The Messenger

FIRST UNITARIAN

Albuquerque✧East Mountains✧Socorro

SPECIAL EDITION

April 20, 2017

Call to Special Congregational Meeting May 7

A Special Congregational Meeting to vote on calling **the Rev. Angela Herrera** as First Unitarian's next Senior Minister will be held on **Sunday, May 7, at 2:00 pm** in the Sanctuary. **Childcare will be provided.**

Members who attend from our branch in either Socorro or Edgewood are also eligible to vote. They will be included via a live internet A/V connection.

Please arrive by 1:15 pm to check in and obtain your ballot. A **30% quorum** is required to hold this very important vote, so please attend! This will exceed our typical Sunday service attendance, so please consider carpooling to this meeting.

Everyone is invited, but you must be a member in good standing as of April 7, 2017 to vote or count toward the quorum.

From the Board

We are very pleased to welcome you to this special edition of *The Messenger*, dedicated to informing you about the process to evaluate and call our next Senior Minister. We hope you find it helpful.

As announced in an eblast on April 10, our Search Committee (elected on January 29) has recommended the Rev. Angela Herrera for the position of Senior Minister upon Christine Robinson's retirement. The next steps are a Candidating Week (April 30-May 7) and a special congregational meeting on May 7 at 2:00 pm. Please plan to attend this special meeting, and arrive by 1:15 pm to sign in and get your ballot. The agenda includes two motions:

> **Vote on whether to call the Reverend Angela Herrera to be the next Senior Minister of First Unitarian Church, effective Sept 1, 2017.**

This first motion will be voted upon confidentially by paper ballot, to supply the information needed per our bylaws. Our bylaws specify that a yes vote of at least 80% must occur to call a new Senior Minister. In the event that she is called, we will proceed to a second motion:

> **Approve the Letter of Agreement, which summarizes the proposed terms of her employment.**

This second motion, as a budgetary item, will be voted upon with a show of hands and must pass by a majority vote.

Our bylaws specify that for this type of meeting, we must have attendance (at our Albuquerque campus or via call-in from one of our branch locations) of at least 30% of our membership. Our present membership of record is 847, so we need at least 254 voters on May 7. You are eligible to vote if you were a member in good standing as of April 7, 2017. If you have a question about your eligibility, please contact the church office.

We would like to thank Martha Ketelle, Steve Phillips, Gwen Sawyer, and Chris Mayo for serving as our Minister Transition Team. We would also like to thank the Search Committee elected by the congregation at our January Annual Meeting: Geri Knoebel (chair), Ian Carrillo, Emma Elliot, John Kwait, Tyler Mason, James Probasco, and Kristin Satterlee, as well as Angela Merkert, who served as their consultant and guide. They have done a well-planned, thorough, and energetic job of collecting member input as they compiled our needs and desires for the next Senior Minister. More about their work is elsewhere in this newsletter.

We also want to thank the Board's compensation sub-team (Linda Skye and Gwen Sawyer), who researched and wrote the Letter of Agreement that you'll also find in this newsletter. Their work was reviewed by the Board, and we support the package.

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Committee Recommendation

We believe it is fair and appropriate per the skills and experience of our candidate, and it is in line with the UUA's recommendations given the scope of the position. Should she be voted in and accept the call, Angela has agreed in principle with the Agreement terms. Furthermore, the Agreement is within our (congregation approved) budget for 2017, and within the Board's budget projections for the subsequent years. We plan to offer a Town Hall on Sunday, April 30 from 10:30-11:30 am in the Memorial Hall for those of you who would like to ask questions about the Letter of Agreement.

Thank you for all you do in our community here at First Unitarian. If you have questions about this process, please contact the church office.

Sincerely,

Larry Alei
President, First Unitarian Church of Albuquerque

From the Search Commitee

Your Ministerial Search Committee is very pleased to recommend the Rev. Angela Herrera for our Senior Minister. As a congregation, you were clear during the discernment process that you wanted a senior minister who, like you, **has big dreams**. Three dreams in particular came through strongly in our Congregational Survey and discussions, and we feel that Angela is robustly qualified to help us meet them.

