



THE MESSENGER

FIRST UNITARIAN

Albuquerque • East Mountains • Socorro

This Month's Theological Theme Is Awakening.



At times, over the past year or so, I have felt as if my faith was stretched to the limit, running out and trickling down the drain as each setback reared its head or re-emerged: pandemic, climate emergency, war, disturbing political events, ongoing violence against People of Color and those in the LGBTQ+ community, plus any personal losses of any community, people, safety—you and I could easily continue listing more. But the Universe is still emerging, still changing, still being born. If the complexity of our times is weighing us down, let's begin our Faith Renewal with just ourselves, and then with our own community. From there we can expand our renewal to other entities and approach a sense of Awakening.

In Religious Education last month, we recognized our own gifts and the simple gifts that we will always have. Then we realized the beauty of our practice of covenanting together and joining forces for the common good—working together. Having started with ourselves and our own community, gathering hope and courage, we now progress to awakening to what really matters: being present to wonder and beauty, seeing the pain and struggle of others, and realizing we have some power to heal, especially our beleaguered Earth, as Earth Day approaches. These are the Religious Education themes for April.

We have begun by placing our faith in ourselves. Hope can be cultivated there. Building community is a group effort. Our new Strategic Plan, approved in January, feeds my faith renewal. It speaks to me of a determination to strengthen our relationships with each other, expand our church culture, and broaden our community. All work we plan to do together. Again, when we can work together, we build faith in each other, and hope is the result. Where hope and trust lives, faith can emerge.

The cultivation of hope means that we do this work expecting good things to happen. It will be hard, and the road will be muddy and rough, but we'll get there. Heaven knows how, but we will. Woyaya, woyaya (we are going).

Mia Noren, Director of Religious Education, Credentialed

The 8th Principle Task Force

At our Annual Meeting in January, the congregation adopted a Strategic Plan that names anti-racism / anti-oppression / multiculturalism as a strategic direction for our church from 2022–2026. The board is creating an 8th Principle Task Force to guide our congregation through a year of learning and action around this work in preparation for a vote about adopting the 8th principle at our annual meeting in January 2023. Learn more about what the board has charged the task force to do and how to engage in this work by visiting our 8th Principle web page at:

uuabq.org/the-8th-principle/



Paula Cole Jones on April 23

Everyone in the congregation is invited to attend an online workshop with the co-founder of the 8th Principle movement, Paula Cole Jones, on **Saturday, April 23**. The workshop is from 1:00 - 4:30 pm and consists of two 90-minute sessions separated by a 30-minute break. She'll provide experiential learning on the relevance and transformative nature of the 8th Principle and a larger framework for understanding cultural change in the UU context.

Register at:

<https://tinyurl.com/eighthworkshop>

Worship Calendar for April

Virtual Worship: Sundays at 9:00 am

Enter Meeting ID:168 223 701 or [click here.](#)

In-Person Worship: Sundays at 11:00 am

Social distancing is observed and masks continue to be required.

Virtual Vespers: Wednesdays at 7:00 pm

Enter Meeting ID:593 831 292 or [click here.](#)

April 3: “Awakening”

The Rev. Angela Herrera

Spiritually speaking, the opposite of being awake isn't being asleep, it's more like being in a trance. How do we become aware of the trances we are in?

Music: David Berkeley, Santa Fe singer-songwriter

April 10: “Palm Sunday”

Matt Pargeter-Villarreal, Intern Minister

Many all over the world will be observing Palm Sunday this day, celebrating the arrival of Jesus into Jerusalem. But, with global warming and climate change wreaking havoc on our world, what would the Divine have to say about our world today? Join Matt for a discussion of the 7th Principle and why it matters for us as people of faith and stewards of the environment.

Music: Gabriel Longhuinos and Pauline LaBar-Shelton

Friday, April 15: Good Friday Service

The Rev. Bob LaVallee

In-person only at 7:30 pm

In Christian traditions, Good Friday is the start of a transition that ends with Easter. Christians observe Good Friday by specifically focusing on the crucifixion of Jesus. In this UU Good Friday service, we will consider the many kinds of crucifixions that occur in the world today. Our Good Friday service is a minimalist lamentation, with low lights and no music. Participants are asked to enter and leave the sanctuary in silence.

