



The Messenger

FIRST UNITARIAN

Albuquerque ♦ East Mountains ♦ Socorro



2021 Annual Meeting

January 31 • 2:00 pm • Zoom

Meeting ID: 168 223 701

The annual congregational meeting will be held on Sunday, January 31 at 2:00 pm over Zoom. Everyone is invited, but you must be a member in good standing as of December 31, 2020 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 Nominees 2021

Eligible congregants (see above) will vote for the following Change for the Future candidate organizations at the meeting.

There will be breakout sessions starting at 1:00 pm to learn more about the organizations. Meeting ID: 168 223 701

ACLU of NM protects and advances justice, liberty, and equity as guaranteed by the constitutions of New Mexico and the United States, especially focused on groups that have been historically disenfranchised.

Brain Injury Alliance of New Mexico will use funds to pay for an Outreach Program Coordinator to respond to requests for assistance, organize volunteers, improve services and support, and stock and distribute brain injury survival toolkits.

Casa Fortaleza's Promotora program engages and empowers leaders from Spanish-speaking communities to speak out against sexual violence and educate the community about services offered.

Jubilee House Community Center seeks to fund 40 health promoters in Nicaragua who have first aid kits in their homes and offer care to people at night and on the weekends when their health clinic is closed.

La Plaza de Encuentro is improving digital integration and literacy during Covid-19 to include essential computer technology skills, access to technologies, and support services to strengthen our Latinx immigrant community.

New Mexico Gay Men's Chorus is producing UNBREAKABLE by Broadway composer Andrew Lippa, a concert addressing stories of LGBTQ pioneers and icons, telling their place in history. This will employ local musicians and technicians, many of whom have been under-employed during the pandemic.

Read to Me Network will use funds to address the need for greater diversity represented in children's books by buying quality books to donate to children to fill the gap left in donations due to the pandemic.

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 Laira Magnusson at LMags@uuabq.org to request a mailed copy.

Agenda

Confirmation of Quorum (10% of the membership)

Michael McDonald, Moderator

Call to Order

Review of Rules of Debate

Michael McDonald

Voting Instruction & Practice

Michael McDonald

Chalice Lighting

Heather Clark, President of the Congregation

Reports

Annual Report and Volunteer Recognition

Heather Clark

Treasurer's Report

Faye Rafferty, Treasurer

Endowment Fund Committee Report

Pat Diem, Chair

ARC Building Task Force Report

George Bakula & Gwen Sawyer, Chairs

2021 Budget

Presentation of 2021 Operating Budget

Faye Rafferty

Warren Hayslip, Director of Finance & Operations

Vote to Accept 2021 Budget

Michael McDonald

Leadership Succession Committee Report

Introduction of 2021 Nominees for Leadership

Andrew Fearnside, Chair

Vote on 2021 Leadership

Michael McDonald

State of the Church Report

The Rev. Angela Herrera, Senior Minister

“Change for the Future” Voting

Michael McDonald

Adjourn

Michael McDonald

Leadership Succession Report

Nominees* & Continuing Positions**	
President (1-year term, renewable once)	Mikaela Renz-Whitmore
Treasurer (1-year term, renewed)	Faye Rafferty
Board of Directors (2-year term, renewable once)	New Nominees: Sara Friederich, Melisa Nicoud, Milagros Padilla, Carla Williams Nominated for a Second Term: Raven Reed Starr Continuing in Place: George Bakula, Doug Loescher, Aroop Mangalik, Sally Wistrand
Endowment Committee (2-year term, renewable once)	New Nominees: Gary Norris, Kathleen Rhoad Nominated for a Second Term: Andy Apple Continuing in Place: Cheri Plavnick and Linda Suydam
Leadership Succession Committee (2-year term, renewable once)	New Nominees: Brenda Cole, Chris Johnson, Jordan Jones, Andrea Mason Continuing in Place: Andrew Fearnside, Ron Garcia-Herrera, Lucy Silva
Financial Review Committee (2-year term, renewable once)	New Nominees: John Kwait, Martin Molecke Nominated for a Second Term: Bethe Orrell Continuing in Place: Peter Chestnut
Moderator (no term limit)	Michael McDonald

