



# ALL SAINTS LUTHERAN CHURCH

Albuquerque, New Mexico

## ANNUAL REPORT OF THE PASTOR

As I began to consider a report on the year 2020, the book of the Bible that immediately came to mind is the book of Lamentations. 2020 was a year full of challenge, loss and change, for All Saints and for the world around us. But the verses I would choose from Lamentations are these, in chapter three:

*The steadfast love of the Lord never ceases,  
God's mercies never come to an end;  
they are new every morning;  
great is your faithfulness.  
'The Lord is my portion,' says my soul,  
'therefore I will hope in God.'*

~ Lamentations 3:22-24

Because as much as we struggled in 2020, we also experienced faith and love, perseverance and hope. I was blessed to be part of the community of All Saints Lutheran Church, and I hope that all of you feel the same.

Since March, our primary worship has been on Zoom. Our attendance at Zoom worship is typically between 65 and 75, with numbers going as high as 90 in Advent and Christmas. Recorded Sunday services, posted on our YouTube channel, receive another 10-20 views per week. We have done our best to keep in touch with members, particularly those without internet access, through mail, phone calls, and Faith @ Home kits delivered in the fall and for Advent. Church has left the building, but our commitment to worship, faith formation, and outreach – welcoming, growing and serving together – has stayed strong. Thank you to Martha Montañño for the energy she pours into faith formation at All Saints and the excellent resources she has shared and connections she has maintained with our youth and families in this time.

In the six months from fall of 2020 into spring of 2021, a number of members are moving on from All Saints for a variety of reasons, primarily people moving out of state to be near family. Between that and the inability to gather, particularly on Easter and Christmas, giving and pledging have gone down. As a congregation, we face some challenges and hard decisions in the coming year or years to prioritize ministries, and continue our excellent tradition of worship and outreach with less. That discussion will begin with discussion of the budget in February and our Congregational Meeting on February 21.

Our conversation within the Congregation Council and the wider community will be framed in terms of Church Becoming. All Saints has a rich history and tradition, and, we are still and always becoming what God wants us to be. We will work with resources from the Rocky Mountain Synod and Excellence in Leadership as we come together to lift up and clarify our deepest values and commitments. In light of these commitments we will ask three questions:

- What are we doing now that needs to continue into the future?
- What do we need to let go of?
- What new ministries or practices do we need to begin to faithfully follow Jesus according to our values and commitments?

With these questions to guide us, I look forward to meaningful and faithful conversation – sometimes on Zoom, and sometimes in person – throughout 2021.

Even as we face challenges as a congregation, I want us to remember the assurance from Lamentations – the mercies of the Lord are new every morning. We have much to be grateful for, and I hope we can keep our focus there in the year and years to come. Our resources – both monetary and human – are abundant, and our challenge is to move forward in gratitude for what we have, trusting in the Holy Spirit to give us what we need.

Again, I offer thanks to all the staff at All Saints, for perseverance and faithfulness as we have pivoted again and again in ministry decisions throughout the last year. And thank you to all of you, my dear members and friends of All Saints, for your grace, faithfulness, and generosity. We are in this ministry together, and with God's help we can do together far more than we can ask or imagine. (Eph 3:20)

In hope and gratitude,

Pastor Kristin Schultz

## WORSHIP MINISTRIES COMMITTEE

**Chair:** Brian Hughes

**Committee Members:**

Kristin Schultz	Pastor
Brian Hughes	Chair, Council Liaison
Erin Reil	Interim Coordinator of Music Ministry
Nathan Cleaveland	Organist, Pianist, Accompanist
Rhonda Bentz	Altar Care
Lucy Archambault	Council Liaison
Priscilla Bower	Lay Representative
Eric Ferdig	Lay Representative

The Worship Ministries Committee manages the logistics and budgets behind producing meaningful worship experiences. The committee is responsible for sanctuary décor, choral/visual support including instrument maintenance, and for maintaining and providing sacramental and other supplies necessary for worship. Another focus is scheduling and providing the necessary training for worship assistants, lectors, acolytes, and ushers.

There were four big events that occurred for the Worship Committee in 2020. The first two were the retirements of Carolyn Trueba (Director of Music, Choir and Bell Choir Director) and Katherine Alexander (Organist, Pianist and Accompanist). Katherine's drive-through retirement celebration was a highlight of the year. We are incredibly grateful for the gifts they both shared with us and thankful to have worked with them personally. They will both be missed dearly.

The other two events in 2020 were the promotion of Erin Reil to Interim Coordinator of Music Ministry and the hiring of Nathan Cleaveland as Organist, Pianist and Accompanist. We are so very blessed to have them share their incredible talents with us. We welcome them both in these roles and look forward to working with them.