We Light a Candle

♥ We grieve the death of John Hawley, a who attended the Socorro Unitarian Universalists branch, and hold close friends Candace Lindquist & Richard Sonnenfeld in our loving care.

♥ We hold Alana Rodriguez and her family in our hearts as they grieve the death of Sam Rivera, her daughters' father.

♥ We grieve with Samantha Miranda, whose father has died.

♥ We light a candle with Debbie Norris for her sister as she recovers from a car accident.

♥ We send healing thoughts to Martin Molecke, who is recovering from surgery, and Lisa Johnson, who has broken her arm.

If you're experiencing difficulties, health issues, or transitions, reach out to our Caring Network at caring@uuabq.org.

April 17, Easter Sunday

Sunrise Service

Matt Pargeter-Villarreal, Intern Minister

6:30 am in the Church Courtyard

Music: Sol Singers

“When the Dead Refuse to Stay Down”

The Rev. Angela Herrera

Virtual Service at 9:00 am, In-person at 11:00 am

When the dead refuse to stay down, when the living do not cease to be in conversation with them, then Love finds its fullest power. An Easter sermon for our times.

Music: Chalice Choir is back, masks and all!

All Church Easter Party!

The entire congregation is invited

to an all-church Easter party on

Sunday, April 17. **Wear your most**

creative “Easter bonnet” and

Sunday best—we will have an all-ages Easter Parade

immediately following the 11:00 am service!

After that, our community's children will participate in an egg hunt in the courtyard. Adults are encouraged to help out and to bring cash or coins to donate to the designated nonprofits on display.

Finally! Coffee service will return for the first time on Easter. We encourage everyone to bring a coffee cup from home for their brew. Individually-wrapped

treats will also be available for a donation to our new All-Church Events fund! Want to volunteer to

help out with the Easter events? Sign up here:

www.signupgenius.com/go/20f0a45aba729aafd0-reeaster



April 24: Bridging

The Rev. LaVallee

Bridging is the annual UU celebration welcoming our youth into young adulthood. Bridging is a ritual, and a process, and a commitment! First U youth Mozely Bleistein, Gina Kennedy, and Oliver Workman will offer homilies.

Music: Spare Parts

Community News

Membership Milestones

Welcome to our newest members, who joined the church in March!

Ollie Bradstreet

Lisa Westfall

Happy Membership Anniversary in April!

One Year

Philip Hughes-Luing

John Reeve

Five Years

Amy Herrera

Marilyn Holscher

Al Kulp

Maya Stephenson

Lucianna Stermer

Ten Years

Carol & Paul Browne

Andrew & Kathryn Fearnside

Susan Green

Baiba Seefer

Mary Turpin

Fifteen Years

Carolyn Brown & Will Ranken

Paul Roensch

Twenty Years

Michal Mudd

Nell Sale

Twenty-Five Years

Judy Ledman

Forty Years

Harlan Van Camp

Forty-Five Years

Becky & David Steele

Sixty-Five Years!

Sally New

A Message from Angela

Thank you to all who sent supportive words and cards my way while I was on medical leave last month.

Your encouragement means more than I can say. I was able to get the healthcare and healing rest I needed. I returned to work as planned on March 22. It's good to be back!



New! ARRAIGADO Group

Join us for Spanish-speaking, in-person events for any level of fluency. *Arraigado* translates to “rootedness” or “ingrained.” Building an explicit space for Spanish speaking in our congregation will both root us in our wider Albuquerque community and build bridges of understanding between community members. This is not a formal language-learning environment, so if you are a Spanish-learner this is best paired with intentional vocabulary, grammar, and culture studies! Our first event will be held Monday, April 18 (5:30 pm) in Memorial Hall. We will watch a short film and then the conversation begins. Questions? Contact: EmmaLia Mariner (emmalia.mariner@gmail.com) or Linda Skye (Lskye@unm.edu).

New! UUs for a Just Economic Community

The UUJEC is a national group with chapters throughout the country, dedicated to building economic justice in our communities. This work necessarily involves issues surrounding income inequality, human rights, access to healthcare—including reproductive care—food sovereignty, and housing. The chapter at First U will serve as a platform to exercise members’ skills, abilities, and desires in seeking a more just world. That could be rallies, marches, street theater, electronic and direct advocacy, mutual aid, or service to the marginalized. For more information, please contact Kenny Jones at educheretic@gmail.com or by text or voice mail to 832-654-1779.

