



The Messenger

FIRST UNITARIAN

Albuquerque ♦ East Mountains ♦ Socorro

ANNUAL
MEETING
NOTICE

2020 Annual Meeting

January 26 • 2:00 pm • Sanctuary

The annual congregational meeting will be held on Sunday, January 26, at 2:00 pm in the Sanctuary. Check-in will start at 1:15 pm.

Everyone is invited, but you must be a member in good standing as of December 26, 2019 to vote. Church membership is open to anyone who has attained the age of 14 years, who is in sympathy with the purpose and program of this church, who has made an identifiable financial contribution to the church, and who has signed the Membership book. Voting membership is attained 30 days after signing the Membership book. Members eligible to vote at congregational meetings are those who made a financial contribution of any amount during the last year, unless specific alternate arrangements have been made through the church office.

Change for the Future 2020

Eligible congregants (see above) will vote for the following Change for the Future candidate organizations at the meeting. Please stop by their tables in the Social Hall from 1:15-2:00 to find out more.

Available Media Informs the public about important issues, encourages and inspires meaningful participation in our democracy, and appropriately represents the ethnic and cultural diversity of the region through its productions.

Friends of Valle de Oro Fosters a community conservation ethic by promoting environmental and cultural awareness through public educational programs and recreational opportunities.

The Gardens Edge Brings Indigenous Mayan farmers from Guatemala to NM, AZ, CA, and NY to share seeds, agricultural practices, and traditional knowledge across the old trade routes of indigenous communities that existed before borders were made.

La Plaza de Encuentro Provides adult educational re-engagement opportunities to low-income, Spanish-speaking immigrants who struggle with chronic under-employment resulting from low English language literacy and limited formal education.

Oxford Houses of Albuquerque Providing a safe and communal living environment for those who have never had the opportunity to lead a productive and

sober lifestyle where they can learn the tools to be a successful contributing member of society.

Roadrunner Food Bank Provides meals to hungry children and seniors throughout New Mexico. Currently, Roadrunner Food Bank is able to provide up to five meals for every dollar in contributions received.

SAGE Albuquerque Educates the general public, service providers, and the LGBTQ community about the unique challenges older LGBTQ adults face and connects LGBTQ elders to opportunities for support.

Wings for Life Invites NM inmates and their families to participate in annual Wings Prison Family Days. The program reduces recidivation, strengthening families and bringing parents home to be active in their children's lives.

Women to Be Provides survivors of domestic violence, women experiencing homelessness, and asylum seekers in detention in New Mexico and Juarez, Mexico with washable, reusable menstrual supply kits that provide dignity and bolster self-confidence.

Access the Annual Report Details on page 6.

Agenda

Confirmation of Quorum (10% of the membership)	Michael McDonald, Moderator
Call to Order	
Review of Rules of Debate	Michael McDonald
Chalice Lighting	Meghan Shattuck, President of the Congregation
Annual Report and Volunteer Recognition	Meghan Shattuck
Treasurer's Report	Faye Rafferty, Treasurer
Endowment Committee Report	Pat Diem, Chair
Collection of "Change for the Future" Ballots	
2020 Budget	
Presentation of 2020 Operating Budget	Faye Rafferty Paul Browne, Director of Finance & Operations
Vote to Accept 2020 Budget	Michael McDonald
Leadership Succession Committee Report	
Introduction of 2020 Nominees for Leadership	Andrew Fearnside, Chair
President of the Congregation	
Treasurer	
Board of Directors	
Financial Review Committee	
Endowment Committee	
Leadership Succession Committee	
Moderator	
Vote on 2020 Leadership	Michael McDonald
State of the Church Report	The Rev. Angela Herrera, Senior Minister
Results of "Change for the Future" Vote	Michael McDonald
Adjourn	Michael McDonald