During 2020, the committee worked with Pastor Kristin in meetings and working in the various worship area functions to ensure that worship at All Saints continues to be stimulating and meaningful. This was especially challenging during the COVID-19 pandemic. We continue to reform and renew aspects of our worship under Pastor Kristin's leadership. These include new and meaningful special services during Advent and Lent. We plan to continue the conversations on different worship styles and services.

Another challenge the committee worked on this year was developing and implementing an outdoor service to have during the fall. We are very grateful for everyone's help in making this happen with a quick turnaround and a special, huge thanks to Steve Reil for his assistance in all of the technical aspects of making the audio pieces function outside in the pavilion. Thank you Steve!!

Yet another challenge this year occurred in the recording of various music performances to be included in the virtual/Zoom services. Due to the restrictions and guidelines implemented as part of the COVID-19 pandemic response, we were unable to gather in large groups, like choir, to record music to be shown and heard during

on-line services (Zoom and Facebook Live). This was accomplished by having much smaller groups record various pieces for each season. Another important resource that we have utilized are videos that are available of performances by groups such as The Many, Salt Project, and The Work of the People. Through using these resources and recording music in-house we have strived to provide enrichment and meaning to the services at All Saints. A huge thanks to all the musicians who shared their gifts and especially Nathan and Kate who provided solo performances as well as accompaniments for the services. We would not have been able to make this happen if it weren't for Lee Liming recording and editing all of the various performances to be included, as well as Steve and Erin Reil who provided attractive video portions to be included with many of the various audio recordings.

Many hands help to make light work and we thank all who have volunteered over the year with the music and altar ministries, and as worship assistants. You are invaluable. We can never have too many hands helping. If you would like to volunteer your time and talent, your ministry gifts are always welcomed.

God's Grace and Peace, Brian Hughes

## FAITH FORMATION MINISTRY

**Director of Faith Formation:** Martha Montaña

**Committee Members:** Steve Reil, Erin Reil, Nicole Arguello, Jenny Kellett, Megan Barnes, Anna Nance, Pat Mohr-Kelly

The Faith Formation Ministry had to do a 180 in 2020. In March we had to basically move all programming to an online platform due to the Covid-19 pandemic. I believe this is a blessing as it has thrust us into a new direction as we head into 2021.

We started the year normally... continuing with our Wednesday Night Live program, offering Bible Breakout. We introduced Rejoicing Spirits and were able to meet for 2 months and Movie Night, which we ran in conjunction with Family Promise. We started the epic! ministry (Experienced People in Christ) and had several gatherings early in the year (Name That Tune and several speakers).

The youth had several outings - we went to the Toby Mac concert, we participated in multiple Sunday Fundays with Cross of Hope & other ELCA churches around Albuquerque. We had our annual Shrove Tuesday Pancake Supper fundraiser. We arranged for the Goodwill bins to stay at church on a continual basis until they discontinued collecting. We served at the Westside Food Pantry. We ended our Wednesday Night bible study watching and discussing the Passion.

Then in March, the state shut down. We moved ALL programming to a Zoom platform. It was a huge challenge and I believe we rose to the occasion! We threw a ton of ideas out there and some stuck and some didn't. We tried:

Cocktail hour for young adults. No one ever showed up, so after 3-4 times I stopped.

Weekly middle school and high school Zooms - We ended up in a modified schedule where the high school meets every week on Wednesday night at 7:30pm and the middle schoolers meet with Pastor Kristin once a month & with the high school once a month. During the summer both groups met once a week.

We still handed out Senior quilts to 4 seniors this year - Evan Liming, Tiffany Arguello, Rachel Winn, and Claire Gervais. We did this a little differently - Pastor Kristin and I masked up and visited each family with their quilt. We took lots of pictures and made a slide show so everyone could enjoy the ceremony on our Zoom worship. Since the poor graduating seniors did not have all their pomp & circumstance, the Faith Formation committee decided to decorate each lawn with signs, balloons, flamingoes, etc. We had so much fun doing it and I think

the seniors really enjoyed and appreciated it. Again, we took tons of pictures and presented a slide show at service so everyone could enjoy the festivities.

We moved epic! events online - we played Kahoot and Name That Tune. These events were not well attended, although the people that attended really enjoyed it.

In May, Martha Debelak and I organized a church parking lot clean up. The boy scouts were invited. We cleared all the weeds and leaves. It was a fun afternoon!

We put together Faith @ Home boxes each month and delivered them to families with children and anyone else who requested them. We delivered up to 18 boxes each month. These boxes were based on the Narrative Lectionary readings. They included weekly devotions, activities, and readings to enrich your understanding of the scripture we were reading. These boxes morphed into Advent @ Home bags that we packed and delivered to each member/family in the congregation.

The high school group did a 6-week series on Racism over Zoom. And we ended the year with Alpha Youth.

To keep in touch with the youth & young adults, Martha scheduled coffee dates. Some of the youth had a hard time doing more online meetings, so this was a great way to stay in touch.