In the meantime, save the date for the informational/organizing meeting on Sunday, April 10 at 12:30 pm in Memorial Hall.

Monthly Financial Update

First Unitarian Church of Albuquerque				
2022 Financial Update				
<i>(Fund 01- Operating Revenue & Expenses)</i>				
As of 02/28/2022	2022 Budget	2022 Feb YTD Actual	Remaining Budget (\$)	Remaining Budget (%)
Contribution Revenue	\$ 1,068,385	\$ 213,627	\$ 854,758	80%
Other Revenue	38,417	3,373	35,044	91%
TOTAL REVENUE	1,106,802	217,000	889,803	80%
Compensation Expenses	857,320	132,177	725,143	85%
Operations Expenses	114,794	29,392	85,402	74%
Program Expenses	28,022	5,505	22,516	80%
Other Expenses	96,082	8,314	87,768	91%
TOTAL EXPENSES	1,096,218	175,388	920,830	84%
EXCESS INCOME/EXPENSES	10,584	41,612		
Capital Transfer	-48,084	-8,014	(40,070)	83%
Allocated Surplus- Prior Yr	37,500	37,500		
ENDING SURPLUS / DEFICIT	\$ 0	\$ 71,098		
Our Operating Fund is progressing generally as expected for the first two months of 2022. We currently have an Operating Fund Balance of \$71,098. We've received 20% of our annual Revenue budget in two months, which is reasonable. We've spent 17% of the annual Expense budget, which is right on proportionally for two months. If you have questions, please contact our Director of Finance, Phillip Robinson, at accountant@uuabq.org .				

Community News

Board of Directors Update

We are awakening to many new opportunities as a church, and unfortunately also to some stark realities.

First, the opportunities:

- The board has written a **charge to create an 8th Principle Task Force** to help guide our congregation through this year of focused action and learning around anti-racism/anti-oppression/multiculturalism (AR/AO/M) in preparation for a vote on the 8th principle at our Annual Meeting in January 2023. **Look at the short article on the cover for more information about the Task Force.**

- The board also created a task force focused on our **church policies and bylaws** to complement the 8th Principle work. This task force will delve into our bylaws and policies with an AR/AO/M lens. They will also update our bylaws to replace the Financial Review Committee with oversight that is more effective and appropriate given our \$1M+ budget. **If you are a policy wonk and want to serve on this task force**, email boardpres@uuabq.org.

- The board is requesting **all church groups and staff** to send us a summary of what you are planning and doing to implement the **5-year strategic plan** that we adopted in January 2022. If your group contributes to one or more of these strategic directions, we want to hear from you! Email boardpres@uuabq.org.

Now for the stark realities:

The board made a hard decision in March to authorize the hiring a broker who can help us look for a tenant for the Arc Building for the next few years, a short-term decision that many of us hoped we wouldn't have to make. While it was certainly "Plan A" to immediately use this building to serve our growing church and our mission as a liberal faith community, we are facing some hard truths that complicate our next steps.

- **Funds** As I hope you know, our stewardship campaign for this year left us with a + \$125,000 gap between our budget and our pledges, which was only bridged with the radical generosity of one church family. Our capital campaign to purchase the building covered most, but not all, of the cost to acquire the building. We took out a small mortgage that we will be paying off to cover the rest. Renovating the building—even to the extent that we could use it almost as-is—would cost more than we have in our already short budget.

- **Incomplete Information.** Because we belong to a democratic faith, it was always part of the plan—and still is—to provide an open and transparent process regarding the ultimate use of the Arc Building, but **we**

are lacking some important resources to be able to move forward. First, our **campus master plan is over 10 years old**, and it needs to be updated to fully integrate our new building into our campus. We'll **need to hire an architectural firm to help us**, and we'll start our search with Mullen Heller, who did our last plan, designed our sanctuary, and designed the renovation of our social hall. The process to update the master plan will likely take a full year, and will provide many opportunities for everyone to weigh in about how best to put the new building to use. The master planning process will also help us explore what spaces are needed by our many church groups and programs, information we don't currently have post-COVID. We're also lacking good information about the state of our campus facilities and what they might need, which the master plan update will need to address. As you may have heard, **the church just lost our new Director of Operations**, who will be instrumental in this whole process.