We want inspiring, varied worship services with great music and thoughtful, well-researched sermons. Since 2010, Angela has been an effective preacher and worship leader who continues to advance First Unitarian's tradition of inspiring and moving worship services. She spearheaded the Music Futures campaign that brought us our Director of Music, revitalizing the music program. She started the Worship Lab, inviting congregants to collaborate with her to create innovative worship. Her resume includes time as a researcher and speechwriter for Bill Sinkford, then-president of the UUA. And survey respondents, though not directly asked, praised Angela's "scholarship" and called her a "great communicator."

We want to make a difference in the world, and to showcase UU principles in our community. Angela has always encouraged our congregation toward social justice; one of her earliest initiatives was to lead us in research and action on immigration justice. Angela has worked closely with the Social Justice Council throughout her time here, and preached on a variety of social justice issues. Many survey respondents lauded her speech at the Albuquerque Women's March in January. In her Ministerial Record, Angela shared that she became a minister in part to have social justice included in her work every day, and advised us to "lean in, with joy and strength."

Some survey respondents urged caution in social justice action, pointing out that more politically conservative members of our congregation may feel silenced and unwelcomed by the liberal majority. In her interview with the committee, Angela expressed understanding of that tension and proposed ways to work toward making all voices heard and to converse from a values point of view.

We want First Unitarian to be a diverse and welcoming community, an open-hearted place where everyone can feel valued, heard, and connected. Angela has convened a Diversity Task Force (now rebranded as Human.kind) at First Unitarian, which will soon roll out programming to help us embrace multiculturalism and dismantle racism as a congregation. Her dreams for building our connections, having more fun together, and taking better care of each other resonate with our community. Angela's Ministerial Record describes her ideas for pastoral care, which she calls a "warm and age-old way" for congregations to build a "deeper sense of community."

In short, **your Search Committee firmly believes that the Rev. Herrera is the scholarly, courageous, and caring leader we need** as we step into our future as a large congregation. There

are many more points of affinity between the dreams and goals of our congregation and the ministry, vision, and leadership that Angela has described in her blog, entitled "I am because you are." To make your own assessment, please peruse the Congregational Record at http://bit.ly/2pRMLTh and Rev. Herrera's Ministerial Record blog, http://iambecauseyouare.blogspot.com.

Who Are We?

Results from the Congregational Survey

Thanks to everyone who contributed their time to filling out the survey. Please note that, though these results are illuminating, they represent a self-selected sample of about half our membership, so the numbers may not accurately represent our full congregation.

Nearly 40% of respondents had been involved with the First Unitarian congregation for less than 5 years, while another 40% had been involved for 11 years or more. Just over half were between 60 and 80 years of age, with another 25% between 30 and 50.

Almost half had been UUs for between 1 and 15 years, and almost 40% had belonged to the denomination for more than 20 years. More than half came from a Protestant Christian background, and about 40% were previously Catholic or unchurched. Most respondents find affiliation with Unitarian Universalism—and this congregation in particular—to be a great source of strength and comfort.

Most-used words in the "Open Questions" section of the Congregational Survey.

More than two-thirds of our respondents were female, and about 80% identified as heterosexual. About 5% have a parent born outside of this country; 6% were born outside the United States themselves. Over 90% of us identify as non-Hispanic white. More than 90% of our congregation has completed at least one college-level degree. About 20% of respondents reported having at least one child between preschool and college age.

All aspects of Sunday worship services are important to us, though we place particular importance on quality sermons, multicultural sensitivity, meditation, singing, and working with visiting musicians. We like a wide range of worship topics, particularly those involving perspectives on social issues (including social justice work), personal and spiritual growth, and new philosophical or psychological perspectives. We particularly enjoy sermons that help us to understand ourselves better.

Want More Information?

For more detailed results, analysis, and much more information about First Unitarian, see the Congregational Report at http://bit.ly/2pRMLTh.

Next Steps

Your Vote Counts!

Our bylaws require an 80% yes vote to call our Senior Minister, but it is generally accepted among ministers that a higher vote is needed for a ministry to be successful. **Angela has indicated that, as is common in our denomination, she will accept a call if the vote is above 90%.** A vote between 85% and 90% would suggest that the discernment process failed to identify some significant concern; we would have to identify the issue before she could consider accepting the call. A vote below 85% would indicate there is not a strong enough match for the call to be successful.

