



WE ARE
Christ-Centered · Prayerful · Inclusive · Growing Spiritually ·
Compassionate & Caring · In Service & Mission

Annual Charge Conference

October 28, 2023

11 a.m.

First United Methodist Church
715 Diamond Drive
Los Alamos, NM 87547

New Mexico Annual Conference

Bishop Robert Schnase

Rev. DG Hollum

Presiding Elder from Zia United Methodist in Santa Fe

Rev. John W. Nash

Senior Pastor First United Methodist Los Alamos

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AGENDA

GREETING	Rev. DG Hollums
OPENING PRAYER	
DEVOTION	Rev. John W. Nash
CALL TO ORDER	Rev. DG Hollums
ELECTION OF SECRETARY	
PASTOR'S COMPENSATION	
LAY LEADERSHIP REPORT	Rev. John W. Nash
PASTOR REPORT	Rev. John W. Nash
RECOGNITION OF LAY SERVANTS	
SAFER SANCTUARIES POLICY	
OTHER REPORTS	Rev. DG Hollums
ENDOWMENT GIFT GIVING POLICY	
CELEBRATING OUR SAINTS	
CELEBRATION OF YEAR	
CLOSING PRAYER	Rev. DG Hollums

Church/Charge: <u>First United Methodist of Los Alamos, NM</u>	Pastor: <u>Rev. John W. Nash</u>
Compensation effective date: <u>1/1/2024</u>	Appointment: FT <input checked="" type="checkbox"/> 3/4 <input type="checkbox"/>
Name of person completing this form: <u>Julie Risch</u>	Telephone Number: <u>505-662-6277</u>
New Mexico Conference Pastor Compensation Form 2024	

Housing	<input type="checkbox"/> OK	Y	Parsonage Provided - you must enter "Y" for Yes or "N" for No
	<input type="checkbox"/> OK		Housing Allowance - Enter the amount paid if there is no parsonage

Taxable Cash payment	1	\$81,689.30	Church Contribution to Pastor Salary
	2		Equitable Compensation - This is Equitable Compensation contribution to pastor salary.
	3	\$0.00	Cash Allowances (from worksheet 1, line 1H excluding moving expenses) <i>Reminder this is taxable income.</i>
	3a	\$0.00	Moving Expenses (from worksheet 1, line 1G) <i>Reminder this is taxable income.</i>
	4	\$81,689.30	TOTAL OR GROSS CASH PAYMENT - Add Lines 1-3

Basis for Appointment	5	\$8,000.00	Accountable Reimbursements (from worksheet 2, line 2H)
	6	\$89,689.30	Total Basis for Appointment - add lines 4 and 5

Church Paid Benefits	7	\$10,404	Conference Health Insurance Paid by Local Church (enter X on appropriate line) <div style="text-align:right; margin-left: 20px;"> _____ x Pastor only = \$10,404/year \$867/month _____ Pastor +1 = \$19,764/year \$1,647/month _____ Pastor + family = \$27,048/year \$2,254/month </div>
	8	\$3,063.35	Comprehensive Protection Plan (CPP) <i>(fill in appropriate amount for all pastors serving at least 3/4 time)</i> <div style="text-align:right; margin-left: 20px;"> Parsonage Provided \$3,063.35 No Parsonage \$2,450.68 </div>
	8a		Comprehensive Protection Plan (CPP) for moving expenses <i>(moving expenses from worksheet 1, line 1G)</i> <div style="text-align:right; margin-left: 20px;"> Parsonage Provided \$0.00 No Parsonage \$0.00 </div>
	9	\$12,253.40	Pension Costs (Clergy Retirement Security Plan CRSP DB + DC) <i>(fill in appropriate amount for all pastors serving at least 1/2 time)</i> <div style="text-align:right; margin-left: 20px;"> Parsonage Provided \$12,253.40 No Parsonage \$9,802.72 </div>
	9a		Pension Costs (Clergy Retirement Security Plan CRSP DB + DC) for moving expenses <i>(moving expenses from worksheet 1, line 1G)</i> <div style="text-align:right; margin-left: 20px;"> Parsonage Provided \$0.00 No Parsonage \$0.00 </div>
	10	\$209.48	UMLO "UMLifeOptions" (go to chart on pg 3 for life insurance rates.) fill in the age and yearly premium and it will fill in box 10 for you. THIS LIFE INSURANCE IS NOT OPTIONAL

Total Compensation Package	11	\$115,619.52	housing allowance + total cash payment (line 4) + accountable reimbursement (line 5) + conference health insurance (line7) + CPP (line 8) + CRSP (line 9) + UMLife Options (UMLO) line 10
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Housing Exclusion	12	\$5,000.00	HOUSING EXCLUSION - DO NOT ADD OR SUBTRACT Exclusion Resolution MUST BE INCLUDED W/COMP FORM. Housing
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Church/Charge: _____ Pastor: _____

New Mexico Conference Pastor Compensation Form 2024 WORKSHEETS

WORKSHEET 1 - CASH ALLOWANCES			
(Cash provided up front to the pastor and <u>not</u> vouchered. Please note that the IRS may require receipts in the case of an audit.) Reminder this <u>is</u> taxable income.			
Notes	1A		Travel: includes actual expenses for airfare, hotel, etc and/or standard mileage rate (not to exceed IRS rates) for use of personal vehicle.
	1B		Continuing Education: books, publications, training seminars, etc
	1C		Membership Fees, Dues and/or Entertainment
	1D		Other Allowances: including things such as parsonage utilities, insurance and maintenance.
	1E		Other (give description)
	1F		Other (give description)
	1G		Moving Expenses
	1H	\$0.00	TOTAL CASH ALLOWANCES - Add lines 1A-1G

WORKSHEET 2 - ACCOUNTABLE REIMBURSEMENTS			
(This <u>is</u> vouchered, and receipts are required for reimbursement. Please enter the maximum amount that is available for reimbursement)			
Notes	2A	\$7,000.00	Travel: includes actual expenses for airfare, hotel, etc and/or standard mileage rate (not to exceed IRS rates) for use of personal vehicle. <i>If you have entered this in Worksheet 1, you may not enter it here.</i>
	2B	\$0.00	Continuing Education: books, publications, training seminars, etc. <i>If you have entered this in Worksheet 1, you may not enter it here.</i>
	2C	\$0.00	Membership Fees, Dues and/or Entertainment <i>If you have entered this in Worksheet 1, you may not enter it here.</i>
	2D	\$1,000.00	Annual Conference Expenses - expenses paid by church
	2E		Other Reimbursable Expenses - (list with breakdown of dollar amount)
	2F		Other (give description)
	2G		Other (give description)
	2H	\$8,000.00	TOTAL ACCOUNTABLE REIMBURSEMENTS - Add lines 2A-2G

This form must be signed and accompany the pastor compensation form

Pastor		Date	<u>10/12/23</u>
SPRC Chair	*	Date	<u>10/13/23</u>
Finance Chair	*	Date	<u>10-13-23</u>
District Superintendent	_____	Date	_____

* By our signature we acknowledge that we have read the Arrearage Policy of the NM Annual Conference. This can be found in the conference journal or with the compensation form instructions (**specifically on page 9 paragraph 6**).

Los Alamos First (name of church) **United Methodist Church**

Resolutions 2024

**Supporting the Annual Compensation of the Pastor as Documented on the
Pastor Compensation Form 2024**

INTRODUCTION TO RESOLUTIONS

The following resolutions support the Pastor Compensation Form for 2024 and document allowable deductions to the pastor's cash salary or additional compensation in the form of a housing allowance policy or housing exclusion established and/or accountable reimbursement policy by the Annual Charge/Church Conference. All of the resolutions are for the period January 1, 2024 through December 31, 2024.

HOUSING ALLOWANCE RESOLUTION

(If top box of Pastor Compensation Form indicates "N")

In addition to the annual cash salary of _____ the pastor, Rev. _____, _____ United Methodist Church will also provide a housing allowance of \$ _____ (\$ _____ per month) for a home at _____, City, _____ State _____, Zip _____.

Whereas Section 107 of the Internal Revenue Code of 1986 provided that a minister of the Gospel may exclude from gross income the rental value of a home and any allowance to provide a home;

Therefore, be it resolved that this housing allowance, to the extent that it is used to provide a home, shall be considered to be a Clergy Housing Allowance Exclusion and excluded from the reportable compensation under Section 107 of the Internal Revenue Code of 1986. However, the housing allowance will be reported in Box 14 of Form W-2.

HOUSING EXCLUSION RESOLUTION

The Los Alamos First United Methodist Church approves the amount of \$ 5,000.00 of the pastor's (Pastor's name, Rev. John W. Nash) annual cash salary, to be used as a housing exclusion, an amount which is included in the pastor's annual cash salary and claimed by the pastor to be used for church-owned parsonage or pastor owned/rented home housing expenses. The pastor is responsible for documentation of funds spent.