- **Time and energy** as precious and limited resources. We committed ourselves to spending this year focused on the 8th Principle work. Trying to have simultaneous conversations about how to use the Arc Building would distract from that work at best, and derail it at worst.

The decision to rent the Arc Building in the short-term buys us a few really important things:

- Time to focus on the 8th Principle;
- Time to hire a new Director of Operations, get them up to speed and ready to take on a campus master plan update, and hire a firm to help us lead that planning effort;
- A source of income to cover the cost of the master plan update (expected at \$15,000–20,000); and to renovate the Arc Building for whatever we decide together is its best long-term use;
- Time to build up funds for campus care, landscaping, and site work to make sure we have safe, beautiful paths to and from the new building into our campus, a welcoming entrance from the east, and maybe even a paved south parking lot (we've been dreaming about that for a long time).

This was a hard a decision for the board, and we know many people will be disappointed. We are, too. But we're also grateful to be here with you in this momentous moment in this church's journey—a **moment of transition and possibility**. Transitions are hard, but the opportunity and excitement of what awakening might bring? Those are good reasons to do hard things.

- *Mikaela Renz-Whitmore, President*

Religious Education



From Our Director of Religious Education



“The path of awakening is not about becoming who you are. Rather it is about unbecoming who you are not.” -Albert Schweitzer

Greetings!

Last month's theme of Renewing Faith really feeds into this month's theme, Awakening. Renewing our faith in ourselves, in the gifts we already possess, in our practice of Covenant, and in what happens when we join forces with others leads directly to the story themes in the coming weeks. What are the ways that this time, our time in this world, call us to Awaken? This month our lessons will explore:

- Waking up to what really matters and weighing things thoughtfully.
- Waking up to Wonder and Beauty and being present for it.
- Waking up to the Pain and Struggle of others and our power, as individuals and together, to help heal.
- Waking up to the Interconnected Web, as we honor Earth Day on April 24.

These lessons are posted on our First UU Families Facebook page, as well as emailed to families registered for RE Programming. On Sundays, all are welcome to our playgrounds to connect, reconnect, and have fun together.

Mia Noren
Director of Religious Education, Credentialed
Dre@uuabq.org

Our Current Programming for Children

Our children need time to play. (So do we!) Time spent outside on our playground helps children re-establish connection with adults, other children, and our church environment. **If you are comfortable with returning, we are here. If you're waiting, we'll be here when you're ready.** The theme of play and interaction will continue.

If you want to be a part of our RE community, please consider volunteering for a session of play! Sign up here: <https://tinyurl.com/2022REvolunteer>

You will be present with kids outside on our playground along with two child-care workers. We are not yet asking for volunteer teachers. RE activities in the building will

resume once children under 5 are able to receive a vaccine.

At home, parents have been responsible for the Religious Education of their children. Noting that families are not returning in large numbers yet, Mia is creating weekly posts and emails featuring a recorded storybook on the theme, questions to ponder together, and an activity to do with children.

To receive these emails and stay up-to-date with the latest in First U RE, register your children/youth in our program. It's free and you'll remain on our email list, which we use to communicate the most up to date information about classes, holidays, and events. You also get access to our exclusive Facebook page, a special birthday gift from us, and more! [Click here to register](#) your family or use this QR code to go to the new Google form registration. This new form will automatically populate a spreadsheet ensuring your contact information is up to date!



Youth News

Remember when you were little, and the world was alive? The trees whispered, animals spoke to you, playgrounds would become castles, and we'd wish upon stars. Now that we're older, we still have moments when we come alive, because that magic wasn't imprisoned in our childhood, it just looks different. Now we get lost in our favorite sport, music, games, or creativity. This month we'll help each other remember the little things so we can more easily awaken again. We'll do that by waking up to what really matters, waking up to wonder and beauty, waking up to the pain and struggle of others, and waking up to the interconnected web.



Alana Rodriguez (youth@uuabq.org)

Youth Programs Coordinator, RE Assistant

Connect & Learn

Sunday Explorations

Bring your tea or coffee and join us at 10:00 on Zoom on the 1st and 3rd Sundays, and 9:45 am in Memorial Hall on the 2nd and 4th Sundays!