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

2020 LSC Members

Andrew Fearnside,
Chair
Judy Bentley
John Edwards
Ron Garcia-Herrera
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 27 positions on these committees. For 2021 elections, the LSC has developed a slate of 17 candidates. Thirteen 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

Mikaela Renz-Whitmore (New Nominee)

Mikaela grew up in Albuquerque and is raising her family here. She joined First Unitarian in 2007. She volunteered with the Worship Team, RE, and the Leadership Succession Committee before joining the Board in 2019. She is a professional community planner with strategic planning experience, which was recently put to work for First U's Covid-19 Advisory Council. Her kids, Umea and Beckett, are 11 and 8, respectively.

Treasurer

Faye Rafferty (Renewed for 3rd Year)

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

Sara Friederich (New Nominee)

Sara has been involved in a wide variety of volunteer positions since joining First Unitarian in 1989. She has led fundraising campaigns to bring UUs to Albuquerque for the Balloon Fiesta, a drive to purchase the chairs for our Sanctuary, served on the Board from 1998-2001, and was Board President during the initial phases of a major building project involving construction of new offices and a new RE Wing. She served on the Stewardship Committee for many years, and has also served on the Nominating Committee.

In recent years, Sara chaired the Sanctuary Building Aesthetics Team ("SBAT") which was charged with moving our Alexander Girard Mural to our new sanctuary, and overseeing the various other artistic displays in the sanctuary and its foyer. She organizes donors for worship service flower arrangements, is a

coffee crew volunteer, and, in 2019, she started offering public talks on the Alexander Girard Mural.

Melisa Nicoud (New Nominee)

Melisa Nicoud began attending a UU church in Wisconsin in 2009 and started attending First Unitarian after moving to Albuquerque in 2011. She and Dumas Slade became members in 2015 when they were married by then Ministerial Intern, James Galasinski.

Melisa is retired from a 25+ year career which has included work as an academic librarian, a faculty member at the University of Montana, a librarian at the National Museum of Wildlife Art, and as a personal chef in Jackson Hole, WY.

Melisa's volunteer work at First U has included five years working at the office reception desk, serving on the Landscape Committee, cooking for Family Promise, and the garden design and maintenance of Memorial Garden, including the installation of a liturgical art piece, Indra's Web. In 2019, she worked with Andrea Mason to outfit and organize the newly remodeled Social Hall kitchen and organized church groups to provide Sunday morning snacks as fundraisers.

Milagros Padilla (New Nominee)

Milagros began attending First Unitarian Church in December 2019, after moving from Florida where she attended UU Clearwater. There, she co-facilitated Beloved Conversation for the congregation, and was an active member of the Social Justice Committee.

Previously, she was a member of UU St Pete's, where she was a greeter and active in the following committees: Membership, Ministry, Social Justice, Interim Minister Search, and Worship Associate.

Milagros is a retired Health and Public Health worker. Her work has ranged from physician assistant to planner and administrator. She has served on multiple boards and in community organizations.

Leadership Succession Report

Carla Williams (New Nominee)

Carla began attending First Unitarian in 2018 and became a church member in 2019. She is currently on Rev. Bob LaValle's Advisory Committee, has been involved in the UU People of Color group, and joined the Social Justice Council last fall. She and her wife got married January 16, 2020 in the newly renovated social hall. They have 5 children, ages 11 to 16 years old.

Carla has been a firefighter for the Albuquerque Fire Department for 23 years. She will complete a Masters of Science in Professional Counseling program in March. When completed, she plans on working with first responders and children who have experienced PTSD. She also has numerous certifications in suicide prevention. Carla believes in being her authentic, open-minded self, and living life her way; and, along the way, trying to make people's lives a little bit better by helping them see the best in themselves.

Raven Reed Starr (Second Term)

Raven Reed Starr is the contact person and main organizer for the Covenant of Unitarian Universalist Pagans (CUUPS) at First Unitarian. She has been a pagan since 1986, a UU since approximately 2000, a member of First Unitarian since 2005, and has served on the board since 2019. She has led public pagan rituals for 20 years and has mentored other ritual leaders. She is on the Worship Committee and has served as a worship leader since 2016. She is passionate about caring for animals and has hobbies too numerous to mention.

