services. The choir is open to anyone who enjoys singing and attending rehearsal on Sunday morning from 8:45-9:45 a.m., in preparation for the worship service at 10:00. The 10-17 volunteer choristers are very dedicated to the choir and to the mission of St. Paul. Their inspiring leadership in rehearsals and the worship services is an integral part in the life of St. Paul Lutheran Church.

In addition to singing during the worship services on Sunday mornings at 10, the choir also sang for Ash Wednesday, and Maundy Thursday, and helped to lead the familiar Holden Prayer Service for the three mid-week Advent services.

The organist/accompanist position was initially unstable when I was hired in March of 2023. I covered numerous services on the piano and organ, and then local organist James Yaeger joined us and provided music for worship for a few months until Raul Manjarrez was hired in June of 2023. In addition to the fine music provided by Raul, we included some guest instrumentalists over this last year: Ruth Mandernach, trombone, Kait Kennedy, flute, Jeffrey Piper, trumpet, both on Easter and Reformation, and Cheri Sorenson, flute. Their fine playing enhanced our musical offerings and worshipping experiences.

There was an opportunity for the choir to sing in the locally sponsored Interfaith Service the Sunday before Thanksgiving, and I provided rehearsal time after worship for those choristers who were interested in participating. Those singers reported that it was a wonderful experience being a part of a gathering and singing with those of different faiths.

- submitted by Janet Vrudny, Choir Director

Pianist and Organist

I received my BM in piano performance from UNC Charlotte and my MM in piano performance from UNC Greensboro. I began playing for El Faro Youth Chorus in September of 2022. This is how I found out about St. Paul Lutheran and I'm so happy that I ended up playing for this church. I was hired in early June of 2023 and took organ lessons from James Yeager for about 4 months. I come to the church to practice at least 5 days per week and I'm here 2-3 hours each time. Besides playing and practicing the piano and organ, my position also involves choosing preludes, postludes, and other music that is needed each week that is appropriate for the season, etc. When we have guest musicians, I coordinate and meet with them to talk about their pieces and to rehearse with them. It has been a joy to play for St. Paul and work with Pastor Koppel, Janet, Deb, the choir, as well as other church members. We make a great team! God's Peace!

-Submitted by Raul Manjarrez

Visual Choir

The Visual Choir has been busy behind the scenes throughout the year! We are a dedicated group who meet, as needed, in order to visually enhance our worship space following the seasons of the Church Calendar. We try to be creative in representing the festivals that we celebrate. We have hung banners and created displays for each of the following times:

Advent, Christmas, Epiphany, Transfiguration, Lent, Holy Week, Easter, Pentecost, Holy Trinity, Ordinary Time, Reformation, All Saints, and Christ the King.

We also accomplished a much needed cleaning/organizing of the "banner room", with the intention of continuing into the rest of the "blue room". We hope to meet a bit more regularly in order to plan ahead!

-Respectfully, Jan Bowers for the VC team: Jo Browning, Jan Krakow, Karen Bunch, Kathy Callahan, Shirley Nilsson, and recently welcomed, Paul Gallegos

FINANCE

FINANCE COMMITTEE

The committee's major activities during 2023 focused on 1) Updating the church's facility rental documentation, 2) Reviewing the church's insurance policies, 3) Reviewing the report of the 2022 Financial Review, 4) Preparing the 2024 budget, and 5) Preparing a submission to the IRS for an Employee Retention Credit of \$130000.

Facility Rental Documentation

In conjunction with our in-house lawyer Chris Moody, the committee updated the previous facility rental form, with particular emphasis on ensuring that renters had adequate liability insurance. Using results of an informal survey of local competitive venues, we participated in establishing the specific rates to be charged for various church spaces and related services.

2022 Financial Review

The committee reviewed the report of the Financial Review for 2022 conducted by a multi-congregational team from St Paul and St Luke's. Several recommendations for improvements were noted. Follow-up action to correct noted deficiencies was monitored and considered appropriate. The results of the committee's review were forward to the Congregational Council. Copies of the review can be obtained by contacting our Office Coordinator.