The funds spent in the maintenance of the church-owned parsonage or pastor owned/rented home (utilities, insurance, yard supplies, furnishings, household items, cleaning supplies, etc.) may be considered as tax-exempt income. If the amount spent exceeds the amount specified above, it would be considered out-of-pocket expense. If the amount spent is less than the amount specified above, the pastor is responsible for filing the remaining amount as additional taxable income. The amount paid for the housing exclusion will be reported in Box 14 of Form W-2.

Therefore, be it resolved that this housing exclusion, to the extent that the funds are used in the maintenance of a church-owned parsonage or pastor owned/rented home, shall be considered to be a Clergy Housing Exclusion and excluded from the reportable compensation under Section 107 of the Internal Revenue Code of 1986.

Accountable Reimbursement Policy

Los Alamos First United Methodist church establishes an accountable reimbursement plan for Rev. **John W. Nash** for 2024. It is understood by all parties that according to IRS regulation 1.62-2, in order for these reimbursements to be tax free, certain requirements must be met. The requirements include, but are not limited to:

1. The expenses must have a business connection. The employee must have paid or incurred deductible expenses while performing services as an employee of the church.
2. The employee must adequately account (written receipts or other documentation) to the employer for these expenses within a reasonable period of time.
3. If an advance payment for expenses is given, the employee must return any excess reimbursement or allowance within a reasonable period of time.
4. Any amounts remaining at the end of the year will revert back to the church. Unspent allowances will NOT be paid to the employee in any circumstance.

Categories and amounts for accountable reimbursements are specified on Worksheet 2 of the NM Conference Pastor Compensation Form for 2024.

ADOPTION OF RESOLUTIONS AND POLICIES

The resolutions and policies, previously described and resolved in this document, are adopted on this day of 10/28/2023, by the Charge/Church Conference of First United Methodist Church in Los Alamos, NM.

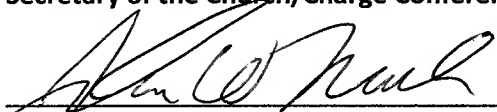


Chairperson, Church Council



Chairperson, Staff/Pastor Parish Relations Committee

Secretary of the Church/Charge Conference



Pastor

Los Alamos First United Methodist Church
This Resolutions must accompany the Pastor Compensation Form 2024



Report of the Pastor

The report of the pastor shall include the names of all persons involved in the changes in membership and other items as outlined in the 2012 *Book of Discipline* (§§ 234, 340). This report should cover as fully as possible the work of the pastor. Care should be taken not to duplicate the reports of the Church Council, committees, organizations, and officers of the charge.

Copies of this report should be filed with the recording secretary, pastor, district superintendent and chairperson of witness or evangelism ministries.

First United Methodist Church Los Alamos Charge
Albuquerque District New Mexico Annual Conference

For the period beginning October 2, 2022 and ending October 28, 2023
DATE OF PRIOR CHARGE CONFERENCE DATE OF CURRENT CHARGE CONFERENCE

1. List those who have been received into baptized membership since the last report. *(Attach as a supplement.)*
2. List those who have been received into professing membership since the last report. *(Attach as a supplement.)*
 - a. On profession of faith or restored.
 - b. From other United Methodist churches.
 - c. From other non-United Methodist churches.
3. List those who have been removed from the professing membership since the last report. *(Attach as a supplement.)*
 - a. By action of the Charge Conference, or trial court, or by withdrawal.
 - b. By transfer to other United Methodist churches.
 - c. By transfer to other non-United Methodist churches.
 - d. By death.
4. Have the membership records and rolls been audited (§§231, 340)? Yes No
If not, why not?
5. The Pastor shall give a report on the state of the church and an account of pastoral ministry as it relates to (§ 340): providing support, guidance, and training to the lay membership in the church; ministering within the congregation and to the world; and administering the temporal affairs of the congregation. Include as a part of the report a statement outlining the pastor's program of continuing education and spiritual growth for the past year and plans for the year to come (§ 350.1). *(Attach as a supplement.)*

Signed [Signature]
Printed Name REV. JOHN W. WASH
Date 10/28/23

REMOVED: 4 Deaths

TRANSFERRED: 1 Transfer

WITHDRAWAL: 0

JOINED: 3

BAPTIZED MEMBERS: 5

Removed Members	Type	Date	Reason
Sarah Grace Kelly		10/9/22	Death
Herald Kruse		11/29/22	Death
Ruth Watkins	White Rock UMC	12/5/22	Transfer
Mary Frances Naffziger - Frances		12/23/22	Death
Al Blackstock		2/19/23	Death
New Members			
Jason Benkoski		4/9/2023	Transfer
Christine Benkoski		4/9/2023	Transfer
Brent Benkoski		4/9/2023	Transfer Baptized
Althea Benkoski		4/9/2023	Transfer Baptized
Baptisms			
Jesse Cylis James Tremblay		4/9/2023	
Kai Sage Robert Tremblay		4/9/2023	
Amari Luna Martinez		7/30/2023	

People to be removed from membership at FUMC:

Laura Judd (year three)

Steve Judd (year three)

Dear Brothers and Sisters and Christ:

Well another year is under our belts as I am now in my fifth year serving this congregation. It's been an eventful year. We lost some of the saints of our church, and we will honor them at charge conference and on All Saints Day in a few weeks. But, we also had some accomplishments that are setting us on a firmer foundation as we plan for the next generations to come.

One of the biggest celebrations, I think, is the great success of programming night. Begun last fall, we average around 40 people or so every week for worship, classes, dinner and fellowship. While there are obviously many who attend Sunday morning worship who also attend, one of the most exciting things is the number of people who are coming on Sunday evening whom we are not seeing in worship. This is especially true younger families. We are now reaching a group of people and teaching them the faith that we otherwise would not have involved in the congregation. This is possible because of your support of this congregation and also to allow us to expand to try new things and be "church" in different ways than before.

The same is true with our youth group. We lost three seniors to graduation last year, and so the group has decidedly shifted younger than before. There are positives and negatives about that shift. But, they are also routinely including youth who not only are not associated with this church, but whom are not going to any other church. One of the goals of this group is to create a safe space for our youth to be who they are, ask questions and explore their faith, and I believe we are doing that. This not only set up new generations to know the good news, but it lets us be known in the community as a safe place to be, and that's hugely important these days.

We also began a new fellowship program during the summer called Midsummer's Night Fellowship. Each week we had something different happening from hiking, pool party, paint night to attending concerts. Our attendance was well inline for what we hoped and people seemed to enjoy it. We learned some things and we will do it again next summer, hopefully even better.

The other thing that happened that will drive us into the future was the goal setting that we did in the spring. During our Lenten series we asked you all a series of questions about who we are, how we want to be known and what we should be focusing on. The Leadership Board then took those answers, and in a one-day retreat worked on generating goals. We broke them down into one-year, three-to-five year (which corresponds with our 75th anniversary) and ten year goals.

They are:

One Year Goals

- Increase outreach opportunities (skates, summer activities, outreach to summer Lab employees and seasonal workers, volunteering in schools, drug awareness and support of addicts)
- Get a building maintenance team created and operating effectively
- Create a welcoming statement to be used on the website and other materials
- Increase/improve our online activities (worship, fellowship activities, programming night online, social media, small groups)

- Increase our ecumenical work = activities with other churches (other groups like Lenten program, more ecumenical worship activities, classes together)
- Become a missional church (reaching those in the UMC whose churches disaffiliated)
- Find out who we are and who are community is (demographics)

75th Anniversary Goals (3-5 years)

- Celebrate our 75th anniversary (September 9, 2026)
- Be debt free by 75th anniversary
- Create a leadership development pathway
- Create a program offering life skill classes for all ages
- Create a mid-week worship service held in the community
- Create a second programming night like opportunity during the week
- Increase outreach opportunities (ecumenical, work with Lab and other community agencies, responding to community and current needs, etc.)
- Become a leader in the conference in online worship/community (offering training and resources for others, reaching out to other communities that might only be able to worship online)

5-10 year goals

- Increased outreach opportunities (like above)
- Environmental sustainability (water usage, solar, zero carbon footprint, opportunities for high schoolers to learn trades)
- Dispelling misconceptions of what it means to be a Christian (all Christians do this, believe this, vote this way, etc.)

After we released these, we had three opportunities for the community to engage with these goals, to talk about what they meant, potential ways to accomplish them, as well as to express interest in participating. Some of these goals are already underway, others are in discussion and some are still waiting for the right people to move them forward. The Leadership Board is meeting in November to take the next steps of getting them all aligned with a group to work on them so we can hit the ground running in 2024.