We volunteered at RoadRunner Food Bank on a monthly basis.

VBS/ Rainbow Trail Day Camp was cancelled in person. We did offer an online day camp, which was really fun. Every morning me, a group of counselors and a group of 5 from All Saints gathered on zoom for singing, bible study and great discussions.

The youth who were going back to school put together a video with their thoughts on going back to school online. Most of them sent in their videos, but I visited those who didn't. Another great way to keep in touch. And, of course, we watched it during service.

We did several in person rock painting events - #ASLCrocks. We painted inspirational messages or pictures on the front & the hashtag #ASLCrocks on the back. Then placed them throughout the community. Once placed, one would take a picture and use the hashtag.

I continued to meet with the Elementary-aged kids once a month for Bible Breakout - the first Sunday of the month following church. We included the activity in the monthly Faith @ Home box. It would go along with the narrative lectionary story for that week.

In October, Steve Reil and I hosted a bonfire around the pit at church. Lots of kids showed up. We told ghost stories and played flashlight tag. We were one in-person gathering and done.

India Owens was confirmed in November and we presented the video the Sunday after.

I worked with Lee on beefing up the website on the Faith Formation and Youth pages. It still has work to be done, but it is a big improvement.

In December, the youth did a Secret Santa exchange and played Among Us over Zoom.

For Advent, in addition to packing and delivering the Advent @ Home bags, we planned an Advent Walk-thru Experience. Pastor Kristin and I set up 4 stations - a prayer writing station with hopes for the coming year, a station to indulge in the scents of the season, a place to consider what God might want for Christmas, and ending up in the sanctuary to enjoy a moment of silence with candle lighting. We also asked members to bring their nativity scenes. We set them up in the sanctuary so people could view them.

Martha also ran a virtual Hanging of the Greens event. We had about 35-40 people stay after church. We talked about Christmas traditions and the church tradition of hanging the greens - where it originated & some of the elements involved.

Martha has taken the following trainings this year:

Transgender Acceptance (1 day),

First year of Excellence in Leadership (2 years),

Suicide Prevention (4 week training),

Innovation Summit (3-day),

Faith+Lead (4-week) - Faith Formation in this New Normal,

Vibrant Faith ( 1 day) - Moving to a Digital Platform

Respectfully submitted,

Martha Monta

## COMMUNITY OUTREACH COMMITTEE

**Committee Mission Statement:** To identify the needs of the people in the local and global community and match the talents and resources of All Saints congregation to these needs.

**Committee Members:** Karen Hyde, chairperson; Pamela Hanson, recorder; Diana Lewis, Judy Messal, Lillian Edwards, Patty Ferdig and Lucretia Tippit.

**Meeting Time:** The first Tuesday of the month at 7:00 pm in the small conference room at church. Meetings conducted via zoom during pandemic closures. We welcome anyone to participate as a regular committee member or to volunteer with specific periodic projects. Contact a member of the committee, if interested.

**Missions:** (paid from Endowment funds in 2020)

Iglesia Luterana Cristo Rey Mission Church, El Paso, TX: \$1000.00

Border Servant Corps, El Paso, TX: \$600

ELCA Young Adults in Global Missions (YAGM): Kendra Hernandez in Hungary June 2019-June 2020 and Rev. Gabi and Rev. Meghan Aelabouni, YAGM Country Coordinators in Jerusalem/West Bank, June 2020-June 2021. \$1000.00 each paid in September of the volunteer year.

Lutheran Campus Ministry in Albuquerque: \$900.00

Lutheran Advocacy Ministry of New Mexico (LAM-NM): \$1000.00

Rainbow Trail Camp, Colorado: \$1000.00

**Annually Budgeted Donations:**

Bread for the World: \$200.00 annual dues as a member congregation.

Lutheran World Relief All Saint's Quilter's Fund: \$300.

Miscellaneous Funds for committee use: \$300

**2020 Monthly Activities:**

JANUARY 26-FEBRUARY 7: Family Promise hosting at AS of 3 families with 5 adults and 5 children.

FEBRUARY 6: Annual Advocacy Issues Briefing Conference and Bishop's Luncheon in Santa Fe sponsored by Lutheran Advocacy Ministry-New Mexico (LAM-NM) with Bishop Gonia speaking and state legislators in attendance. 12 members attended from ASLC.

MONTH OF FEBRUARY: Winter collection for Sierra Vista School Backpack Food Project providing non-perishable food to help fill 13+ backpacks each Friday for student's weekend meals. Over 200lbs of food was delivered.

MARCH 6-APRIL 19: Lenten World Hunger Campaign – Not done due to Covid-19 pandemic.

MARCH (Disability Month): To'Hajiilee Collection not done due to Covid pandemic and To'Hajiilee School closed

APRIL 26: Bread for the World Offering of Letters to Legislators: Due to the pandemic, this was held virtually with information sent electronically to the congregation. Unknown how many letters were sent.