2024 Budget

Budget preparation began in September 2023. The budget developed to support the congregation goals reaffirmed in Jan 2023 (Increased Office support, Maximize facility rental opportunities, Maintain a minimum music program), resulted in a budget with a deficit of \$74417. A last-minute commitment from Calico to provide \$30000 in 2024

for facility use reduced the deficit to \$44417. The 2024 budget was approved at a congregation meeting on 10 Dec 2023.

After reviewing the recent history of budget deficits, the committee committed to develop a long-range plan for continued operation after unrestricted operating funds have been exhausted.

IRS Employee Retention Credit

SPLC received an unsolicited offer from a California based CPA firm to help SPLC file for the Credit. Further research confirmed the legitimacy of the credit, by the company proved difficult to deal with. Dave Kelly, engaged the local CPA firm REDW, and coordinated the collection of financial data from 2020 and 2021 for submission to REDW in time to meet a potential IRS deadline of 31 Jan 2024. The committee recommended approval of a \$6K fee to REDW for preparing the IRS submission. The potential credit, if approved by the IRS, is approximately \$130000.

Committee members for 2023 included Amanda Jelsma, Kathie Boissiere, David Kelly, and Herb Korff. Let us thank these members who have performed the tasks of budget and Endowment Funds oversight so faithfully. A special thanks to Herb Korff for his three years of service as he resigned effective 31 Dec 2023.

-Submitted by Sigurd Stocking, Chairman

FINANCIAL SECRETARY

The responsibilities of financial secretary revolve around record keeping, specifically, making sure that the monetary gifts given to St. Paul are accurately recorded. The weekly contributions are recorded by one of our 4 counting teams who then take those offerings to the bank for deposit. The counters are: Team One (Roger Hein and Sharon Hamilton), Team Two (Judy Lalani and Kathie Boissiere), Team Three (Jan Bowers, Jeff Peterson, and Hal Schultz), Team Four (Hal Nilsson and Shirley Nilsson). Herb Korff, Sig Stocking and Karin Urban are substitutes. Each team counts once a month (and covers one 5th week) during the year. Thank you, counters! Year after year WE COUNT ON YOU!!

There are several ways that St. Paul receives the gifts given for its ministry: 1) cash and checks in the offering plate on Sunday, 2) checks in the mail, 3) electronic giving (automatic/periodic or one time). We have offering envelope packages available in the Welcome Center if you need more. If you have forgotten your envelope number or want an envelope number, let me know. If you would like to participate in automated electronic giving, I can assist in that process. It is easiest if you call me at home 505-897-4916 or use my personal email peglinton@comcast.net. You are welcome to call my cellphone (505-363-2284) if you have any problem reaching me at home.

A feature of Simple Church, our software system of record keeping, allows each giver to examine her/his own ledger of giving. This access also allows each individual to print a giving statement at any time. I can assist you in gaining access to your own account if you so desire. For that reason and because of changes in the tax laws, I have stopped the mass printing of the yearly giving statements. For anyone who does not have email, I am happy to print and mail a paper copy. Do not hesitate to let me know how I can help you. If you would like to be a participant in one of the counting teams, talk to me or a member of one of the teams.

-Respectfully submitted, Paula Eglinton Financial Secretary

TREASURER

Net Income for 2023 exceeded expectation for both St. Paul and Calico. The church proper was projected to be in deficit by approximately \$64K, but finished the year at negative \$48K instead thanks to a \$30K allocation from Calico's Stabilization Grant to offset facility-use expenses. And Calico, with a budgeted surplus of \$24K, was actually \$46 positive for the year. The result is a combined net loss of just \$2.3K

St. Paul's Investment Accounts realized significant gains for the year, adding \$91.7K to the Mission Endowment Fund, \$13.0K to the Harold & Jane Olson Scholarship, and \$4.6K to the St Paul Endowed Scholarship. Another \$18.5K in undesignated investment earnings was credited to Unrestricted Operating Reserves.

The year-end balance in Operating Reserves -- after applying investment earnings and transferring \$23K (half of Calico's Net Income) to the Calico Butterfly Fund -- is approximately \$175K. With the addition of another \$147K held in Unrestricted Funds, the total amount available to cover any future operational losses stands at \$322K.