If we were to get all of these, or most of these, accomplished in the next decade, we would be well on our way to making sure that we were known in Los Alamos as the church that genuinely is God's love in action. The church where we live out our faith in being in relationship and service to our community.

One general concern is that our financial giving has continued on a downward trend over the past few years. There are some known reasons for this, and some that are unknown. But, I believe that when we do the work of God that the resources will be available, and that has continued to be the case as well. Getting our debt paid off would be hugely beneficial, and our small campaign to match the use of some reserved funds will get one more year's total removed.

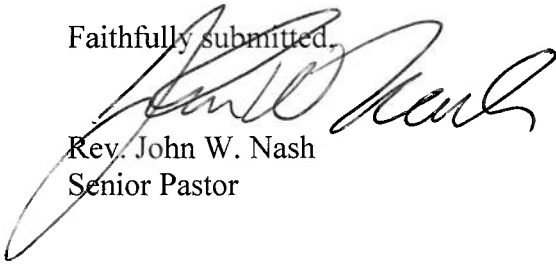
I also have some concerns for the future of the Ark as well with the labs opening what is basically their own childcare facility. I can say that the other preschools in town have similar

concerns. We may have to rethink what and how we provide that service, or if it is even something that works for us moving forward. And if not, what is the best use of the education wing that allows us to fulfill our mission.

I did not do any formal continuing education in the past year, although I did several short webinars on thinking of the future of the church besides for my own personal studies. I did not perform any weddings, but did six funerals, three baptisms and we welcomed two people into membership. We do have some other baptisms and people coming into membership scheduled as well.

Thank you again for your continued support of my ministry and my family in the past year, and I look forward to the coming years. And what I also know, and continue to say, is that the best years this congregation has ever had are not behind us, but in front of us for with Christ, all things are possible.

Faithfully submitted,



Rev. John W. Nash
Senior Pastor

LAY SERVANT ANNUAL REPORT ²⁰²³ (yr.)
Local Church Annual Charge (Church) Conference

This report covers the 12 month period from Oct 2022 to Aug 2023
(from last to current charge conference)
Conference New Mexico District Albuquerque
Church First UMC Los Alamos Church Address 700 Diamond Dr.
City/State/Zip
Church Telephone 505-662-6277 Church E-Mail _____
Name of Lay Servant Brent G. Collom
-Address 1370 Sioux Street Los Alamos, NM 87544
Street City/State/Zip
Cell Telephone 505-660-3985 E-Mail b.collom@laschools.net

Text

STATUS OF LAY SERVANT

I am applying to [] begin
[x] renew
as a [] Local Church Lay Servant (Taken a Basic Course)
[x] Certified Lay Servant (Taken a Basic Course and an Advanced Course)
Completed Basic Training March 1999 (Date) Certificate of Completion included
[x] I have [] have not
Completed an Advanced Lay Servant course
[x] I have [] have not
What year did you complete the LAST advanced course you took? 2006
What was the TITLE of the LAST advanced course you took? Call & Covenant
Certificates of Completion MUST accompany this report

(Renewal applicants must also complete the other side of this form.)

GIFTS AND TALENTS

I am available to supply district pulpits as preacher/worship leader for Sunday worship services. [x] Yes [] No
I am available to assist district churches with special program needs: [] Youth [x] Adult [] Bible study
[] Music [] Other _____

REQUEST OF THE LAY SERVANT

I hereby request recommendation of charge (church) conference to begin or renew as a for the ensuing year
[x] Certified Lay Servant [] Local Church Lay Servant

APPROVAL AND RECOMMENDATION:

Brent G. Collom August 11, 2023
Lay Servant Date
[Signature] 9/27/23
Pastor Date

District Superintendent Date

ACTION BY THE DISTRICT Board of Laity LAY SERVANT Committee

This application is to begin or be renewed as a [] Certified Lay Servant [] Local Church Lay Servant
Within the _____ District of the New Mexico Conference is [] approved [] disapproved for the
ensuing year.

Signed _____ Date _____

Text

FIRST UNITED METHODIST -LOS ALAMOS NM

SAFE SANCTUARIES POLICY

(Approved by Church Council – 2007)

(Amended and Approved – June 2021)

In April 1996, The General Conference of The United Methodist Church adopted a resolution aimed at reducing the risk of sexual abuse of children, youth and vulnerable adults in the church. In 2007, the New Mexico Annual Conference also adopted a resolution requiring each congregation to develop a Child Abuse Prevention Policy. These resolutions are grounded in scripture.

Jesus said, “Whoever welcomes a child...welcomes me” (Matthew 18:5). Children are our present and our future, our hope, our teachers, our inspiration. They are full participants in the life of the church and in the realm of God. Jesus also said, “If any of you put a stumbling block before one of these little ones... it would be better for you if a great millstone were fastened around your neck and you were drowned in the depth of the sea” (Matthew 18:6). Our Christian faith calls us to offer both hospitality and protection to the most vulnerable among us.

God calls us to make our church a safe place, protecting our children, youth and other vulnerable individuals from sexual, ritual and other forms of abuse. God calls us to create a community of faith where children and youth grow safe and strong. (From the Book of Resolutions of The United Methodist Church, pages 180-181, 2000, United Methodist Publishing House, 2000.)

Los Alamos First United Methodist Church has decided to consider child, youth and vulnerable adult safety and abuse in a single policy. LAFUMC establishes this Safe Sanctuaries policy to demonstrate our absolute and unwavering commitment to the physical safety, mental well-being and spiritual growth of all our children, youth and vulnerable adults.

Our goal is to provide a safe, Christian environment for all our children, youth and vulnerable adults. Therefore, as a Christian community of faith and a United Methodist congregation, we pledge to conduct the ministries of the gospel in ways that assure the safety and spiritual growth of all of our children and youth as well as all workers with children and youth. We will follow reasonable measures in the selection and recruitment of workers; we will implement prudent operational procedures in all programs and events; we will educate our workers with children, youth and vulnerable adults regarding the use of appropriate policies and methods; we will have a clearly defined procedure for reporting a suspected incident of child abuse that conforms to the requirements of New Mexico state laws; and we will be prepared to respond to media inquiries if an incident occurs.

Scout groups chartered by Los Alamos First United Methodist Church shall follow their own children and youth protection policies. The ARK will have a separate child/youth protection policy; however it will conform to the principles of this policy and must be approved by the Church Council. Other outside groups using church facilities shall be furnished a copy of this Safe Sanctuaries Policy and must follow it unless they have their own child/youth protection policies

In this policy the term child, youth or vulnerable adult is mean to collectively mean children, youth and vulnerable adults. A vulnerable adult shall be defined as a person above the age of 18 with physical, mental, and/or emotional disabilities. A child shall be defined as any person ages 0-13. A youth shall be defined as any person ages 14-17. An adult shall be defined as a person over the age of 18.

Procedures and Rules for Working with Children, Youth and Vulnerable Adults

Two-Adult Rule

No fewer than two adults who have undergone a background check, one of whom is 21 years or older, shall be present with each group of infants, children or youth for any church sponsored program, event, outing, or ministry, to include watching (“babysitting”) infants and children while parents attend other functions. For the purpose of this rule, married couples working with the same group are considered one adult. If a second adult is not available during times of major use at the church (Sunday school, Wednesday nights), the classroom door will remain open and an adult may supervise

FIRST UNITED METHODIST -LOS ALAMOS NM

the groups by “floating” in the area. The Director of Faith Development will be responsible for identifying an appropriate adult to act as floater during times when major use at the church might not provide adequate supervision.

No One-on-One Contact

One-on-one contact between adults and children or youth is not permitted. In situations that require personal conferences, the meeting may be conducted such that it is audibly isolated but must be conducted in view of another adult (e.g., ARK “open door” policy). This policy also applies to pastoral counseling of youth or children.

The 15 Age Limit Rule

Persons hired to work with children and youth must be at least fifteen years of age. At least one volunteer or paid worker in each nursery, preschool or children’s area must be age eighteen or older. This rule allows teen helpers who are in senior high or older to help in the nursery consistent with Rule 1. Two examples help to clarify this rule. (1) The nursery during Sunday School could be staffed by one adult volunteer, age 18 or above, and one or more paid teens, age 15 or above, provide that the nursery door remains open and supervision is provided by a “floating” adult, age 21 or above. (2) Babysitting at the church for Parents’ Night Out on a Friday evening would have to comply with Rule 1 above, but the staff could be supplemented by paid teens, 15 or above, to handle a larger crowd. Guests (e.g., boyfriends or “stray children/teenagers”) will not be allowed in the nursery or preschool areas unless they are children of the volunteer or worker. In the interest of safety, nursery staff may deny nursery services to uncontrollable children.