MAY 3-10: Family Promise Hosting: Due to the pandemic, families were hosted at a static site with meals and monies donated by scheduled hosting church. A private donation of \$1000 was designated for FP to cover meals/housing for AS hosting week.

MAY 16: Habitat for Humanity Luncheon for volunteers at west side work place cancelled due to pandemic.

SEPTEMBER: Lutheran Family Services Collection: Funds were raised from congregation members to buy pillows and eight sets of sheets for two refugee families from central Africa who were being resettled in Albuquerque by Lutheran Family Services. All Saints Quilters also donated twelve beautiful quilts.

SEPTEMBER: Backpack Food Collection Project for Sierra Vista Elementary School: Not held due to pandemic.

SEPTEMBER 6: Missionary Sunday zoom service with Kendra Hernandez, 2020 YAGM volunteer, as speaker.

SEPTEMBER 29-OCTOBER 6: Family Promise Hosting was not held at AS church due to pandemic. \$1000 was donated from congregation members to support FP providing food and shelter during this week.

NOVEMBER: Tewa Women United: \$500

NOVEMBER: We reached out by letter to each of the state legislators in our area who had been invited to the 2019 All Saints' reception at the home of Andy and Diana Lewis. Legislators were thanked for their years of public service and especially for their special-session work during the pandemic. For those legislators who were newly elected or re-elected in 2020, we mentioned our continuing partnership with Lutheran Advocacy Ministry-NM under the new leadership of Kurt Rager. The letters gave us the opportunity to introduce All Saints, our advocacy work and the direct service we do, such as partnering with Family Promise. In all, twenty-one letters were sent.

DECEMBER: Christmas Giving Tree. Due to the Covid pandemic, our usual giving tree with gift tags could not be held. Instead, over \$1200 was collected from congregation members and gifts for 5 recently graduated FP families were purchased by committee members and delivered to the Family Promise static site.

FAMILY PROMISE PROGRAM: We serve as a host church for the interfaith hospitality program of Family Promise in Albuquerque, a 90 day program for homeless families which houses and feeds participants through host churches and provides assistance in helping families find permanent housing and jobs. Due to the pandemic, church hosting's were stopped in April with the Church of the Good Shephard serving as a static site for the remainder of the year and donations delivered to that site by respective churches. It appears unlikely that, in the future, local churches will be involved in hosting's at their location. The FP staff have been maintaining this program at the static site and are in the process of purchasing and renovating a building for permanent housing, classes, social services etc. all in 1 location. Churches will still be needed to assist with hosting's, however, it remains to be seen how this will be managed in the future. All Saints has committed to 2 weeks in 2021 to help host. We will keep you informed as plans evolve and look forward to once again working with FP clients.

LOCAL COMMUNITY INVOLVEMENT: Outreach Committee members have also been very involved in advocacy and immigration issues. Committee members also serve on boards or committees for the Conference of Churches, Lutheran Advocacy Ministry-NM, Interfaith Hunger Coalition and the NM Faith Coalition for Immigrant Justice which helps to keep all of us well connected to significant activities within our community.

In 2019 a new Advocacy and Social Justice Team was developed which is co-chaired by Diana Lewis and Judy Messal.

**Ongoing Projects and Collections:** Collection containers are located in the Narthex coat closet:

USED INKJET CARTRIDGES: recycled at Staples with proceeds now going to the preschool business account. We can donate up to 20 cartridges each month for \$2 credit being received for each cartridge (potential of \$480 per year). Due to community closures and inability to transport cartridges during the pandemic, cartridges were donated only 7 months for a total of \$140. *Be sure to save your cartridges and donate to AS for increased preschool revenue.*

POSTAGE STAMPS— Any proceeds from these go to help with Outreach projects.

EYEGLASSES – Collected and delivered to Nicaragua by Kim Leszinske.

RECYCLED CELLPHONES to *Cellphones for Soldiers* for calling cards for deployed service personnel;

ALUMINUM CAN TABS to McDonald House;



*\*BOX TOPS ARE NO LONGER BEING COLLECTED DUE THE SCHOOL IN GALLUP NO LONGER HAVING SOMEONE TO COORDINATE THIS PROGRAM.*

GREEN BEANS, FOOD AND CHILDREN'S CLOTHING for Storehouse West. Grocery cart in coat closet.

*\*ALUMINUM CAN COLLECTION WAS DISCONTINUED IN 2018 DUE TO PROCEEDS FROM SELLING ALUNIMUM HAVING DROPPED AND THE COMMITTEE NO LONGER HAVING A DEDICATED PERSON TO COLLECT AND DELIVER.*

All Saints Lutheran Church, even through a terrible, long-term pandemic, has been one of the most incredibly generous, caring and giving congregations we have ever known. We thank you all for your steadfast and generous support for our outreach programs. Together we are helping to make a difference in our community in whatever way we can.