Endowment Committee

Gary Norris (New Nominee)

Gary Norris, along with his wife, Debbie, became a member of the UU Church of Ventura, CA in 2017. This past August, they relocated to Albuquerque to be near family and joined First U in November, 2020.

In California, Gary served on the Finance Committee, then became Treasurer, and was on the board. At a previous church, Gary served as a board member, and as the Chairman of the Endowment Committee. He was also on the board of a volunteer hospice for many years and was board president.

Professionally, Gary practiced law for more than 40 years in California where he opened his own office in 2005. He is now retired, and looks forward to getting to know new friends in Albuquerque. Gary and Debbie look forward to experiencing the hiking trails near their home. They have one daughter and one son and seven grandchildren.

Kathleen Rhoad (New Nominee)

Kathleen Rhoad began attending First Unitarian in the Fall of 2010 and became a member almost immediately. Formerly she was a member of Unitarian Church in Ft Lauderdale for about 23 years. In the past, she served on the Membership Committee for 4 years, 3 years as the chair. She also helped to reactivate the First U hiking group in 2010, which usually hikes the second Saturday of the month.

Andy Apple (Second Term)

Andy has been a member of this church since 2016, and has served on the Endowment Committee since 2019. He previously served on Dan Lillie's intern support committee. A retired school psychologist, he moved to Albuquerque in 2011 from Milwaukee, where he was member of the First Unitarian church there. He has worked as a docent at the Albuquerque Museum and also tutors students in reading and math.

Leadership Succession Committee

Chris Johnson (New Nominee)

Chris has been a member of First Unitarian for 25 years. He has been trained as an instructor in the Our Whole Lives curriculum, and has served as an OWL instructor for nearly 15 years. It is a joy for him to serve, and he hopes to continue to do so.

Jordan Jones (New Nominee)

Jordan has had a 30-year career in technology, as a technical writer and IT leader. In addition to that, he has worked as an editor, writer, and publisher.

Jordan has served in UU leadership roles (long ago), as well as in leadership roles in non-profits. He was the President of the National Genealogical

(cont'd)

Leadership Succession Report

Society and a board member for the North Carolina Genealogical Society and of the Association for Intelligent Information Management (AIIM).

Currently, he is president of the New Mexico Book Association and a board member and technology chair of the New Mexico Genealogical Society.

Andrea Mason (New Nominee)

Andrea has had a varied career, including working for a federally-funded project right out of graduate school, to being a full-time potter, to working in high tech, to being an LGBT activist, to running her own business as a personal chef and caterer, and most recently, as a program manager in a nonprofit organization.

Andrea has been a UU since 2000, when she joined First Parish Church of Groton, MA. There, she helped start a monthly community dinner program, served as a mentor in the Coming of Age program, and taught OWL to middle schoolers – twice! She also served as a member of the board of Trustees. Since joining First Unitarian ABQ three years ago, Andrea has been a member of the Caring Network and the Family Promise Leadership group. She also helped design and furnish the renovated Social Hall kitchen.

Financial Review Committee

John Kwait (New Nominee)

John has been a member of First Unitarian since 2008. He is a member of the Mindful Parenting group. In the past, he has served on the board of directors, Strategic Planning Committee, Radical Generosity Committee, and the Senior Minister Search Committee. He is married to church member Kathy Kwait; they have one daughter, Robyn.

Martin Molecke (New Nominee)

Marty and his wife Connie first joined First Unitarian in the 1987-88 time period, pre-Christine Robinson! They remained members until about 1995, when their teenage sons lost interest, but missed the church and rejoined in 2004. Marty has been an active participant in several First U men's groups, and they have been in the Prickly Pear extended family. Connie is the lead for First U's English as a Second Language program.

Marty is a retired nuclear scientist and was principal

investigator and program manager at Sandia National Laboratories, where he was responsible for budgeting, tracking, and reporting multiple multi-million dollar scientific programs. These included intra-laboratory, national, inter-laboratory, and international cooperative programs with Department of Energy and Nuclear Regulatory Commission funding. He also manages multiple, personal financial mutual funds and has named First U as a recipient in his estate plan. Marty also served as the financial investment advisor for the NM Autism Society in the late 1990s.