Leadership Succession Report

Nominees* & Continuing Positions**	
President (1-year term, renewable once)	Heather Clark
Treasurer (1-year term, renewed)	Faye Rafferty
Board of Directors (2-year term, renewable once)	<p>New Nominees: George Bakula, Doug Loescher, Aroop Mangalik, Sally Wistrand</p> <p>Continuing in Place: Gina Kennedy, Marilyn O'Boyle, Raven Reed Starr, Mikaela Renz-Whitmore, and Dumas Slade</p>
Endowment Committee (2-year term, renewable once)	<p>Nominated for Second Term: Howell Lind, Cheri Plavnick, and Linda Suydam</p> <p>Continuing in Place: Andy Apple and Pat Diem</p>
Leadership Succession Committee (2-year term, renewable once)	<p>New Nominees: Ron Garcia-Herrera</p> <p>Continuing in Place: Judy Bentley, John Edwards, Andrew Fearnside, Lucy Silva, Chris Mayo, and Bill Slakey</p>
Financial Review Committee (2-year term, renewable once)	<p>New Nominee: Peter Chestnut</p> <p>Continuing in Place: Jan Lee and Bethe Orrell</p>
Moderator (no term limit)	Michael McDonald

*Subject to vote. **Not subject to vote.

2019 LSC Members

Andrew Fearnside,
Chair

Vance Bass

Judy Bentley

John Edwards

Chris Mayo

Lucy Silva

Bill Slakey

The Leadership Succession Committee (LSC) is responsible for preparing a slate of candidates for elections at our Annual Meeting. The LSC makes recommendations for nominees to fill vacancies on the Board of Directors, Endowment, Financial Review, and Leadership Succession Committees. There are 26 positions on these committees. For 2020 elections, the LSC has developed a slate of 11 candidates. Seven are new nominees for vacancies and four are nominated for a second term.

Bios of new and second-term nominees appear on the following pages.

Leadership Succession Report

New and Second-Term Nominees

President

Heather Clark (New Nominee)

Heather has been a church member since 2001 and currently serves on the board. She has served on the Social Justice, Healthy Community, and Leadership Succession committees, and on the Religious Education council. She also has been an RE teacher, a counselor at UU Kids Camp, a covenant group leader and participant, a member of the Mindful Parents extended family, and is a member of the choir. Heather was raised Protestant, but now is a UU agnostic with nature-based spirituality and Buddhist leanings. She is married to church member Bill Slakey; they have three children.

Treasurer

Faye Rafferty (Renewed)

Faye has been involved with UU churches for more than 30 years. She initially worked in human services then went back to school for an MBA and worked 30+ years in business, mostly negotiating and managing large contracts. She is now retired. Her interests include cycling and birding. She joined the church as soon as she moved permanently to Albuquerque in April 2018.

Board of Directors

George Bakula (New Nominee)

George has been a member of the iMinistry (A/V) team since joining First Unitarian in 2008, using his experience as a TV director/producer in the FAA to run video and audio. As the team leader, he helped design and install the video system in our Sanctuary. He co-chaired the Capital Campaign to raise funds for the Sanctuary. His other activities in the church include after-school tutoring, changing the church sign, and helping mail out the hardcopy Messenger. In the past, he led the highway cleanup team, participated in two different covenant groups, served on the Social Justice Committee and several Stewardship teams. He and his wife, Gwen Sawyer, have been Unitarians since 1984, and are enjoying

retirement to travel, visit family, and participate in church activities.

Doug Loescher (New Nominee)

Doug Loescher joined First U in November of 2011. After joining, he served two terms on the Finance Committee and he did Sunday morning setup for several years. He was a member of the Intern Committee for Dan Lillie and is currently a co-chair of the Intern Committee for Jane Davis. He is a member of the Caring Cooks, which is a Care Network group that prepares and freezes meals that are distributed to individuals and families experiencing difficult times. He has participated in numerous religious education classes on Buddhism and on Christianity. Doug retired in 2012 from Sandia Laboratories where he worked on various electrical engineering projects.

Aroop Mangalik (New Nominee)

A native of India and Doctor of Oncology, Aroop first heard of Unitarianism and their work with the civil rights movement in the early 1960s. About four years ago, he met a friend from First Unitarian and decided to visit. The sign at the entrance - "Non-believers and Atheists welcome" - was reassuring and the sermons and discussions further gave him a feeling of belonging. He joined the church in December 2016. Since joining, he has worked with Beth Elliot and her Death Doula initiative which he hopes to continue and expand. He has also shared the pulpit with Rev. Angela and talked about the New Mexico legislative initiative on Medical Aid in Dying.