A total of \$43K was disbursed from the Mission Endowment Fund in 2023, including \$33K in contributions to a variety of local and national benevolent organizations, and another \$10K going to the Rocky Mountain Synod to augment our monthly Mission Support amounts remitted throughout the year. In addition, a \$5,000 Scholarship was awarded to Hannah Peterson, using proceeds from Seminarian Support and Olson Scholarship Funds.

2023 brought more changes to St. Paul's accounting processes and procedures with the termination of our contracted bookkeeper in June. Deborah Ashe graciously stepped in and took on the role of bookkeeper in addition to her ongoing responsibilities as Office Coordinator for the remainder of the year. The services of ADP were engaged to take over the payroll duties for church and Calico, and other changes can be expected in the year ahead.

Please refer to the reports printed on subsequent pages for a detailed picture of St. Paul's finances.

-Submitted by Paul Thompson, Treasurer

St Paul Lutheran Church 2023 Income & Expense Summary

	2023 Actual	2023 Budget	\$ Over (Under)	% of Budget
<u>SPLC</u>				
Income				
Church Income	250,966.53	272,900.00	-21,933.47	92%
Total Income	250,966.53	272,900.00	-21,933.47	92%
Expense				
Administrative Expenses	28,491.53	29,800.00	-1,308.47	96%
Contracted Services Expense	14,641.09	22,060.00	-7,418.91	66%
Miscellaneous Expense	577.26	650.00	-72.74	89%
Mission Support Expense (ELCA)	9,237.10	9,308.00	-70.90	99%
Personnel Expenses	165,786.82	167,770.00	-1,983.18	99%
Property Expense	103,210.58	99,180.00	4,030.58	104%
Worship Expenses	7,155.41	8,077.00	-921.59	89%
Total Expense	329,099.79	336,845.00	-7,745.21	98%
Net Regular Income	-78,133.26	-63,945.00	-14,188.26	
Other Income				
Facility Use - Calico Grant	30,000.00			
Net Income -SPLC	-48,133.26	-63,945.00	15,811.74	
<u>Calico</u>				
Income				
Calico Butterfly Income	506,000.58	378,500.00	127,500.58	134%
Total Income	506,000.58	378,500.00	127,500.58	134%
Expense				
Administrative Expenses	44,772.56	34,300.00	10,472.56	131%
Personnel Expenses	415,396.27	320,085.00	95,311.27	130%
Total Expense	460,168.83	354,385.00	105,783.83	130%
Net Income -Calico	45,831.75	24,115.00	21,716.75	
<u>Combined</u>				
Total Income	786,967.11	651,400.00	135,567.11	121%
Total Expense	789,268.62	691,230.00	98,038.62	114%
Net Income	-2,301.51	-39,830.00	37,528.49	

**St Paul Lutheran Church
2023 Income & Expense vs Budget**

	2023 Actual	2023 Budget	\$ Over (Under)
<u>Income</u>			
Church Income			
Church Support Income			
<i>Flowers Income</i>	260.00	100.00	160.00
Total Church Support Income	260.00	100.00	160.00
Contributions for Benevolence			
<i>Mission Support (ELCA)</i>	1,684.00	1,700.00	-16.00
Total Contributions for Benevolence	1,684.00	1,700.00	-16.00
Contributions for General Use			
<i>General</i>	231,239.18	250,000.00	-18,760.82
<i>Loose Offerings</i>	673.91	1,000.00	-326.09
<i>Seasonal Offering</i>	450.00	500.00	-50.00
<i>Thrivent</i>	420.06	100.00	320.06
<i>Visitor Offering</i>	740.00	2,000.00	-1,260.00
Total Contributions for General Use	233,523.15	253,600.00	-20,076.85
Other Income - Church			
<i>Facility Usage</i>	15,499.38	17,500.00	-2,000.62
Total Other Income - Church	15,499.38	17,500.00	-2,000.62
Total Church Income	250,966.53	272,900.00	-21,933.47
<u>Total Income</u>	250,966.53	272,900.00	-21,933.47
<u>Expense</u>			
Administrative Expenses			
Advertising Expense	150.00	500.00	-350.00
Dues Fees Subscription Exp	5,315.79	5,000.00	315.79
Equipment Leasing Expense	0.00	3,000.00	-3,000.00
Equipment Purchases Expense	1,927.84	600.00	1,327.84
Postage Expense	1,326.95	1,000.00	326.95
Repairs/Maint Office Equipment	0.00	200.00	-200.00
Security Expense	736.03	2,300.00	-1,563.97
Supplies - Kitchen	1,068.31	500.00	568.31
Supplies - Office	8,161.78	5,000.00	3,161.78
Telephone Expense	6,964.73	6,700.00	264.73
Conferences & Meetings	2,307.12	5,000.00	-2,692.88
Administrative Expenses - Other	532.98		
Total Administrative Expenses	28,491.53	29,800.00	-1,308.47
Contracted Services Expense			
Accounting/Bookkeeping Svcs Exp	8,878.45	11,400.00	-2,521.55
Computer Services Expense	4,462.64	4,000.00	462.64
Office Support	0.00	5,460.00	-5,460.00
Supply Preacher Expense	1,300.00	1,200.00	100.00