Five-Year-Older Rule

Any worker, youth or adult, volunteer or paid, must be at least five years older than the group with which they are to work. This rule shall not prevent persons who do not meet this criterion from participating in events, trips and outings with younger persons.

Transportation Rule

The two-adult rule applies to transporting children or youth to or from any church-sponsored event, program or ministry. All drivers must be at least 21 years old and must be covered by the vehicle’s insurance policy, whether the vehicle is privately owned, rented, or owned by the First United Methodist Church of Los Alamos. For trips that require multiple vehicles, the two-adult rule can be complied with by having one adult driver per vehicle as long as all vehicles travel together (caravan) and communication between vehicles is possible. Drivers will refrain from using cell phones while transporting children or youth to or from a church-sponsored event.

Six-Month Rule

In order to be eligible to work with children, youth and vulnerable adults, volunteers should have regularly attended Los Alamos First United Methodist Church for six months. Regular attendance means attending worship or Sunday school at least once per month for six months. This rule shall not prevent parents from visiting and participating in activities of their children.

Advance Notice Rule

Children and Youth ministry leaders shall always give the parents advance notice and full information regarding the event(s) in which their children will participate.

Parental Permissions

For off-site events, overnight events or those that require transportation, parents must give written permission for their child’s participation. Generally, personal information forms serve as written permission and shall be completed annually and updated as needed. The staff, or a volunteer person responsible for age-level ministries, should maintain these forms. When traveling off-site for events outside of Los Alamos, New Mexico, the leader of the event should carry copies of permission slips and forms with them.

State Reporting Rule

Any suspected case of child abuse must be reported to the proper authorities, including church staff and the police. Appropriate forms must be completed to document the incident and notify authorities. Other serious incidents or accidents should be reported on the Accident and Incident Reporting Forms. Click on this link to launch a pdf of the Safe Sanctuary Policy, along with the appropriate reporting forms.

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Photographing Children

Parents **may** give permission for their children to be photographed or videotaped in youth activities when they fill out annual Program Participation forms. No identifying names shall be displayed on the church website. Parents are not required to give permission for their children to be photographed or videotaped in order for them to participate in church-sponsored programs. Photography or videotaping during Church events not requiring permission forms is permissible.

Responding to Allegations of Abuse

Allegations by a child concerning abuse must be reported to the CYFD authorities, LAPD, and at least one of the individuals listed below. A committee will be immediately convened to investigate the allegation. This committee will be composed of the following people, unless they are involved in the allegation:

Pastor
Director of Faith Development
Lay Leader and/or Director of One Board
SPRC Chair
ARK Director, if ARK related incident

Every volunteer and paid worker with children and youth should be trained regarding New Mexico requirements for reporting abuse to law enforcement authorities and child protection services. With any incident at the Church, the New Mexico authorities at the Children, Youth and Families Department (<http://www.cyfd.org/>) shall be notified at 1-800-797-3260 or 505-841-6100 (24 hour hotlines). (See Appendix G). If an alleged incident of abuse involving church activities happens away from the church, then the incident must be reported in that jurisdiction. (See Appendix G) Volunteers or staff members who suspect abuse of a child or youth in a non-church situation are also obligated to report the alleged incident to the appropriate CYFD authorities, In every case, the LAPD (505-662-8222), LA County Sheriff (505-662-8028) or Child Abuse (505-827-7450).

This committee will not wait for a time when everyone can be present, but will initiate its meeting as soon after the alleged incident as possible, but no more than 24 hours after the initial report. Proceedings shall be conducted confidentially in a way that protects the rights of the alleged victim, the family and the accused, including their privacy. Legal immunity only exists for initial reporting directly to a child abuse hotline, law enforcement or child protective services.

The committee will first assure the alleged abuser has been removed from contact with the alleged child or youth victim. The committee will next assure that all reporting requirements have been met. The Report of Suspected Incident of Child Abuse (See Appendix H) shall be used to record action taken. It is imperative that the person filling out this report be familiar with New Mexico law, as well as legal liability for defamation of character and invasion of privacy, before taking any action or completing the report. The committee will take action to gather all necessary information regarding the incident, while taking all necessary precautions not to interfere with any official investigation.

The Pastor, or his/her designee will contact the New Mexico Conference Communication/Safe Sanctuary Team who will be responsible for dealing with the media. The Pastor or his/her designee (normally the Communications Chair) will be the spokesperson within the congregation. If the alleged abuser is a pastor, the New Mexico Conference Reporting Procedure shall be followed. (See Appendix I) With guidance from a legal professional, the Pastor shall initiate appropriate ministries and actions over a long period to enable healing by all affected persons. Our goal is to always strive to protect the rights of the victim and the accused.

FIRST UNITED METHODIST -LOS ALAMOS NM

Digital Communications with Children, Youth and Vulnerable Adults

General Digital Communication Rules

Hereinafter, the term Digital Communication will mean, any digital application, video conferencing, social media, group messaging, texting, email or an approved administrated server, that facilitates communication between church leaders and a group of Children, Youth or Vulnerable Adult. All applicable Safe Sanctuary rules will be followed in all Digital Communication, including but not limited to, Two-Adult Rule, The 15 Age Limit Rule, Five-Year-Older Rule, Six-Month Rule, and the State Reporting Rule.

Parental Permission

Parental permission to participate in any age appropriate Digital Communication will be required.

No one-on-one Digital Communications

One-on-one digital communications, including, but not limited to, text, email, social media conversations, direct messaging (DMing), video conferencing, between adults and children or youth are not permitted. In situations where a meeting cannot be held in person, a second adult cannot be found or a situation requiring urgency and/or confidentiality, parents shall be informed that the conversation happened. Specifically, for teens 14 and older, the subject of the communications may require confidentiality from parents, but must have Pastoral oversight.

Administrated Server and Group Messaging Rules

All Group Messaging and Servers, for Youth and/or vulnerable adult participation, will have it's privacy settings to "invite only." Other than the leaders, participants, and their parents, 4 administrators will be able to monitor live/previous conversations. The 4 administrators shall consist of, a Pastor, The Director of Faith Development, and 2 church leaders that have no relation to any leader or participant. Parents will also have the ability to request a log of their child's written activity.

**Los Alamos First United Methodist Church
Policy Statement Regarding Reducing the Risk of Child Abuse in Our Church**

Los Alamos First
The _____ United Methodist Church, in accordance with the *2000 Book of Discipline* ¶161.H, recognizes that “family violence and abuse in all its forms – verbal, psychological, physical, sexual – is detrimental to the human community.” Furthermore, this congregation affirms the *2000 Book of Resolutions* statement regarding reducing the risk of child sexual abuse in the church which states that “God calls us to make our churches safe places, protecting children and other vulnerable persons from sexual and ritual abuse.” (¶59)

Therefore, we covenant to participate in the following activities to ensure the safety of the children in our congregation during the upcoming year as outlined in ¶59 of the *2000 Book of Resolutions*.

1. Develop and implement an ongoing education plan for the congregation and its leaders on the reality of child abuse, risk factors leading to child abuse, and strategies for prevention;
2. Adopt screening procedures (use of application forms, interviews, reference checks, background clearance and so forth) for workers (paid and unpaid) directly or indirectly involved in the care of children and youth;
3. Develop and implement safety procedures for church activities such as having two or more unrelated adults present in classroom or activity; leaving doors open and installing half doors or windows in doors or halls; providing hall monitors; instituting sign-in and sign-out procedures for children ages ten or younger, and so forth;
4. Advise children and young persons of an agency or a person outside as well as within the local church whom they can contact for advice and help if they have suffered abuse;
5. Carry liability insurance that includes sexual abuse coverage;
6. Assist the development of awareness and self-protection skills for children and youth through special curriculum and activities; and
7. Be familiar with annual conference and other church policies regarding clergy sexual misconduct.