Sally Wistrand (New Nominee)

Sally Wistrand began attending First Unitarian in June of 2017 and became a church member a few months later. She quickly became involved in the Immigrant Justice Task Force and is now their chairperson, as well as being on the Social Justice Council and active with Family Promise. In the past she has served on the board of two other churches. She also works with the New Mexico Faith Coalition here in Albuquerque. She is married to church member Dawn Tschabrun.

Leadership Succession Report

Endowment Committee

The Rev. Howell K. Lind (Second Term)

I am a third generation Universalist. I served the UU ministry for over 50 years as a parish minister, interim minister, developmental minister, national church consultant, and as a District Executive of the Unitarian Universalist Association. I have also served as an adjunct professor on the faculty at more than a half a dozen theological schools teaching Unitarian Universalist polity, history, and worship; generational norms; church emotional system thinking; and congregational evaluation and assessment.

I am a strong advocate for, and believer in, our UU covenantal faith having the power to change individual lives, our community, and the world. I am married to the Rev. Nancy Bowen and, together in our retirement from active ministry, we continue to attempt to live out our shared faith in both actions and words as we try to make a religious and faithful difference in the world.

Linda Suydam (Second Term)

Linda joined First Unitarian in January 2011 after moving to New Mexico with her husband, church member Jake Barkdoll. She served as the church treasurer from 2013-16. More than 40 years ago, Linda began her career as a social worker with the Division of Youth and Family in New Jersey. After moving to planning, budgeting, and supervision during that six-year employment, she transitioned to the FDA in Washington, DC. In 1992 she became the FDA's Associate Commissioner for Operations and later Deputy Commissioner for Operations. She left the FDA in 2002 to become the President and CEO of the Consumer Healthcare Products Association. She retired in 2011. She now enjoys volunteer work and traveling with her husband.

Cheri Plavnick (Second Term)

Cheri began attending First Unitarian in January 2015 and became a member the following October. Since joining, Cheri has served two terms on the Finance Committee and two years on the Membership and Endowment Committees respectively. Cheri is a retired social worker who held leadership positions at

the synagogue she belonged to in Los Angeles, including serving on the board of directors. Since retiring, she has engaged herself in a variety of volunteer activities; the one she is passionate about is doing pro bono mediation at Metro Court.

Leadership Succession Committee

Ron Garcia-Herrera (New Nominee)

Ron began exploring UUism and became a church member around 2002. He shortly thereafter moved to Las Cruces and subsequently to the west coast where he served UU congregations on many levels including board of directors. He is currently active in our Immigrant Justice Task Force, the RE Social Justice group, the Intercambio group, and has served as a coffee crew member and usher. He is a semi-retired Physician Assistant and served close to 30 years in the USAF. He serves on the resource committee of Parkland Village and volunteers regularly at the National Hispanic Cultural Center. He is the co-founder of Physician Assistants for Latino Health and is the AAPAs Liaison to the National Hispanic Medical Association. Ron has lived in NM for over 25 years. His family has been in New Mexico for many centuries.

Financial Review Committee

Peter Chestnut (New Nominee)

Peter is a third generation UU and a member of this congregation since 1990. Past service here includes the Religious Education committee, the board of directors, and our first church band Some Assembly Required. He is currently a Family Sing leader. Peter's financial oversight experience includes decades on the board and finance committee of natural food cooperatives in New Mexico and the southwest.

Moderator (no term limit)

Michael McDonald

Michael has been an active member of the church since 1985. He is a former board member, has served on many church committees, was an active Religious Education volunteer, and helped found the weeklong UU Kids Camp. Michael currently

Leadership Succession (cont'd.)

serves on the Radical Generosity Committee, which conducted this year's pledge drive, and is active in the church's Bosque cleanup crew. Michael's favorite role is as Church Moderator, which he has filled since 2010 after serving for several years as Church Parliamentarian. He finds it rewarding to represent a congregation that works so well together.

Access the Annual Report

A draft of First Unitarian's **Annual Report** is available online on the right-hand side of the home page (uuabq.org). Updates will be published after the Annual Meeting. Hard-copy readers may contact the office at 884-1801 to receive a paper version.