What Happens If We Vote Yes?

If we vote to call Angela as our new Senior Minister and she accepts the call, she will sign the Letter of Agreement with the Board. She would then become our next Senior Minister starting September 1, 2017, upon Christine's retirement. Angela would then likely hire a temporary acting second minister. That acting minister would assist Angela as she settles in as Senior Minister, allowing her time to assess the church's needs and find the right person to hire as our second minister.

What Happens If We Vote No?

In the case of an unsuccessful vote, we would hire an interim Senior Minister to take over when Christine retires. The congregation, through a newly selected Search Committee, would then conduct a national search for our next Senior Minister. As it is not feasible for a prior inside candidate to stay on with a new Senior Minister, Angela and the Board would determine her date of departure.

Candidating Week

Sunday, April 30 to Sunday, May 7

Candidating Week provides many opportunities to interact with Angela as you consider your vote for our May 7 meeting.

All-member and small-group activities have been planned so you can meet with Angela, ask questions, and share your ideas and hopes for the future of our congregation. Small-group sessions are designed to address specific topics and are targeted to committees or particular groups within our membership. At these events, Angela will have an opportunity to talk about her background, ministry, and vision for First Unitarian, and there will be time for questions and comments from members.

In addition, all members are invited to come by the office during Drop-In Hours for a brief one-on-one visit with Angela.

Candidating Week ends with the Special Congregational Meeting on May 7 to vote on calling Angela as Senior Minister and to approve our letter of agreement with her.

If you have any questions about Candidating Week events, please don't hesitate to reach out to Martha Ketelle, events coordinator. You can call or text 970-948-1950, or email mketelle@gmail.com.

Candidating Week Sermons

April 30: The Wild and The Sublime

David Rankin writes that "everything worth doing in the world is a desperate gamble, a game of chance, where nothing is certain," but that we have to throw the dice if we want to really live. A sermon about the grand scheme and our sources of courage.

May 7: Everything Worth Doing

When asked what holds our faith together in all of our diversity, UUs share the adage, "We need not think alike to love alike." Building on the message from last week, a sermon casting a vision for loving our way into the future at First Unitarian, in Albuquerque, and beyond.

Candidating Week

DATE	TIME	EVENT	PLACE
Sun., Apr. 30	9:30-10:30 am	Service led by the Rev. Angela Herrera	Sanctuary
Sun., Apr. 30	10:30-11:30 am	Town Hall Meeting: Q&A on the Letter of Agreement (see last page)	Memorial Hall
Sun., Apr. 30	11:00 am-12:00 pm	Service led by the Rev. Angela Herrera	Sanctuary
Sun., Apr. 30	2:00-3:00 pm	Socorro Branch Service led by the Rev. Angela Herrera	Socorro
Sun., Apr. 30	5:30-8:00 pm	New Member Dinner	Social Hall
Mon., May 1	No planned events.		
Tues., May 2	11:00 am-12:00 pm	Buildings & Grounds and Landscaping	Memorial Hall
Tues., May 2	1:00-3:00 pm	Drop-In Office Hours (brief 1-1 visits)	Office
Tues., May 2	5:00-6:00 pm	East Mountains meeting with the Rev. Angela Herrera	Office
Tues., May 2	7:00-8:30 pm	Finance-Related Committees and Staff	Memorial Hall
Wed., May 3	12:00-1:00 pm	First U Staff	Memorial Hall
Wed., May 3	2:00-3:00 pm	Adult RE	Memorial Hall
Wed., May 3	5:30-6:30 pm	Young Adult Group	Memorial Hall
Wed., May 3	7:00-8:30 pm	Sunday Support Teams	Memorial Hall
Thurs., May 4	9:00-10:00 am	Meet and Greet with long-term members (15+ years)	Memorial Hall
Thurs., May 4	4:30-6:00 pm	Drop-In Office Hours (brief 1-1 visits)	Office
Thurs., May 4	6:30-8:00 pm	Board, Leadership Succession, and Healthy Community Committees	Memorial Hall and Playground
Fri., May 5	No planned events.		
Sat., May 6	10:00 am-12:00 pm	Religious Education families and volunteers; Mid-High and La Amikoj	Memorial Hall
Sat., May 6	12:00-2:00 pm	Social Justice Picnic and Discussion	Memorial Hall
Sun., May 7	9:30-10:30 am	Service led by the Rev. Angela Herrera	Sanctuary
Sun., May 7	11:00 am-12:00 pm	Service led by the Rev. Angela Herrera	Sanctuary
Sun., May 7	2:00-3:30 pm	Special Congregational Meeting to call the Rev. Angela Herrera as Senior Minister	Sanctuary