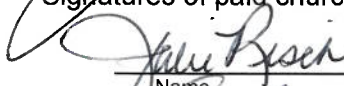


Pastor Date 8/24/23

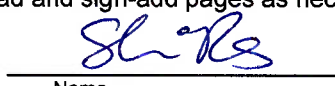


Administrative Board/Council chair Date 8/22/23

Signatures of paid church staff (All paid employees must read and sign-add pages as necessary)



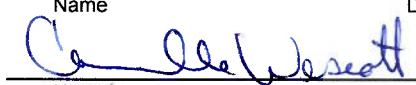
Name Date 8/4/23




Name Date 8-9-23




Name Date 8/4/2023




Name Date 8/22/23



Name Date 08/09/2023



Name Date 8-22-23



Name Date 8/19/23



Name Date 8/23/23

**Los Alamos First United Methodist Church
Policy Statement Regarding reducing the Risk of Child Abuse in Our Church**

Junda Arrey 8/8/23
Name Date

Catherine Jacque 8/8/23
Name Date

Grover Hemen 8/8/23
Name Date

Karen Jakob 8-8-23
Name Date

LeeAnn Sisnews 8-8-23
Name Date

Ana Acosta 8-8-23
Name Date

Anahi Nayeli 8-8-23
Name Date

Brooklyn Garcia 8-8-23
Name Date

Jennifer Hopkins 8-8-23
Name Date

Carly Mae 8/22/23
Name Date

Stella 8/22/23
Name Date

Kathy Siebe 8/22/23
Name Date

Don Casper 9/28/23
Name Date

Ann Page 10/8/23
Name Date

Jeanne Gibson 10/8/23
Name Date

Cathy Hingosa 10/8/23
Name Date

Myrtle (Peggy) 10-15-23
Name Date

ISRELLS 10/15/23
Name Date

Viki Ricketts 10/15/23
Name Date

Dennis Hill 10/15/23
Name Date

Lil Abu 10/15/2023
Name Date

[Signature] 10/15/2023
Name Date

[Signature] 10/15/23
Name Date

[Signature] 10/15/23
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**Los Alamos First United Methodist Church
Policy Statement on Misconduct of a Sexual Nature**

Los Alamos First
The _____ United Methodist Church affirms the 2000 Book of Resolutions, Sexual Abuse Within the Ministerial Relationship and Sexual Harassment Within the Church, which states that sexual abuse within the ministerial relationship and sexual harassment within the church as incompatible with Biblical teachings of hospitality, justice and healing. In accordance with *The Book of Discipline*, ¶ 161.F, all human beings, both male and female, are created in the image of God, and thus have been made equal in Christ. As the promise of Galatians 3:26-29 states, all are one in Christ, we support equity among all persons without regard to ethnicity, situation or gender.

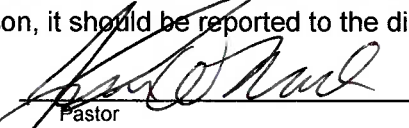
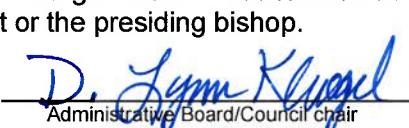
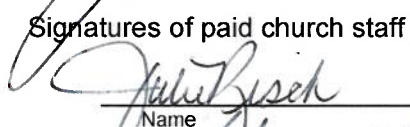
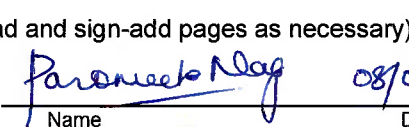
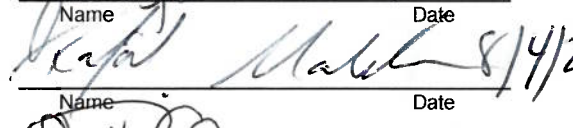
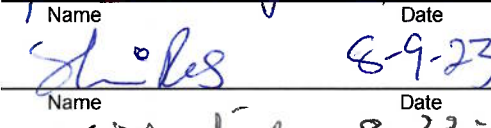
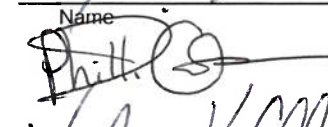
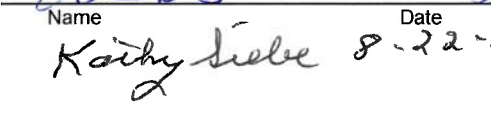
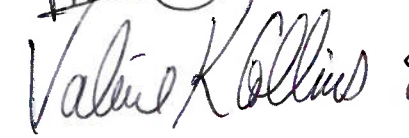
Sexual abuse within the ministerial relationship occurs when a person within a ministerial role of leadership (pastor, educator, counselor, youth leader or other position of leadership) engages in sexual contact or sexualized behavior with a congregant, client, employee, student, staff member, co-worker or volunteer.

Sexual harassment is any unwanted sexual advance or demand, either verbal or physical, that is reasonably perceived by the recipient as demeaning, intimidating, or coercive. Sexual harassment includes, but is not limited to, the creation of a hostile or abusive working environment resulting from discrimination on the basis of gender (*The Book of Discipline* ¶161.I).

Sexual abuse within the ministerial relationship involves a betrayal of sacred trust, a violation of the ministerial role and exploitation of those who are vulnerable. Similarly, sexual harassment must be understood as an exploitation of a power relationship rather than as an exclusively sexual issue.

Misconduct of a sexual nature within the life of the church interferes with its moral mission. Los Alamos First United Methodist Church stands in opposition to the sin of misconduct of a sexual nature in the Church and in society at large and commits itself to fair and expedient investigation of any charge of sexual misconduct within the church and to take action deemed appropriate and in compliance with the *Book of Discipline*. Further, the United Methodist Church bears affirmative responsibility to create an environment of hospitality for all persons, male and female, which is free of misconduct of a sexual nature and encourages respect, equality and kinship in Christ.

Some instances of sexual harassment can be resolved easily and informally between the parties. In all other instances, misconduct of a sexual nature should be reported to the chair of the Staff/Pastor-Parish Relations Committee and the pastor in charge. If the conduct involves a clergy person, it should be reported to the district superintendent or the presiding bishop.

<p> _____ 8/24/23 Pastor Date</p>	<p> _____ 8/22/23 Administrative Board/Council chair Date</p>
<p>Signatures of paid church staff (All paid employees must read and sign-add pages as necessary)</p>	
<p> _____ 8/4/23 Name Date</p>	<p> _____ 08/09/2023 Name Date</p>
<p> _____ 8/4/23 Name Date</p>	<p> _____ 8-9-23 Name Date</p>
<p> _____ 8/9/23 Name Date</p>	<p> _____ 8-22-23 Name Date</p>
<p> _____ 8/23/23 Name Date</p>	

**Los Alamos First United Methodist Church
Policy Statement on Misconduct of a Sexual Nature**

Juneda Wray 8/8/23
Name Date

Cathrine Jacobs 8/8/23
Name Date

Grace Herrera 8-8-23
Name Date

Karen Jakob 8-8-23
Name Date

LeAnn Smeas 8-8-23
Name Date

Ana Acosta 8-8-23
Name Date

Anahi Naveli 8/8/23
Name Date

Brownbaria 8-8-23
Name Date

Jennifer Hopkins 8-8-23
Name Date

Carole Wiscott 8/22/23
Name Date

Kim Shanon 8-22-23
Name Date

Pat Wiles 8/22/23
Name Date

Don Casperon 8/26/23
Name Date

Ann Stage 10/8/23
Name Date

Jamie Gibson 10/8/23
Name Date

Keith Everett
Name Date

TE Becking 10/15/23
Name Date

Vicki Ricketts 10/15/23
Name Date

Dennis Hill 10/15/23
Name Date

Bochit Brando 10/15/23
Name Date

Opal Hill 10/15/23
Name Date

Joe Brando 10/15/23
Name Date

Kathy Kilo 10/15/23
Name Date

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**GIFT ACCEPTANCE POLICY for the
PERMANENT ENDOWMENT FUND
FIRST UNITED METHODIST CHURCH, LOS ALAMOS, NEW MEXICO**

PURPOSE

The Permanent Endowment Fund Committee of First United Methodist Church, Los Alamos, New Mexico, was established by Church Conference action on the 16th day of October, 2016. One of its responsibilities is to review gifts to the Permanent Endowment Fund for acceptance or rejection. The purpose of this Gift Acceptance Policy is to describe the type of gifts that can be accepted and the manner in which they can be accepted.

Such a policy will facilitate giving by allowing the Permanent Endowment Fund Committee (hereafter referred to as the Committee) to respond quickly in the affirmative, where appropriate, and to seek broader approval before acceptance, where necessary. It will guide and encourage the Committee to decline gifts that are not appropriate to the church's ministry. It will encourage funding of the Permanent Endowment Fund without encumbering the organization with gifts which may prove to generate more cost than benefit, or which are restricted in a manner that is not in keeping with the goals of the church.

A major goal will be to assure all donors are given equal consideration.

INTRODUCTION

The Committee reserves the right to decline or otherwise refuse any endowment or memorial gift offered to the church, with or without cause. Reasons for which a gift may be declined include, but are not limited to, the following:

1. The Committee does not believe it is in the best interest of the church or the Fund to abide by the restrictions placed on the gift by the donor.
2. The costs to maintain the gift or to meet the restrictions placed on the gift by the donor are considered to be excessive for the Fund.
3. The gift is considered to be inappropriate or unrelated to the tax-exempt purposes of the church or the Fund.
4. The gift is designated to benefit or to be channeled to a specific individual.