Budget Q & A Session January 19

The Board will have an open question and answer session about the proposed 2020 budget for any interested parties on Sunday, January 19, from 12:00 to 1:00 in Memorial Hall.

Proposed Operating Budget

	Budget			Change	
	Approved for 2019	Proposed for 2020	Prct of Total	Amount	%
INCOME					
CONTRIBUTIONS	\$953,375	\$998,157		\$44,782	5%
PLEDGES	\$863,375	\$927,713		\$64,338	7%
Operating Fund	\$780,361	\$863,216	82.2%	\$82,855	11%
Capital Fund	\$83,014	\$64,497	6.1%	(\$18,517)	-22%
MUSIC ANGELS FUND	\$34,000	\$16,444	1.6%	(\$17,556)	-52%
NON-PLEDGE GIFTS	\$56,000	\$54,000	5.1%	(\$2,000)	-4%
RENTALS	\$28,000	\$30,000	2.9%	\$2,000	7%
MISCELLANEOUS	\$7,800	\$6,700	0.6%	(\$1,100)	-14%
ENDOWMENT FUND INCOME	\$19,995	\$15,000	1.4%	(\$4,995)	-25%
SURPLUS	\$0	\$0		\$0	n/a
TOTAL INCOME	\$1,009,170	\$1,049,857		\$40,687	4%
OPERATING EXPENSES					
STAFF COMPENSATION	\$664,679	\$709,063	67.5%	\$44,384	7%
PROGRAM DIRECTORS EXPENSES	\$28,396	\$31,445	3.0%	\$3,048	11%
OPERATIONS	\$128,200	\$129,900	12.4%	\$1,700	1%
RELIGIOUS EDUCATION	\$12,700	\$10,500	1.0%	(\$2,200)	-17%
MUSIC PROGRAM	\$11,300	\$11,300	1.1%	\$0	0%
SUNDAY SERVICES	\$5,000	\$5,400	0.5%	\$400	8%
COUNCILS & COMMITTEES	\$9,050	\$10,050	1.0%	\$1,000	11%
BRANCHES	\$7,235	\$10,235	1.0%	\$3,000	41%
MISCELLANEOUS	\$26,635	\$34,322	3.3%	\$7,687	29%
SUBTOTAL OPERATING EXPENSES	\$893,195	\$952,215	90.7%	\$59,019	7%
Surplus from Operations	\$115,975	\$97,642		(\$18,333)	
OTHER EXPENSES					
FOR TRANSFER TO CAPITAL FUND	\$83,014	\$64,497	6.1%	(\$18,517)	-22%
MORTGAGE PAYMENTS	\$68,014	\$59,497	5.7%	(\$8,517)	-13%
Interest	\$34,230	\$21,838	2.1%	(\$12,392)	-36%
Principal	\$33,784	\$37,659	3.6%	\$3,875	11%
CAMPUS CARE INVESTMENTS	\$15,000	\$5,000	0.5%	(\$10,000)	-67%
CONGREGATIONAL COMMITMENTS	\$32,960	\$33,145	3.2%	\$185	1%
SUBTOTAL OTHER EXPENSES	\$115,974	\$97,642	9.3%	(\$18,332)	-16%
TOTAL EXPENSES	\$1,009,170	\$1,049,857		\$40,687	4%
Net Balance (Income less Expenses)	\$0	\$0		\$0	



First Unitarian Church
3701 Carlisle Boulevard NE
Albuquerque, NM 87110

www.uuabq.org phone (505) 884-1801

ADDRESS SERVICE REQUESTED

- DATED MATERIAL -

Non-Profit
Organization

US POSTAGE PAID
Albuquerque, NM

Permit No. 80

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 Congregational Meeting on Sunday, January 26.

Pre-Meeting Soup & Salad Lunch

Help send a child to camp! The UU Kids Camp will be holding a fundraising lunch in the Social Hall on **Sunday, January 26** at 12:00, to raise money for the camp scholarship fund. **They'll be serving soup, salad, and bread for a donation.** All proceeds will go toward UU Kids Camp scholarships. People of all ages are welcome!



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