Members of this committee continue to work diligently via zoom meetings and email to continue to carry on as able reaching out to our community during these difficult times. Without all of us in this congregation of All Saints working together we would not be able to continue these important missions and contributions to our community.

Thank you and blessings to you all!

Respectfully submitted,

Karen M. Hyde

## **QUILT MINISTRY**

Because of the pandemic, the quilters were unable to gather for much of 2020, and we sure missed being together. Still, we did what we could and managed to make, sell and ship quilts to support Lutheran World Relief (LWR).

46 Quilts were shipped to LWR by Cheryl Klenner. All fabrics are donated – thank you!

We also sold 16 of our beautiful quilts – this totaled \$550 which was sent to LWR for shipping quilts overseas.

In addition, we gave beautiful custom-made quilts to four high school seniors, and 12 to refugees settling in New Mexico.

As 2021 begins, quilters are back in the building on Tuesday mornings at 9:00 and we welcome anyone who can sew or tie knots to join us.

~ Jo White

## EVANGELISM COMMITTEE

**Chairperson or Contact:** Jeff Yingling

**2020 Committee/Ministry Members:** Priscilla Brower, Kris Ericson, Pat Mohr-Kelly

**Adjunct Members:** Megan Barnes, Pastor Kristin Schultz

### **Mission Statement:**

The mission of the Evangelism Committee is to:

- Promote All Saints Lutheran Church and God's love in the wider community
- Welcome visitors
- Engage newcomers

### **Committee/Ministry Report:**

Like other All Saints committees, the Evangelism Committee had a challenging 2020. Regardless, we were able to achieve the following successes:

#### **All Saints' Website and Social Media Presence**

- Continued collaborating with Lee Liming to improve the website's content and keep it current.
- Collaborated with Rika Tillen to provide content, purchase ads, and keep ASLC's Facebook page fresh.
- Purchased and started using SALT videos in online services and messages shared elsewhere.
- Started using Constant Contact to communicate to congregants and the surrounding community.
- Purchased *Telling the Story: A Crash Course in Digital Marketing for Churches* webinar to improve ASLC's online presence. As we move forward, we will be reviewing this course individually and together.

#### **Getting Congregants Involved**

- Printed *Ways for Congregants to Get Involved* inserts and placed them in hymnals. They were also distributed at the Congregational Meeting on February 23<sup>rd</sup>.
- Printed and placed "What is a liturgical church?" explanations in the back of hymnals.
- Supported E.P.I.C. programs coordinated by Pat Mohr-Kelly.

#### **Promoting All Saints in the Community**

- New trifold brochures to promote ASLC were printed. Some are included in visitor welcome packets. The remainder are planned for use at community gatherings where ASLC participates.
- Started using yourPOST at Flying Star and Satellite Coffee locations.
- Started exploring providing Prayer Booths in the surrounding community.

#### **Rejoicing Spirits**

- Started offering Rejoicing Spirits services for individuals with intellectual challenges. Procured flyers to promote these services (cost assumed by the Rocky Mountain Synod.)

## 2021

In 2021, the Evangelism Committee hopes to:

- Initiate new ministry opportunities (ex: Prayer Booths which were planned but could not be started in 2020.)
- When community gatherings are again feasible and allowed, promote All Saints at such events (ex: the ABQ Pride Parade and the Corrales Harvest Festival.)
- Learning activities through “*Telling the Story: A Crash course I Digital Marketing for Churches.*”
- Engage more members in outreach to one another and the greater community around us.

We encourage congregants who would like to join our efforts to let any committee member know.

Respectfully submitted,

Jeff Yingling

### WOMEN OF THE ELCA, ALL SAINTS LUTHERAN CHURCH UNIT

**Chairperson:** Rhonda Bentz, President of ASLC Women of the ELCA Unit

**Treasurer:** Vicki Easson

**Circles/ Leaders:**

<b>Esperanza Circle</b>	<b>Nanette Morton</b>
<b>Tabitha Circle</b>	<b>Priscilla Brower</b>
<b>Joy Circle</b>	<b>Marjorie Lynn</b>

**Mission Statement:** As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, and support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.

#### **Committee/Ministry Report:**

Our unit has an informal governing board. The President and Treasurer communicate by email in order to keep the lines of communication open. They email the remaining 3 circle leaders regarding any decisions, events or business issues. We have 3 circles with about 25 women registered as members. Until March 2020, these individual circles met monthly and provided small group support and spiritual growth opportunities for the women in our church. COVID restrictions had them stop all in-person meetings until Zoom meetings were discovered. Esperanza and Joy circles have been successful in their Zoom gatherings. Tabitha circle has members who do not even own a computer or smart phone so Zoom was not an option for them.