The Committee will reach a decision to accept or reject a gift in a timely manner, as circumstances permit. The purpose and use of gifts must be in accord with the Social Principles of the United Methodist Church.

GIFT ACCEPTANCE TERMS AND CONDITIONS

All gifts will be acknowledged by written confirmation of the gift and of any terms and conditions of the gift acceptance. All information concerning donors and prospective donors, including their names, names of beneficiaries, the amount and type of the gift, aspects relating to their estates, etc., shall be

kept strictly confidential except when donors permit the release of such information.

I. OUTRIGHT GIFTS

A. CASH

1. Gifts in the form of cash and checks shall be accepted in any amount.
2. All checks must be payable to First United Methodist Church Permanent Endowment Fund or to First United Methodist Church as an undesignated memorial gift. In no event shall they be made payable to an employee, agent or volunteer for credit to the church.

B. PUBLICLY TRADED SECURITIES

Securities that are traded on the exchanges shall be accepted by the church. If the gift is deemed acceptable to the Committee, the gift may immediately be sold in a manner deemed most appropriate by the Committee. Gifts are valued on the day of donation. The Endowment Fund will incur any fees for sale of securities, unless provided for by the donor. If securities are given against a pledge, the value of the securities on the day the gift is given shall be the amount credited to the pledge.

C. REAL PROPERTY

1. All gifts of real property must have the approval of the Church leadership team and a fair market value in excess of \$10,000. All costs of transferring will be borne by the donor. Value of the gift must exceed the cost of transference. The Endowment Fund will incur any fees for sale normally incurred by the seller (e.g., real estate fees and/or commissions, inspections, appraisals), unless provided for by the donor.
2. Prior to approval, the Committee shall make a recommendation to the Church leadership team for accepting the real estate and shall include a report on (but not limited to) the following:
 - current title and ownership
 - current zoning
 - any and all restrictions
 - encumbrances, including an Affidavit of Lien signed by the Donor
 - an independent qualified third-party appraisal
 - an environmental audit
 - a recommendation on marketability
3. Upon recommendation from the Committee, the Church leadership team shall make the final decision to keep or sell the property.

D. TANGIBLE PERSONAL PROPERTY

1. All gifts of personal property such as automobiles, jewelry, and other items of value must be unencumbered and given outright. The gift must have the approval of the Committee.
2. Prior to approval, the Committee shall prepare and consider a report including (but not limited to) the following information:
 - a. current title and ownership
 - b. an independent qualified third party appraisal
 - c. a recommendation on marketability

3. The Committee shall make the decision to accept the property or not.

E. NON-CASH GIFTS AND ALL OTHER PROPERTY

1. All non-cash gifts such as securities and tangible property will be acknowledged in a dated letter from the Chair of the Permanent Endowment Fund Committee, which will include a description of the gift. There will be no appraisal, acknowledgement of appraisal, or determination of value offered in the acknowledgement process. The donor has sole responsibility to the Internal Revenue Service for identifying the value of any non-cash gift.
2. The Committee shall make the decision to accept any other property that it may deem to be in the interest of the church.

II. PLANNED (DEFERRED) GIFTS

A. BEQUESTS

1. Gifts through wills (bequests) shall be actively encouraged by the Committee.
2. Upon inquiry by a prospective donor, all representations as to the future acceptability of various properties to be left to the church in a will or other deferred gift shall be made in accordance with the terms and provisions of Paragraph I (A-E) of this document.
3. Gifts of property that are not acceptable from estates shall be rejected by the Committee and that decision shall be communicated to the legal representatives of the estate.
4. The Committee may choose to accept some but not all gifts from a single estate.

B. GIFT ANNUITIES AND CHARITABLE TRUSTS

1. The Committee may recommend TMF (formerly known as the Texas Methodist Foundation) as underwriter or trustee.
2. Gift Annuities and Charitable Remainder Trusts and all other deferred gifts shall be encouraged as a method of making gifts to the church while retaining income which may be needed by the donor for personal purposes.

C. LIFE INSURANCE POLICIES

1. The Committee will encourage donors to name the church Permanent Endowment Fund as beneficiary of life insurance policies that they have purchased.
2. The Committee will not accept gifts from donors for the purpose of purchasing life insurance on the donor's life.
3. No insurance products will be endorsed by the church or the Committee to potential donors for use in funding gifts to the church.
4. In no event shall lists of church donors' names be furnished to anyone for the purpose of marketing life insurance for the benefit of donors and/or the church.

III. PAYMENT OF FEES RELATED TO GIFTS TO THE CHURCH

A. FINDER'S FEES OR COMMISSIONS

No fees shall be paid to anyone as consideration for directing a gift to the church Permanent Endowment Fund.

B. PROFESSIONAL FEES

1. In general, the donor shall pay any fees associated with the gift.
2. In general, no fees shall be paid to anyone as compensation for any sale of any products. Exceptions, such as real estate agent commissions, may be considered.

IV. RESTRICTIONS

- A. Any restriction on the use of any gift must be approved by the Committee prior to acceptance of the gift.
- B. A designated sub-fund, other than those identified as examples, may be established with a minimum gift to be determined appropriate and approved by the Committee. (See the Guidelines & Policies Governing the Permanent Endowment Fund of FUMC.)

V. GIFT USE

- A. The Church leadership team should maintain a "wish" list of projects and items that can be supported or purchased with undesignated gifts.
- B. The Church leadership team has directed that all undesignated memorial gifts to the church will be placed automatically in the Permanent Endowment Fund.

This policy will be subject to review and change and may be amended by the Permanent Endowment Fund Committee, with concurrence by the Church leadership team.

Adopted on the 28th of October, 2023 by the Church Conference of First United Methodist Church, Los Alamos, New Mexico.

Church Conference Secretary

Pastor

District Superintendent

OTHER REPORTS

Retired Pastor's Report, 2023
Rev. Dr. Stephen E. Trout
To the Charge Conference of
First United Methodist Church, Los Alamos, NM

I am happy to report that retirement for Elaine and me is going quite well. We are happy and fulfilled in the mountains of Southwestern Colorado. We have found a Church where we are comfortable with the people, the worship and their inclusiveness. Sadly, however, we had to go outside the United Methodist Church to do so. We are worshipping and continuing a retirement ministry in St. Mark's Episcopal Church in Durango. Below is an accounting of my ministerial activities for the past year.

- I continue to serve as a Senior Faculty in Creating a Culture of Renewal. I led 5 groups in the spring and will lead 3 groups this fall and winter. I also mentored 8 of the participants.
- I preached once at the Calvary Presbyterian Church in Bayfield in January.
- I preached twice at the St. Mark's Episcopal Church in Durango in August and September.
- I led a Bible Study on the Gospel of Mark as St. Mark's in July, August and September.
- I have done no baptisms, weddings, or funerals for the past year.
- I serve on the Board of Trustees for McCurdy Ministries of Northern New Mexico.

We continue to miss all of you and pray for you whenever we think of you (which is often). Elaine and I also celebrated our 50th Wedding Anniversary on August 11.

With great respect for your decision to stay in the United Methodist Church, I continue to be your faithful servant in Christ,

Steve Trout

Faith Development

Last year, we launched our Programming Night. Most Sundays, starting at 4:00 p.m., we gather for a moment of worship, age-specific classes for all people, and a community dinner. I am happy to report that a year after launching this new model for faith development, we have seen seeds of faith being planted, new faces who would otherwise not be engaged, and creating a culture of healthy service among our volunteers and participants.

Our Youth Group has also seen some changes this year. We had the pleasure of sending 3 of the eldest youth off to college. Starting with a group of 6 and losing three overnight can pull the life out of a group. Fortunately, thanks to the work of some of our faithful members, we have added 4 to the group. So, even with a 50% loss, our group has still seen growth.

Recently, we took several Fall Break Trips as a group. We visited Santa Fe, Albuquerque, and had a work day here at home. After three days of team building, faith sharing, and fun, a member mentioned how well the group seemed to be melding the following Sunday after an observation during Programming Night Dinner. That evening, during our regularly scheduled Youth time, the group showed interest in supporting another youth by attending their high school marching band showcase. A youth group is one of the only places where kids who live in entirely different social circles can come to show support for one another because of the kindness and support first demonstrated through the church's teachings. In November, we will support another two of our youth by watching them perform in the high school's rendition of Frozen. This level of care for one another is only possible thanks to the dedication of the parents, volunteers, and those who keep us in their prayers and directly support us.