Bethe Orrell (Second Term)

Bethe has been a member of this church since 2006, and has served on the Financial Review Committee since 2019. She has been a covenant group leader, a member of the arts committee, served on the Social Justice Council as Treasurer and now President, and was part of the Radical Generosity Committee's team of visiting stewards. She was the wife of a Methodist preacher for 10 years doing much pastoral care and other church work. She has a degree in accounting and a career in business, including owning a yarn store. She is a fiber artist who does studio weaving.

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'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.

Proposed Operating Budget

	2020 Budget	Proposed 2021 Budget	% of 2021 Budget	2020-21 Change (\$)	2020-21 Change (%)
INCOME & CASH SOURCES					
CONTRIBUTIONS	998,157	982,436	86.3%	(15,721)	-1.6%
PLEDGES	927,713	918,436	80.7%	(9,277)	-1.0%
Operating Fund	863,216	870,351	76.5%	7,136	0.8%
Transferred to Capital Fund	64,497	48,084	4.2%	(16,413)	-25.4%
MUSIC ANGELS FUND	16,444	0	0.0%	(16,444)	-100.0%
NON-PLEDGE GIFTS	54,000	64,000	5.6%	10,000	18.5%
RENTALS	30,000	15,000	1.3%	(15,000)	-50.0%
MISCELLANEOUS	6,700	3,950	0.3%	(2,750)	-41.0%
ENDOWMENT FUND INCOME	15,000	30,000	2.6%	15,000	100.0%
2020 SURPLUS	0	106,556	9.4%	106,556	n/m
TOTAL INCOME/CASH	1,049,857	1,137,942	100.0%	88,085	8.4%
OPERATING EXPENSES					
STAFF COMPENSATION	709,241	750,956	66.0%	(41,715)	-5.9%
PROGRAM DIRECTOR'S EXPENSES	31,445	31,768	2.8%	(323)	-1.0%
OPERATIONS	129,900	139,000	12.2%	(9,100)	-7.0%
RELIGIOUS EDUCATION	10,500	10,500	0.9%	0	0.0%
MUSIC PROGRAM	11,300	11,300	1.0%	0	0.0%
SUNDAY SERVICES	5,400	10,000	0.9%	(4,600)	-85.2%
COUNCILS & COMMITTEES	10,050	10,050	0.9%	0	0.0%
BRANCHES	10,235	9,005	0.8%	1,230	12.0%
MISCELLANEOUS	34,143	23,050	2.0%	11,093	32.5%
TOTAL OPERATING EXPENSES	952,214	995,630	87.5%	(43,415)	-4.6%
Cash Surplus from Operations	97,642	142,312		44,670	
ADDITIONAL EXPENDITURES					
FOR TRANSFER TO CAPITAL FUND	64,497	86,084	7.6%	(21,587)	-33.5%
MORTGAGE PAYMENTS	59,497	48,084	4.2%	11,413	19.2%
Interest	21,838	20,456	1.8%	1,382	6.3%
Principal	37,659	27,628	2.4%	10,031	26.6%
PLANNED CAPITAL IMPROVEMENTS	5,000	38,000	3.3%	(33,000)	-660.0%
CONGREGATIONAL COMMITMENTS	33,145	56,228	4.9%	(23,083)	-69.6%
SUBTOTAL	97,642	142,312	12.5%	(44,670)	-45.7%
TOTAL USES OF CASH	1,049,857	1,137,942	100.0%	(88,085)	-8.4%
Net Cash Balance	0	0		0	

Budget Q & A Session January 24

The Board will have an open question and answer session about the proposed 2021 budget on **Sunday, January 24 at 12:30 pm on Zoom. Meeting ID: 928 8622**



First Unitarian Church
3701 Carlisle Boulevard NE
Albuquerque, NM 87110

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

ADDRESS SERVICE REQUESTED

– DATED MATERIAL –

SPECIAL EDITION

**Information Inside for Virtual
Congregational Meeting on Sunday,
January 31.**