St Paul Lutheran Church
2023 Income & Expense vs Budget

	2023 Actual	2023 Budget	\$ Over (Under)
Total Contracted Services Expense	14,641.09	22,060.00	-7,418.91
Miscellaneous Expense			
Bank Service Charges	139.71	125.00	14.71
Miscellaneous Expense - Vanco	437.55	525.00	-87.45
Total Miscellaneous Expense	577.26	650.00	-72.74
Mission Support Expense (ELCA)	9,237.10	9,308.00	-70.90
Personnel Expenses			
Employee Benefits Expense			
<i>Admin Education</i>	0.00	300.00	-300.00
<i>Health, Disability, Life</i>	18,183.87	20,000.00	-1,816.13
<i>Retirement Contributions</i>	6,469.01	7,650.00	-1,180.99
<i>Workers Comp Insurance Expense</i>	2,604.00	2,500.00	104.00
Total Employee Benefits Expense	27,256.88	30,450.00	-3,193.12
Payroll Taxes Expense			
<i>Social Security Expense</i>	3,115.28	3,501.00	-385.72
<i>Medicare Expense</i>	771.92	819.00	-47.08
<i>Workers Comp Admin Fee Exp</i>	34.50	40.00	-5.50
Total Payroll Taxes Expense	3,921.70	4,360.00	-438.30
Salaries & Wages Expense			
<i>Organist</i>	12,500.00	12,000.00	500.00
<i>Choir Director</i>	11,325.00	11,700.00	-375.00
<i>Office Coordinator</i>	168.00		
<i>Office Administrator</i>	34,167.00	32,760.00	1,407.00
<i>Pastor Salary</i>	76,448.24	76,500.00	-51.76
Total Salaries & Wages Expense	134,608.24	132,960.00	1,648.24
Total Personnel Expenses	165,786.82	167,770.00	-1,983.18
Property Expense			
Bottled Water Expense	816.23	400.00	416.23
Electricity Expense	26,267.89	25,000.00	1,267.89
Gas/Heating Expense	9,545.66	9,781.00	-235.34
Maintenance & Repairs Expense	18,824.48	17,727.00	1,097.48
Property Insurance Expense	13,393.52	13,806.00	-412.48
Property/Custodial Services Exp	16,227.46	16,096.00	131.46
Supplies - Property/Custodial	392.90	950.00	-557.10
Water, Sewer, Trash Expense	17,742.44	15,420.00	2,322.44
Total Property Expense	103,210.58	99,180.00	4,030.58
Worship Expenses			
Children & Youth Ministry Exp			
<i>Youth Materials/Activities Exp</i>	0.00	100.00	-100.00
Total Children & Youth Ministry Exp	0.00	100.00	-100.00
Congregational Life Ministries			