In Service,

Phillip Ortega
Director of Faith Development

REPORT OF THE ADMINISTRATIVE BOARD/COUNCIL

Name of church First United Methodist Los Alamos

Date 10/28/23

I. Diagnostic/Statistical-Since last Charge Conference, how are we doing?

	<u>Two years ago,</u>	<u>last year</u>	<u>this year to date</u>
Membership	<u>513</u>	<u>507</u>	<u>504</u>
Worship Average	<u>108</u>	<u>108</u>	<u>101</u>
Sunday School Average	<u>43</u>	<u>51</u>	<u>56</u>
Contributions	<u>397,183.98</u>	<u>367,350.55</u>	<u>387,932.34</u>
New Members Received	<u>0</u>	<u>2 Baptisms</u>	3 Baptisms & 4 transfer

Baptized members (bm) and Full membership (fm) (2 bm and 2 fm)

Our community is: growing declining stable

II. We participate in:

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Making Disciples activities | <input checked="" type="checkbox"/> District training | <input type="checkbox"/> Volunteers in Mission |
| <input type="checkbox"/> Revival/preaching mission | <input checked="" type="checkbox"/> Vacation Bible School | <input checked="" type="checkbox"/> Covenant relationship w/missionary |
| <input type="checkbox"/> Igniting Ministries | <input checked="" type="checkbox"/> Church-wide Special Sundays | <input type="checkbox"/> Confirmation training |
| <input checked="" type="checkbox"/> Other <u>Local ministries on hunger; Kairos, Asylum Seekers Aid, Four Corners Ministry, United Women in Faith and Emmaus</u> | | |

III. Igniting the Fire

1. Does your local church have a clear understanding of what it means to be welcoming to strangers?

Yes, everyone who comes to worship or an event is greeted as they arrive. Name tags are available for all as a way to make everyone feel comfortable. This system also helps us to keep track off attendance and reach out to those who have been absent. We have an area in our sanctuary for children to be present in the worship service with their parents, activities are available to make them feel comfortable. We also have a nursery available for families who prefer to take their children.

2. What will you do in the next year to bring people into your church?

Our Programing night continues to bring new people and gives them an opportunity to grow and be fellowship with others. This past summer we tried a new summer fellowship opportunity once a week, activities included bowling, hiking, pool party, movies, and an art event. We did have some new participants from the community. We have had positive feedback and plan to expand upon this next summer.

3. How will your local church make more disciples of Jesus Christ?

We will offer opportunities to foster relationships through worship, encourage personal growth and community through small groups, youth group, and our new Sunday afternoon programs and summer fellowship.

IV. Claiming the Best for Your Local Church

1. What are you going to do next year to improve on this year?

We plan to expand up our fellowship events offering people an opportunity to develop church community. People have found that this an easy opportunity to invite friends to social events and in return these friends are more comfortable to come to worship and Bible study opportunities. One of our church goals is to expand upon our Programing night by offering it another day during the week and to add a midweek worship opportunity. Our mission team is planning to work on ways to help teach life skills like, how to use a computer and apply for help, financial planning, etc.

2. What are the best things your church has going for it?

Our community is welcoming and are eager to help when the situation arises. We continue to offer online worship opportunities on Sunday morning which help those in our congregation who are not able to attend in-person. This also offers an opportunity for new people and families to join us. Our two adult Sunday morning Bible studies classes are hybrid, offering on-line and in-person opportunities. We have members of the congregation who volunteer to provide rides to church, doctor's appointments, pick up prescriptions, and provide meals. Our youth group is thriving and we have now have a mid-high group. These young people are involved in morning worship and programing night.

3. What is the one thing that separates your church from all others in your community?

We offer a 50-week child care program, that provides a safe, loving environment for the children in our community. We have an awareness of changing needs of the community and the flexibility and desire to respond to them. We are quick to act to help.

V. What has your charge done in the last year to address the issue of Environmental Justice?

One of our long-term goals is to reduce our water usage and carbon footprint. We are looking into ways to incorporate solar power into the operation of our church facility. We also continue to support ministries like Paper for Water and other ministries that support these areas in need. Through the Ark Child Care Center, we are able to provide daycare for low income children by accepting CYFD funding.

VI. Connectional Support

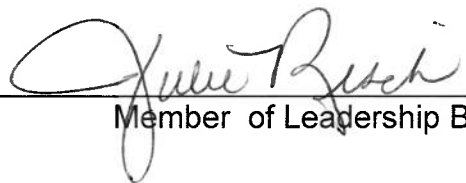
1. What could the District or Conference do to help you be more effective in ministry?

Continue to support us in our efforts to be God's Love in Action to our community and world.

2. What does your local church do to help the District and the Conference be more effective in Ministry?

First United Methodist Los Alamos has staff and members who are involved in conferences committees. We continue to provide payment of shared ministries.


Chair


Member of Leadership Board

AUDIT REPORT FOR CHARGE CONFERENCE

CHURCH First United Methodist Church of Los Alamos

YEAR 2024

Please research and answer the following questions in the blank provided or attach an additional sheet to the report.

Our audit of the church and Ark records is still be completed.
Once these records are available we will report them.

CHECKS

1. Do all checks have an accompanying check stub? Yes_____ No_____
2. Does the accompanying check stub match the information on the check? Yes_____ No_____
3. Does the check have an accompanying check voucher? Yes_____ No_____
4. Does the information on the check match that of the voucher? Yes_____ No_____
5. Are the vouchers signed by authorized personnel? Yes_____ No_____
6. Are the checks signed by authorized personnel? Yes_____ No_____
7. Is the check book up to date with current balances? Yes_____ No_____
8. Are the bank statements readily available? Yes_____ No_____
9. Are the bank statements reconciled monthly? Yes_____ No_____
10. Are there any major discrepancies, as a result of this audit? Yes_____ No_____

DEPOSITS

1. Are all deposits recorded in the check book? Yes_____ No_____
2. Are all deposits recorded separately according to each individual deposit? Yes_____ No_____
3. Are authorized counting reports attached to the necessary deposits?
(Each Sunday offering should be accompanied by a Sunday Offering Report) Yes_____ No_____
4. Does the deposit receipt match the actual deposit? Yes_____ No_____
5. Are the auditors satisfied that all monies received by this establishment were deposited in their entirety and according to procedures specified by the Committee on Finance. Yes_____ No_____
6. Were there any discrepancies found in the deposits? Yes_____ No_____

(OVER)

SAVINGS ACCOUNTS

- 1. Area all transactions regarding the savings accounts posted? Yes_____ No_____
- 2. Are all bank statements readily available? Yes_____ No_____
- 3. Does there appear to be any discrepancies concerning the savings accounts? Yes_____ No_____

SPECIAL ACCOUNTS

- 1. Are the records from any special accounts readily available? Yes_____ No_____
- 2. Are all deposits and expenditures listed in an orderly fashion? Yes_____ No_____
- 3. Do these amounts match that of the latest bank statement? Yes_____ No_____
- 4. Were there any discrepancies found concerning special accounts? Yes_____ No_____

SUMMARY

- 1. All financial records were readily available to us. Yes_____ No_____
- 2. All financial records were found in neat and orderly fashion. Yes_____ No_____
- 3. There were 1) no discrepancies, 2) few discrepancies, 3) several discrepancies, 4) many discrepancies found during the audit. 1)_____ 2)_____ 3)_____ 4)_____
- 4. Financial records are being kept according to the guidelines set by the Committee on Finance. Yes_____ No_____
- 5. In the auditors opinions, the financial records are being kept according to the following scale: Excellent_____ Good_____ Fair_____ Poor_____

RECOMMENDATION

Please check one according to the finding of this audit.

- 1. _____ We, the auditors, are satisfied that the financial records are being kept in a manner acceptable to the requirements of the Committee on Finance.
- 2. _____ We, the auditors, are not satisfied with the manner in which the financial records are being kept _____ and recommend a follow audit in order to remedy errors and discrepancies.

SIGNED:

_____, Auditor for the Committee on Finance
_____, Auditor for the Committee on Finance
_____, Auditor for the Committee on Finance

Date: _____



Report of the Finance Committee

The report of the Finance Committee shall be made on this form, or one revised and adapted by the Annual Conference. Numbers in parentheses refer to paragraphs of the 2012 *Book of Discipline*.

Copies of this report should be filed with the recording secretary, pastor, district superintendent and chairperson of the committee on finance

First United Methodist Church Los Alamos Charge
 Albuquerque District New Mexico Annual Conference

For the period beginning October 2, 2022 and ending October 28, 2023
DATE OF PRIOR CHARGE CONFERENCE DATE OF CURRENT CHARGE CONFERENCE

I. ORGANIZATION

1.a. Has the committee been organized according to the 2012 Book of Discipline (§258.4)? Yes No

b. Names of officers?

Chairperson Linda Collier Vice Chairperson None
 Treasurer(s) Kim Granzow Financial Secretary Amy Worcester

II. BUDGET AND COMMITMENT PLAN

2.a. Has the committee submitted to the Church Council, or its equivalent, a complete budget for the ensuing year? Yes No

If not, why not?