In addition to the monthly circle meetings, we would normally have joined with the Rocky Mountain Synod ([rmselca.org](http://rmselca.org)) and ELCA North NM Cluster Women’s Organizations to offer larger gatherings for all women. These events were canceled because of COVID restrictions in 2020. The easiest way to connect across the Synod has been by sharing in their newsletter, *Views from the Rockies*.

We collected offerings at the circle meetings until March of 2020 and some of the circles were able to mail in offerings for the remainder of the year. We received a total of \$915 in donations for 2020. The Synod newsletter summed up the effects of COVID on our finances as “While expenses are down, revenue is down further. Income is lagging more now than it has in previous years”. Half of the \$915 offerings will be sent on to

the Synod level of W-ELCA, and the synod sends half of that on to churchwide W-ELCA. We are rounding up and donating the rest of the offerings (\$500) to the new building endeavor for Family Promise. Unfortunately, we were just **not** able to make our annual request to the congregation for a thankoffering to the churchwide W-ELCA for their support of published materials in 2020. Hopefully, 2021 will open up new avenues for soliciting donations.

We mourn for our monthly get-togethers but also respect how important COVID precautions are to keep us healthy and ensure a future for W-ELCA in 2021 and 2022.

Yours respectfully,  
Rhonda Bentz, January 2021.

### **DEVELOPMENT COMMITTEE**

The following table shows the results of this past Fall’s campaign compared to the last two years. While the results of the campaign show a negative trend, the committee believes the effort to increase and broaden the discussion about giving is being well received. This year’s campaign was impacted by the pandemic, as well as by changes in the congregation’s composition.

All Saints Lutheran Pledge Activity – 2020

	2020	2019	2018
Commitments Received	59	70	73
Dollars Committed per week	\$3,726	\$4,125	\$4,304
Number of new commitments	8	15	17
Number of increased commitments	15	20	30
Number of with same commitment as last year	27	33	17
Number with reduced commitment	9	2	9

A huge thank you to all the members of the congregation for your continued support of ASLC ministries, which generosity is a reflection of your thankfulness for everything God has done and continues to do for each of us.

A PPP loan was obtained under the Federal CARES Act program in the amount of \$59,000. The church has met all the requirements for this loan to be forgiven under the parameters of the loan program.

In addition to myself, the Committee members are Tim Hanson, Jerry Ferdig, Kurt Rager, and Steve Reil.

## ENDOWMENT FUND

**Chairperson:** Sharon Ellis

**Committee Ministry Members:** Martha Debelak, Vicki Easson, Sharon Ellis (Chair,) Jim Kruger (Treasurer,) Lee Liming

<u>Investments</u>	<u>12-31-19 Value</u>	<u>12-31-20 Value</u>
T. Rowe Price Funds Total	\$143,543.41	\$149,410.46
Bank Balance	\$6,608.97	\$4,894.13
Mission Investment Fund	<u>\$20,000.00</u>	<u>\$10,000.00</u>
Total Investments (includes principal)	\$170,152.38	\$164,304.19
Principal	\$110,559.00	\$110,454.00
Total funds available for grants/gifts	\$59,011.38	\$53,163.19

### Recipients of Endowment Fund Grants - 2020

Organization/Person	Amount
Rocky Mtn. Synod – Rejoicing Spirits	\$1,000.00
Rainbow Trail Lutheran Camp	\$1,000.00
Border Servant Corp	\$600.00
Iglesias Luterana Cristo Rey	\$1,000.00
Martha Montaña Continuing Education	\$53.49
Family Promise	\$1,000.00
ELCA World Hunger	\$2,000.00
Road Runner Food Bank	\$500.00
NM Faith Coalition Immigrant Justice	\$500.00
NM Makers United	\$500.00
ELCA Global Missions	\$1,000.00
Rocky Mtn. Synod – Excellence in Leadership	\$1,200.00
<b>TOTAL</b>	<b>\$13,225.49</b>

Note: Any amount of unused awarded grant funds returned to the Endowment Fund are included in the bank balance.

In addition, the Committee developed and Investment Policy for the Endowment Fund.

Respectfully submitted,  
Jim Kruger  
Endowment Fund Treasurer

## PROPERTY COMMITTEE

**Chairperson:** Dennis Milks

**Committee Members:** Pastor Kristin, Todd Kellett, Jerry Ferdig, Jan Jastram, Tim Hanson, & Andy Lewis

For the year of 2020:

1. Drains were cleaned out for the drinking fountains in Preschool
2. New Faucet was installed in Preschool
3. (9) Skylights were replaced after being damaged
4. Several drip lines were repaired to the landscape
5. The information needed for the grease trap in the kitchen has been researched and is available
6. Administrative office door was repaired
7. Tumbles and locks have been oiled and repaired throughout the church

Respectfully Submitted,  
Dennis Milks

## ALL SAINTS LUTHERAN PRESCHOOL

Faithful Servants of the Preschool

**Board Member:** President-Open  
Vice-Pres. - Jerry Ferdig  
Secretary - Open  
Council Rep. – Jim Krueger  
Members - Cheryl Kenner, Karen Hyde and Andy Lewis

The Preschool Board meets on the second Tuesday of each month (when needed). The meetings are typically 45 minutes to 1 hour long. Each year members retire so we are always in need of new volunteers. If you are interested see Ms. Marleta.