**St Paul Lutheran Church
2023 Income & Expense vs Budget**

	2023 Actual	2023 Budget	\$ Over (Under)
<i>Devotional Materials</i>	485.70		
<i>Stephen Ministry Expense</i>	162.45		
Total Congregational Life Ministries	648.15		
Education Ministry Expense			
<i>Adult Education Expense</i>	0.00	227.00	-227.00
Total Education Ministry Expense	0.00	227.00	-227.00
Music Expense			
<i>Director/Organist Substitute</i>	0.00	800.00	-800.00
<i>Organ & Piano Service</i>	2,100.00	3,150.00	-1,050.00
<i>Scores, Copyright & Supplies</i>	1,390.21	800.00	590.21
Total Music Expense	3,490.21	4,750.00	-1,259.79
Worship Services Expense			
<i>Supplies - Worship</i>	3,017.05	3,000.00	17.05
Total Worship Services Expense	3,017.05	3,000.00	17.05
Total Worship Expenses	7,155.41	8,077.00	-921.59
Total Expense	329,099.79	336,845.00	-7,745.21
Net Regular Income	-78,133.26	-63,945.00	-14,188.26
Other Income			
Facility Use - Calico Grant	30,000.00		
Net Income	-48,133.26	-63,945.00	15,811.74

**Calico Butterfly Preschool
2023 Income & Expense vs Budget**

	<u>2023 Actual</u>	<u>2023 Budget</u>	<u>\$ Over (Under)</u>
<u>Income</u>			
Calico Butterfly Income			
CYFD & ECECD Tuition	255,726.97	120,000.00	135,726.97
Family Tuition	244,273.61	245,000.00	-726.39
Focus Payments	0.00	4,500.00	-4,500.00
Grant Allocation	6,000.00	9,000.00	-3,000.00
Total Calico Butterfly Income	<u>506,000.58</u>	<u>378,500.00</u>	<u>127,500.58</u>
Total Income	<u>506,000.58</u>	<u>378,500.00</u>	<u>127,500.58</u>
<u>Expense</u>			
Administrative Expenses			
Calico Director Discretionary	300.00		
Classroom Resources	2,289.82	2,400.00	-110.18
Cleaning/COVID 19 Supplies	3,416.10	2,500.00	916.10
Consumables	955.15		
Credit Card Merchant Fees	8,690.75	5,000.00	3,690.75
Janitorial Service	19,831.19	18,000.00	1,831.19
Miscellaneous Fees	1,508.02	500.00	1,008.02
Playground Maintenance	301.94	1,000.00	-698.06
Postage Expense	10.00	100.00	-90.00
Professional Development	2,033.33	1,200.00	833.33
Program Consumables	4,235.37	3,600.00	635.37
Unbudgeted Expense	63.85	0.00	63.85
Administrative Expenses - Other	1,137.04		
Total Administrative Expenses	<u>44,772.56</u>	<u>34,300.00</u>	<u>10,472.56</u>
Personnel Expenses			
Employee Benefits Expense			
Continuing Education - Calico	66.00		
Total Employee Benefits Expense	<u>66.00</u>		
Payroll Taxes Expense			
Social Security Expense	26,651.49	18,426.00	8,225.49
Medicare Expense	6,233.01	4,309.00	1,924.01
Workers Comp Admin Fee Exp	184.00	150.00	34.00
Total Payroll Taxes Expense	<u>33,068.50</u>	<u>22,885.00</u>	<u>10,183.50</u>
Salaries & Wages Expense			
Assistant Teacher Salary	21,435.49		
Calico Director Salary	43,106.80	43,500.00	-393.20
Office Assistant Calico	13,459.30	11,700.00	1,759.30
Teacher Salary	304,260.18	242,000.00	62,260.18
Total Salaries & Wages Expense	<u>382,261.77</u>	<u>297,200.00</u>	<u>85,061.77</u>
Total Personnel Expenses	<u>415,396.27</u>	<u>320,085.00</u>	<u>95,311.27</u>
Total Expense	<u>460,168.83</u>	<u>354,385.00</u>	<u>105,783.83</u>
Net Income	<u>45,831.75</u>	<u>24,115.00</u>	<u>21,716.75</u>