We have not yet completed the process. Usually Committee is provided with details at the end on September and asked for budget request for next year. Completion of process is usually by the end of December.

b. Did the committee give the Church Council an opportunity to request financial support for recommended ministries (§258.4)? Yes No

If not, why not?

3. How frequently does the Financial Secretary/Treasurer send members and contributors regular reports of their giving?
 Monthly Quarterly Semi-annually Annually No, we do not send reports

4. Is giving by individual participants in the local church regularly reviewed? Yes No;

If not, why not?

Giving is reviewed as a whole not as individual participants.

5. What are the plans for raising sufficient income to meet the budget adopted by the Church Council (§258.4)?

Education through stories of ministry and clergy education.

12. Are all funds deposited promptly in accordance with procedures developed by the Committee on Finance (¶258.4a, d)? Yes No

If not, why not?

13. Are financial officers of the church bonded (¶258.4b)? Yes No

If not, why not?

14.a. Have the financial records of the church and all its organizations been audited for the prior fiscal year (¶258.4c)? Yes No

b. If not, why not?

Its in progress by an external Audit firm.

c. Were there any recommendations or exceptions? Yes No

d. If there were recommendations or exceptions, how has the church addressed them?

Signed Kim Granzow

Printed Name: Kim Granzow

Date: September 27, 2023

Report of the Finance Committee 2013-2016

Prepared and edited by the General Council on Finance and Administration and authorized as the official form for this purpose.



Report of the Trustees

The trustees are amenable to the Charge Conference and as such are required to make an annual report

(¶ 2549). Additional reports should be made as requested by the Charge Conference or Church Council or equivalent. Numbers in parentheses refer to paragraphs in the 2012 *Book of Discipline*.

Copies of this report should be filed with the recording secretary, pastor, district superintendent and the board of trustees.

First United Methodist Church Los Alamos Charge
 Albuquerque District New Mexico Annual Conference

For the period beginning October 2, 2022 , and ending October 28, 2023
DATE OF PRIOR CHARGE CONFERENCE DATE OF CURRENT CHARGE CONFERENCE

1. Organization for the present conference year was effective (date) _____, by electing the following officers (no less than three, and up to nine persons):

	Name	Term Expires
President	Camille Wescott	December 2023
Vice President		
Secretary		
Treasurer		
Member		
Member		
Member		
Member		
Member		

2. Is the local church incorporated (¶2529.1)? Yes No

3. a. Name or names in which title to each piece of property is recorded, as shown by civil land records (¶¶2536, 2538):

	Name(s)	Office	Book	Page
Church Buildings	First United Methodist	Los Alamos County	8	79
Church Buildings				
Parsonages	First United Methodist	Los Alamos County	1	31
Parsonages				
Other	Original Land Grant	Los Alamos County	1	66
Other				

b. Who is the custodian of deeds and other legal papers? Leadership Board and Church Administration

c. Where are they kept? Church office files and Parsonage

4. Does each deed contain trust clause (¶2503)? Yes No

5. Do you have a long-term plan for the replacement of facilities and equipment as they deteriorate? Yes No

6. a. Insurance (¶2533.2, 2550.7)

Item Insured/ Insurance	Replacement Value	Amount of Coverage	Type of Coverage	Company	Restricted By Coinsurance (Yes or No and amount)		Expires When
					Y	N	
Church Buildings	\$ 3,742,000.	\$3,742,000.	Blanket	Church Mutual	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: 3/01/2024
Parsonages	\$ 407,000.	\$407,000.		Church Mutual	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount: 3/01/2024
Church Furnishings and Equipment	\$ 247,615.	\$247,615		Church Mutual	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: 3/01/2024
Parsonage Furnishings and Equipment	\$ 62,000.	\$62,000.		Church Mutual	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: 3/01/2024
Vehicle(s)	\$	\$			<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount::
General Liability		\$1,000,000.		Church Mutual	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: 3/01/2024
Worker's Compensation				Church Mutual	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: 10/01/2024
Directors and Officers/Errors and Omissions/Crime		\$1,000,000.		Church Mutual	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: 3/01/2024
Professional Liability Coverage (Including Sexual Misconduct)		\$1,000,000.		Church Mutual	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: 3/01/2024

b. Have the buildings been inspected for fire and other safety hazards within the past year? Yes No

c. Have you assessed the of replacement value within the last 5 years? Yes No

d. Who performed the assessment?

e. Does the church have a Safe Sanctuary Policy? Yes No

f. Is the amount of insurance adequate? Yes No

(to determine adequacy of coverage, please use the GCFA Insurance Worksheet found at www.gcfa.org)

7. a. Has an annual accessibility audit for church properties been conducted (§ 2533.6)? Yes No

(attach as a report; an example accessibility audit form may be found at www.gcfa.org)

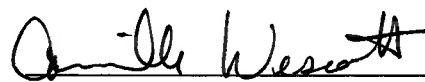
b. If needed, have you developed an accessibility plan? Yes No (Attach plan)

8. Provide a detailed list of income-producing and permanent funds:

Item	Date Received	Amount	Where Invested	Income	How Income is Used for Ministry
Endowment Fund	est. 2016	31,000.00	TMF		Invested

(Attach as a supplement a statement "clarifying the manner in which these investments made a positive contribution toward the realization of the goals outlined in the Social Principles of the church and showing the investments are socially responsible..." § 2533.5 and § 2550.9)

President of Trustees



Printed Name: Camille Wescott

Date: October 24, 2023

**Report of the Endowment Fund Committee of First United Methodist Church
Los Alamos, New Mexico
October 24, 2023**

The FUMC Endowment Fund effort has been dormant for the last few years as a result of the Covid pandemic. Early in 2023, the Committee was reestablished with three (3) members-at-large and three (3) ex-officio members, in accordance with the document “Guidelines and Policies Governing the Permanent Endowment Fund of First United Methodist Church—Los Alamos, NM.”

Activities

Activities in 2023 have included examining the current funds and identifying in the Church financial endowment monies reports. There was a line item for \$12,450 from the Capital Campaign, and again later in the financial report \$12,450 due to the Endowment Fund. After investigating, we determined that this money was to go into the Endowment Fund. However, that money was never transferred. After the Endowment Committee discussed these funds, we recommended to the Leadership Board that this money should go towards reducing the Church's debt. The Leadership Board has approved this recommendation.

There was another line item in the financial report called “Memorial Fund—General” which contained \$15,694.53. It was determined that this money was given to the church in honor or in memory of someone. The General Memorial fund has no designated goal. After discussion, the Endowment Committee recommended to the Leadership Board that the General Fund be split as follows

- 5K to the Endowment Fund to be kept for the 75th FUMC anniversary
 - 5,694.53 to the church’s debt
 - 5K to the church account for parsonage work/improvements
- The Leadership Board has approved this recommendation.

Other activities this year have included:

- discussions about if and where to move some or all of the Endowment Fund to gain more interest (currently funds are at TMF [formerly Texas Methodist Foundation]),
- revising the Guidelines document cited above and the Gift Acceptance Policy to bring them up to date (completed),
- updating a brochure on the Endowment Fund at FUMC (completed),
- updating the church's website with current information about the Fund, and
- updating the accounting documents to record financial status and interest gained at various institutions.

We have also held an information table at the Opportunities Expo Sept. 10 and 24, 2023.

On October 15, 2023, during the service the congregation was updated as to the current Fund activities, amount, investments, and how to get more information on the Fund.

The Leadership Board agreed Sept. 22, 2023, to an Endowment Committee proposal that undesignated memorials and gifts that come to the church may be deposited in the Endowment Fund (funeral memorials or property/monies from estate plans, life insurance, etc.), even if the line item doesn't include “to the FUMC Endowment Fund.”

Financial Status

Beginning balance Jan. 1, 2023 - Principal: \$30,669.67

Balance Sept. 30, 2023 - Principal: \$30,990.03

Interest for Jan-Sept. 2023: \$320.36

Gifts: There have been no gifts to the Fund thus far in 2023.

Investment: Funds are in TMF Loan Fund since the beginning of the Fund in 2016. This year, the Committee is investigating how best to invest these funds to gain more interest.

Distributions: there were no distributions in 2023.

Endowment Fund Committee

Committee members-at-large:

Sheila Molony	Chairperson
Tom Ricketts	Secretary
Dennis Gill	

Ex officio members:

John Nash	Pastor
Kim Granzow	Treasurer
Lynn Kluegel	Chairperson of the Leadership Board

Plans for 2024

Continue to improve information available on the FUMC website.

Decide how/where to move some/all of the investments.

Co-sponsor a workshop/seminar on end-of-life planning