[Meeting ID: 842 4289 2753/Passcode: 041625](#)

Our April theme is Awakening

April 3 (Zoom)—Awakening to the World Close

Around Us. The familiar world close around us can become so familiar that we don't actually see it and experience what is here. What is present in what you define as your neighborhood? What does "local community" mean to you? Let's discuss how we define wakening, waking up.

Angela Merkert, facilitator

April 10 (Memorial Hall)—What Does It Mean to Be

Woke? "Waking up to who you are requires letting go of who you imagine yourself to be." - Alan Watts. What awakens us? Music, art, literature, travels, other experiences? Why does it matter to be woke? How do we allow awe and wonder into our lives? Let's discuss practices that support our wokeness.

Angela Merkert, facilitator

April 17 (Zoom)—Awakening to New Ways of

Thinking. Today is Easter in the Christian calendar. Many of us were raised in families who were members of Christian churches. When did you first awaken to the truth that the world's rules, judgements, and strivings did not have to be your own—perhaps your family's commitments to their respective religious doctrines? What meaning do Easter and the Lenten season hold for you now?

Angela Merkert, facilitator

April 24 (Memorial Hall)—Keep Sharp, Part 3 by

Sanjay Gupta, MD We'll continue the 8 steps to reduce the risk of dementia and then cover "Putting It All Together," his 12-week program. Unnecessary to have attended earlier parts.

Ron Friederich, MD, facilitator

Masculinity Documentary Series

The Masculinity Documentary Series with Rev. Bob LaVallee starts **Monday, April 4.** We'll watch "Buck," a documentary about a man who trains horses (and people). **On Monday, April 18,** we'll take on the topic more directly, watching "The Mask You Live In" (it's a pun on masculine, get it?) This documentary follows boys as they navigate norms of masculinity. Finally,

on **Monday, May 2,** we'll get more whimsical, viewing "Men Who Swim," a documentary about an amateur men's synchronized swimming team in Sweden as they consider middle age and friendship. **All films begin at 7:00 pm and will be shown via Zoom.**

Masculinity is a huge topic, and this very short series doesn't pretend to be comprehensive or even remotely academic. For example, the series doesn't address the specifics of being male and being queer or trans or a man of color or a man with a disability. Regardless, these are important elements of identity that I hope will surface during our discussions. **All men are invited to attend.** Attendance at all three viewings is preferred but not mandatory. Invite your male friends! Register in advance for this meeting: <https://tinyurl.com/UUABQmascseries>. After registering, you will receive a confirmation email containing information about joining the meeting.

Coming Soon! Mistakes and Miracles

The Widening the Circle Group (WTC) is organizing an exciting project this spring at First Unitarian. The focus will be the book *Mistakes and Miracles* by Nancy Palmer Jones and Karin Lin, which describes the experiences of 5 UU congregations as they prepared to vote to adopt the 8th Principle. A group of facilitators will lead small group discussions (6-10 per group) beginning early May. Each facilitator will offer a specific location and dates/times for discussion. Participants will select the group that fits their interests. To participate in the discussions, you can sign up during April at the *Mistakes & Miracles* table (before and after) each 11:00 am Sunday Service. We are also exploring a Zoom option for signing up after the 9:00 am virtual service. Stay tuned! Contact Elly VanMil at emvmil@yahoo.com for more information. Contact Linda Skye at lskye@unm.edu if you're interested in facilitating.

Wisdom Circle: Most Interesting Travels

Saturday, April 16, 10:00 am–noon on Zoom

With Mama Earth putting out her lovely blooms while vacation plans begin to gel, we'll gather again on Zoom, this time to share our most meaningful travel experiences and what we took away from them.

Come prepared to tell your stories of discovery and delight, mishap and malfeasance, learning by the seat of your pants, and how your adventures away from home affected you.

All welcome to join in the chautauqua.

Contact Jerilyn at jbowen1@unm.edu.

[Meeting ID: 962 2094 2211 / Passcode: 485006](#)

Groups & Activities

Music Notes from Susan Peck

Local choirs are slowly awakening to singing in person, with safety measures in place (masks, proof of vaccination for singers and audience). The New Mexico Symphonic Chorus, directed by Roger Melone, has held two concerts in our sanctuary. Last month, local Quintessence Choral Artists, directed by Matt Greer, offered a live-streamed and in-person concert titled "Beyond Silence: Music of Loss, Healing, and Celebration."