**Teachers & Staff** Director/Marleta Anderson  
Lead Teacher/Ivy Lewis  
2/3's Room/Monica Zalenski  
Distance Learners/Floater/Rose Kutscher

### The Preschool Ministry

Since 1989 the Preschool has had an educationally sound curriculum based on strong Christian values. Little by little the preschool increased hours, became a year round school and finally added the infant program. By doing this we now offer up to 10 hours a day, five days a week for infants through kindergarten. Change and growth are good! Pray for the Preschool as we continue in the years to come. During this next year the Church and Preschool will enter a phase of Long Range Planning. This planning will include the eventual Retirement of Marleta M. Anderson your director since 2001.

### Financially

2020 / Income - \$75,277 and Expenses - \$86,668 = Year End -\$11,391.

If anyone is interested in how you can help the preschool ministry - donations are welcome to the Scholarship program, playground fund, supplies and paper goods. Last year because of Covid the preschool was closed from April to July with no income coming in. Thank you to Jim Krueger who applied for PPP which helped us continue to pay staff. Even with the PPP allocation we ended the year in the negative. We hope 2021 will be a better year.

THANK YOU!!!!

To the children and families of the preschool, Pastor Kristin and the church staff, Preschool Board members and All Saints Lutheran church members who love and care for this ministry.

Faithfully yours, Marleta M. Anderson (Your Director for 20 years)

## ALL SAINTS LUTHERAN CHURCH CONGREGATION MEETING

### MINUTES—FEBRUARY 23, 2020

1. Opening – Pastor Kristin Schultz
  - a. Opening Litany at 10:19 am
2. Verification of Quorum – Kris Ericson
  - a. Counters validated that we have a quorum of 70 members.
3. Approval of November, 2019 Congregation Meeting Minutes – Kris Ericson
  - a. Motion to approve by Andy Lewis, second by Denise Winn. Motion was approved unanimously.
4. Pastor Kristin Shultz Report
  - a. Rejoicing Spirits services – We have begun holding monthly services. Rejoicing Spirits is a Christian community that welcomes, values and embraces the gifts of people with intellectual and developmental disabilities and their families, friends and caregivers. We are holding our second service this afternoon.
  - b. Lent Wednesday's – Our theme for the Lenten Season is "Practicing Lent" and services will be held at Noon and 6:30 pm on Wednesdays starting this week with the Ash Wednesday service. We can use some more help with the Wednesday services and Pastor passed around sign up clipboard for volunteers.
  - c. We can also use help with services on Sundays for assisting, acolytes, and Bible Break Out. Pastor also passed around a second sign up clipboard for volunteers for these needs.
  - d. "We need new members" – Pastor would like to reframe how we talk about this. We know God's love and you don't have to measure up to society's expectations to receive that love. We need to pass the message of God's love. Let people know why you come to church, share your love and excitement, and invite them to join you in worship.
  - e. Facebook page – please "Like" our page and share your love and experiences.
  - f. We are facing some challenges that will require some changes. Kate is retiring from the organist position in July. There is and will be some anxiety around these changes. We need to continue to be grateful and share our hope in this exciting time to be part of ASLC.
  - g. Pastor is a trainer in the synod's Excellence in Leadership program, which focuses on leaders for the future of the church. If anyone is interested in attending next year, please let Pastor know.
5. Annual Report Questions or Additions – Kris Ericson
  - a. No questions from the congregation
  - b. Lois Howard stated that this was the best annual report ever. Great job to everyone who helped or submitted items.
6. Election – Synod Assembly Voting Members – Kris Ericson
  - a. The annual Synod Assembly this year will be Live Streamed in Albuquerque the first weekend in May. Dawn Mace and Brian Hughes have been nominated and have accepted the nomination to serve as voting members from ASLC for the assembly. Mel Bentz moved to elect them as delegates. Lucy Archambault seconded the motion which passed unanimously.
7. Endowment Committee By-Laws – Kris Ericson
  - a. Changes to the Endowment Committee bylaws are designed to bring them in line with current practices of the committee. The first change is that decisions made by the Endowment Committee for dispersal of funds do not need to be further approved by Council. Sharon Ellis also added



regarding items that are donated, it is the right of the committee to refuse the gift of items such as land that has no major value.

- b. Since this was a motion from the committee there was not a need to have a motion or second to the motion brought forth by the committee. The motion was – approved unanimously.