**St Paul Lutheran Church
2023 Balance Sheet Compared to 2022**

	<u>2023</u>	<u>2022</u>	<u>Change</u>
ASSETS			
Checking/Savings			
SPLC Checking 7285	65,128.10	0.00	65,128.10
SPLC Checking 9006	0.00	32,088.49	-32,088.49
Total Checking/Savings	<u>65,128.10</u>	<u>32,088.49</u>	<u>33,039.61</u>
Other Current Assets			
CPP Grant Receivable	0.00	5,130.96	-5,130.96
Endowment Investment Acct	1,039,695.16	990,831.79	48,863.37
Scholarship Investment Acct	171,325.93	520,228.44	-348,902.51
Church Investment Acct	261,522.74	0.00	261,522.74
Mission Investment (MMA-ELCA)	78,628.54	76,499.98	2,128.56
Total Other Current Assets	<u>1,551,172.37</u>	<u>1,592,691.17</u>	<u>-41,518.80</u>
Fixed Assets			
Building	1,960,000.00	1,960,000.00	0.00
Furniture and Equipment	400,000.00	400,000.00	0.00
Land	1,290,000.00	1,290,000.00	0.00
Accumulated Depreciation	-3,581,000.00	-3,581,000.00	0.00
Total Fixed Assets	<u>69,000.00</u>	<u>69,000.00</u>	<u>0.00</u>
TOTAL ASSETS	<u>1,685,300.47</u>	<u>1,693,779.66</u>	<u>-8,479.19</u>
LIABILITIES & EQUITY			
Liabilities			
Flow-Throughs	2,240.06	2,379.81	-139.75
Payroll Taxes Payable	-632.45	4,994.68	-5,627.13
Total Liabilities	<u>1,607.61</u>	<u>7,374.49</u>	<u>-5,766.88</u>
Equity			
Equity in Property	69,000.00	69,000.00	0.00
Permanently Restrict Funds	1,019,656.25	1,019,656.25	0.00
Temporarily Restricted Funds	272,642.01	267,145.40	5,496.61
Unrestricted Funds	147,220.60	148,664.17	-1,443.57
Unrestricted Operating Reserve	177,475.51	190,629.04	-13,153.53
Net Income	-2,301.51	-8,689.69	6,388.18
Total Equity	<u>1,683,692.86</u>	<u>1,686,405.17</u>	<u>-2,712.31</u>
TOTAL LIABILITIES & EQUITY	<u>1,685,300.47</u>	<u>1,693,779.66</u>	<u>-8,479.19</u>

**St Paul Lutheran Church
2023 Fund Summary**

	Beginning Balance	Credits	Debits	Net Change	Ending Balance
Flow-Through Funds					
Asylum Seekers	325	-	(325)	(325)	-
Adopted Families Project	1,905	2,230	(2,695)	(465)	1,440
ELCA World Hunger	40	480	(480)	-	40
Friends Feeding Friends	-	530	(280)	250	250
General Flow Thru	-	4,721	(4,716)	5	5
HNLT - Honor Native Land Tax	-	600	(600)	-	-
Storehouse	110	2,355.00	-1,960.00	395	505
				Total	\$ 2,240
Permanently Restricted Funds					
Mission Endowment Fund	902,656	-	-	-	902,656
Harold & Jane Olson Scholarship	75,000	-	-	-	75,000
St Paul Endowed Scholarship	42,000	-	-	-	42,000
				Total	\$ 1,019,656
Temporarily Restricted Funds					
Calico Focus Grant	2,203	3,250	-	3,250	5,453
Calico Butterfly Fund	7,227	23,816	(1,721)	22,095	29,322
Calico Capital Expenditure Fund	140	-	-	-	140
Calico Grants	100,390	63	(100,321)	(100,258)	132
Capital Improvement Fund	666	400	-944	(544)	122
Companion Support Fund	83	750	-	750	833
Endowment Fund Accumulation	92,842	91,747	(42,884)	48,863	141,706
Endowment Fund Disbursement	535	43,284	(43,265)	19	554
Harold & Jane Olson Schol Earning	39,971	13,030	(1,486)	11,544	51,515
St Paul Endowed Schol Earnings	(1,751)	4,562	-	4,562	2,811
Good Samaritan Fund	3,021	1,190	(1,237)	(47)	2,975
Hospitality	2,955	1,700	(1,256)	444	3,399
Library Fund	1,100	-	(1,100)	(1,100)	-
Heather Brown Memorial (Youth)	890	-	-	-	890
McLean Memorial (Music)	412	-	(75)	(75)	337
Music Fund (General)	1,742	-	(414)	(414)	1,327
Music Fund (Youth)	102	-	(102)	(102)	-
National Youth Gathering Fund	382	-	(382)	(382)	-
Outreach Fund	36	-	(36)	(36)	-
Pastor's Continuing Education	1,805	-	-	-	1,805
Property Fund	34	-	(34)	(34)	-
Rainbow Trail Fund	761	-	(761)	(761)	-
Sanctuary Project	-	21,146	-	21,146	21,146
Seminarian Support Fund	3,514	-	(3,514)	(3,514)	-
Sewing Fund	385	-	-	-	385
Stephen Ministry Training	18	-	(18)	(18)	-
Sunday School Fund	10	-	(10)	(10)	-
Visual Choir Fund	589	-	-	-	589
WELCA Fund (Women's)	369	-	-	-	369
Wellness Ministry Fund	652	-	-	-	652
Youth Fund	6,061	770	(651)	119	6,181
				Total	\$ 272,642
Unrestricted Funds					
Bequests	112,481	-	(1,611)	(1,611)	110,870
General Memorials	33,663	-	-	-	33,663
Undesignated General	2,521	1,450	(1,283)	167	2,687
				Total	\$ 147,221