Meeting Agenda

Call to Order	Michael McDonald
Reading and Chalice Lighting	Geri Knoebel, Ministerial Search Committee Chair
Remarks	Larry Alei, President of the Board
Motion to Call Next Senior Minister Findings and Recommendation of the Search Committee Discussion and Vote	Geri Knoebel Michael McDonald
Interlude	
Results of the Vote to Call Next Senior Minister	Michael McDonald
Motion to Approve Letter of Agreement *(if first motion passes)* Presentation of Letter of Agreement	Gwen Sawyer and Linda Skye, Compensation Subteam
Discussion Vote Results of Vote on Letter of Agreement	Michael McDonald
Adjourn	Michael McDonald

Item for Approval

First Unitarian Church of Albuquerque

A liberal religious community serving Albuquerque, East Mountains and Socorro

Letter of Agreement

April 20, 2017

Between the Reverend Angela Herrera and the First Unitarian Church of Albuquerque

Summary prepared on behalf of the Congregation for its vote on approval at May 7, 2017 Special Meeting

The ministerial agreement points to a religious engagement characterized by collegial partnership for the common good of the congregation, its members, the community beyond the congregation, and Unitarian Universalism. The agreement reflects an understanding of the ministry as a *calling to be witnessed to*, not solely a job to be performed. Its primary characteristics are *trust* and *mutuality*. The minister is understood to be a professional serving *with* the people of the congregation to further the purposes of the congregation's ministries.

Rights of the Senior Minister

- Authority and responsibility to make all operational decisions, adopt administrative policies, and allocate Congregational resources except as specifically limited by the By-laws or Policy Manual.
- Leadership and direction of the spiritual, programmatic, administrative, and caring work of the Church in her role as Head of Staff
- Freedom of the Pulpit as well as Intellectual Property rights
- Sabbatical and Study Leave

Responsibilities of the Senior Minister

- Oversee Ministry and Programs, including: Worship and Spiritual; Religious Education; Social Justice; Adult Programs; Caring Community; Social/Community Building
- Leadership and Governance: Senior Minister serves as an ex-officio, non-voting member of the Board; is responsible for the care of persons, staff, and church resources and the church's financial management (with appropriate committees); and is encouraged to act in the community beyond the Congregation on behalf of liberal religious values.
- Administrative Management: As *Head of Staff*, Senior Minister duties include: Administrative Policy; Staff Management; Financial Management; and Facilities Management.

Compensation and Benefits

The Congregation will provide annual Compensation to the Senior Minister in the amount of **$104,500.** Compensation includes both Salary and a Housing Allowance.

UUA Guidelines on Compensation for Ministers (*based on First Unitarian's classification):*

BEGINNING	MID-POINT	HIGH
$91,300	$123,300	$155,100

Other annual compensation includes: Professional Expenses ($10,450); FICA contribution ($7,994.25); Retirement contribution ($12,540); Medical insurance contribution ($4,000); and Disability/Life Insurance ($1,776.50).

Total Annual Cost to the Congregation: $141,260.75

These costs are in accordance with UUA guidelines. The Board of Directors have reviewed the offer and have determined that the package is fair and appropriate to Angela's skills and experience and that the total annual cost is within our 2017 budget (approved by the Congregation) and within the Board's budget projections for subsequent years.

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– DATED MATERIAL –

Sunday Worship Services

Albuquerque
9:30 and 11:00 AM
In the Sanctuary

East Mountains
11:00 AM
UU Congregation, E. Mtns.
1 Deanna Ln.
(off Dinkle Road)

Socorro
4:00 PM
Epiphany Episcopal
Church, 908 Leroy Place

SPECIAL EDITION

Information Inside for Special Congregational Meeting on Sunday, May 7.

We have a mobile giving page. Scan the QR code to the left to access our mobile giving page. Thank you for your generosity!