8. Vanco – Andy Lewis

- a. Vanco has several programs for giving: Simply Giving, for deductions from checking or savings or monthly giving by credit card; Give Plus cell phone application, and the ability to swipe a credit card at church. Members are encouraged to use alternative methods to envelopes to help us receive gifts, even if you are not at home or don't remember your envelopes when you come to church.

9. Proposed 2020 Budget – Kris Ericson, Shelby Yingling

- a. The Finance Committee and Council has worked on changes to decrease expenses by \$21,000 for the coming year from the draft budget that was presented in November 2019. They are continuing to look for ways to cut expenses throughout the coming year. We did realize some insurance costs that did increase due to covering people who are staying at the church overnight, such as Family Promise.
- b. We have had problems with our cash flow and we can expect this to continue until we get to a point where the budget is sustainable.

c. Questions regarding the 2020 budget:

- i. Mel Bentz - Are we covered for people to use the facility? Answer: The increase in insurance cost was to cover folks staying overnight. The others are already covered.
- ii. Mel Bentz – Why was the miscellaneous category dropped in Worship Ministries which was used previously to catch items and handle overflow? Answer: We are expecting ministries to stay within the budget. This budget is still a deficit budget so we need to be careful.
- iii. Mel Bentz – There is a new item on the budget for Facebook. Answer: We have new person covering Facebook for Outreach. An anonymous gift was made to cover those costs and that gift is captured in the income line.
- iv. Mel Bentz – Why is there a drop in the Vacation Bible School item? Answer: this is being covered by designated offerings. There are a significant number of funds and staff believes that using those in addition to what is in the budget will be sufficient.
- v. Mel Bents – What is the status of Organ Maintenance? Answer: Katherine Alexander – from person who came for service on the organ last time, which was three or four years ago, we don't need to call him unless we have a problem. There is no ongoing annual maintenance. We do have money in the budget for such issues.
- vi. Don Thurn – regarding the idea of working with another church to share expenses, has this been considered? Answer: Not yet, but it will continue to be a consideration. It's a longer term idea about partnering with other congregations in creative ways and not an immediate response to this year's budget.
- vii. Don Thurn - I personally cannot live with a financial deficit. How is the church going to deal with this? Answer – ongoing we are looking at ideas and what we can do. The budget is a plan and we will keep working on it.
- viii. Don Thurn – last year the deficit was only \$12,000. Why has this increased? Answer: the congregation has been operating under a significant deficit for many years (much larger than

shows at the end of last year) and has been using the Bibra funds to cover the shortage. Those funds have been expended. We are making progress and will continue on rightsizing our budget and all need to working on this.

- ix. Don Thurn - is the recommendation of the council to pass this budget with the deficit?  
Answer: Yes.
- x. Sharon Ellis – what is our actual income each year? Shelby – the 2019 financials need to be worked on and completed so we are still working on fixing this as errors have been discovered in data entry. The deficit is most likely around \$17,000. Sharon - what about our mortgage costs? Shelby – the mortgage increases value of church. Sharon - How do we cover this mortgage? Andy Lewis – the mortgage is first thing along with salaries that are paid.
- xi. Randine Hughes – a cash flow statement along with the expenses might be good to give the congregation these reports as well, instead of just the council.
- xii. Jim Kruger – it is difficult to show how the full mortgage payment is covered because the payments cover interest and partial principle which is reflected in the assets.
- xiii. Pastor Kristin – our giving decreased last year. Expenses were \$369,500 for 2019 and we came in under budget. The decrease in giving is causing the deficit we are seeing, even though our expenses were down for 2019. Jim – income is Offerings plus the cell tower income.
- xiv. Sharon Ellis – the budget is showing the elimination of the nursery person, we need this. How will this be covered? People donating their time? Answer: the Council continues to think about that and input from the congregation is appreciated with new ideas. We are planning to cover nursery for Christmas and Easter services as with more visitors we believe that will be necessary. .
- xv. Megan Barnes – I feel we have a hard time getting people for Bible Breakout. What we’re doing is taking the nursery kids into Bible Breakout. Lois – stated she has a friend who is a nursery attendant at Seventh Day Adventists. We could look into other people who are available on Sunday to help us with this.
- xvi. Don Thurn – Thank you to all who serve on committees and the board for their work on these issues.

- d. Motion from Mel Bentz to approve and Cheryl Klenner seconded. The motion was approved with one abstention.

10. Hymnal Inserts were passed around and all present were asked to add these new inserts to the hymnals. Cynthia Piirto suggested dating the inserts so we know which is most current when trying to put new ones in each in each hymnal and removing old ones.

11. Closing Prayer/Grace - Pastor Kristin

- a. The closing prayer was given by Pastor Kristin
- b. Motion to adjourn by Steve Reil. Unanimously approved.
- c. Adjourned at 11:14 am
- d. Respectfully Submitted by Brian Hughes