St Paul Lutheran Church
2023 Endowment Fund Disbursements

Mission Support

01/17/2023 Rocky Mountain Synod, ELCA	1,580.56
03/28/2023 Rocky Mountain Synod, ELCA	1,465.78
04/11/2023 Rocky Mountain Synod, ELCA	926.54
05/23/2023 Rocky Mountain Synod, ELCA	849.84
06/21/2023 Rocky Mountain Synod, ELCA	686.68
07/18/2023 Rocky Mountain Synod, ELCA	638.20
08/29/2023 Rocky Mountain Synod, ELCA	988.01
09/26/2023 Rocky Mountain Synod, ELCA	647.08
10/24/2023 Rocky Mountain Synod, ELCA	544.48
11/21/2023 Rocky Mountain Synod, ELCA	527.14
12/19/2023 Rocky Mountain Synod, ELCA	1,211.15

Subtotal **10,065.46**

General Benevolence

03/28/2023 ABQ FaithWorks Dues	5,000.00
12/05/2023 ABQ FaithWorks Donation	300.00
12/05/2023 Albuquerque Interfaith	2,200.00
12/05/2023 Madagascar Girls Camp	1,600.00
12/05/2023 Bread for the World	300.00
12/19/2023 Camino De Vida	5,000.00
12/05/2023 Church Women United	250.00
12/05/2023 ELCA Disaster Response	500.00
12/05/2023 Hope Works - Albuquerque	1,300.00
12/05/2023 Iglesia Luterana Cristo Rey	1,600.00
12/05/2023 Lutheran Advocacy Ministry - NM	1,000.00
12/05/2023 Lutheran Campus Ministry -- Rent Assistance	1,800.00
12/05/2023 Lutheran Campus Ministry -- General Fund	4,000.00
12/05/2023 Lutheran Family Services NM -- Refugee Support	1,600.00
12/05/2023 New Mexico Conference of Churches	500.00
12/05/2023 New Mexico Dream Team	300.00
12/05/2023 Rainbow Trail Lutheran Camp	2,000.00
12/05/2023 Reconciling Works (GLBTQ support)	250.00
12/06/2023 RMS ELCA -- Next Faithfull Steps	250.00
12/06/2023 RMS ELCA -- Seeds of Hope	900.00
12/05/2023 RMS Women's Organization	250.00
12/05/2023 The Storehouse New Mexico	1,700.00
12/05/2023 Umoja Abq	600.00

Subtotal **33,200.00**

Total Disbursement 43,265.46

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Son of God, Eternal Savior

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,
 2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.
 3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;
 4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,
 Free - ly have your gifts been grant - ed: free - ly may your ser - vants give.
 hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.
 Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:
 Yours the gold and yours the sil - ver, yours the wealth of land and sea;
 By your pa - tient years of toil - ing, by your si - lent hours of pain,
 by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.
 we but stew - ards of your boun - ty held in sol - emn trust will be.
 quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.
 grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655
 Text: Somerset C. Lowry
 Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;
 arr. Julius Röntgen
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