First U's Sol Singers and Chalice Choir have been rehearsing in person in the well-ventilated social hall, protecting one another by wearing masks and being vaccinated. The Chalice Choir is looking forward to singing in worship for Easter. In addition, our COVID advisory team has agreed that the congregation can safely sing a closing hymn together, with our masks on but out loud!

I've joined the planning team for the One New Mexico Gospel Choir, working with Cathryn McGill and Lowell Burton (NM Black Leadership Council), Dr. Stevie DeJuan Springer (Director, UNM gospel choir), and Cynthia Laughlin (Minister of Music, Mt Olive Missionary Baptist Church). The concert will feature a nationally known headline performer, local gospel stand-outs, and a city-wide gospel choir drawn from local churches. Past soloists included Callie Day (2018), Treva Jones, V. Michael McKay (2019), and Kelontae Gavin (2020).

First Unitarian hopes to host rehearsals for the 1NM gospel choir as well as the final performance. We are thrilled to be partnering again with NMBLC, UNM music program, and local Black Baptist congregations on this project.

Earth Web's Green Corner

Our church's environmental study and action team, Earth Web, will host their annual **Sustainability Fair on Sunday, May 1**, under our wonderful cottonwood tree! After a two-year hiatus, we're glad the patio is open again and ready for plant sales, informational tables, and exhibits about energy and sustainability options. Joining us this year will be the **Animal Advocates Arts & Crafts Fair**, with jewelry, art, and craft items for sale just in time for Mothers Day. If you work for a place that sells HVAC, solar panels, electric cars, or other sustainability products, and would like a table, let Marilyn know. Please contact Marilyn O'Boyle at marilynlea@aol.com if you would like to help!

CUUPS This Month

Join Coyote Willow CUUPS for its planning and social circle on the second Friday of each month at 7:00 pm. Due to the ongoing social distancing requirements, we are again meeting in the virtual world for this event. On April 8, we'll have a guest speaker, Timothy Masterson-Wilde, to talk to us about the Tarot. Don't miss out on this great opportunity to learn more about the mysterious ways of the Tarot. Please have a candle and source of flame nearby for the start of the meeting. Email bboydbabe@gmail.com for the Zoom meeting information.

Volunteer! Spring Campus Clean-Up

Spring is here and so is our next campus clean-up on **Saturday, April 23, 9:00–noon (day after Earth Day!)** Bring your gloves and pruning shears, and come join us to rake, trim, mulch, weed and get our campus lookin' good for Spring! A short 30-minute walking tour identifying many of the xeric plants on our campus will be led by Ron Friederich at 11:30. If interested in helping with cleanup and/or the tour, please sign up at the Connections Table on Sundays or email Melisa Nicoud at mnicoud2@gmail.com.



MONTHLY READS

The Bread, Wine, and Book Club will meet on **Friday, April 8 at 7:00 pm**. Our book will be [*Klara and the Sun*](#) by Kazuo

Ishiguro. Contact Martha Beyerlein (martha.beyerlein@comcast.net) for more information.

The **Monday Afternoon Book Club** will meet **Monday, April 18** at 1:30 pm on Zoom. The book is [*The Last Gift of Time*](#) by Carolyn Heilbrunn. Contact Joyce Etheridge at 509-308-5523 for further information.

The **Nonfiction Book Group** meets every Wednesday at 2:00 pm in the Arnold Room. This month they are discussing [*The Believing Brain: From Ghosts and Gods to Politics and Conspiracies—How We Construct Beliefs and Reinforce Them as Truths*](#) by Michael Shermer. Contact Bob Wood (robertwood@gmail.com) for more information.

The **Readings on Racism Group** meets the last Wednesday of each month at 3:30 pm. Contact Elly Van Mil (emvmil@yahoo.com) to be added to their email list.



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A Unitarian Universalist Congregation
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ADDRESS SERVICE REQUESTED
- DATED MATERIAL -

Sunday Worship Services

Virtual Worship

9:00 am

Albuquerque

11:00 am in the Sanctuary

East Mountains

11:00 AM

1 Deanna Ln.

Edgewood

(off Dinkle Road)

Socorro

4:00 PM

Epiphany Episcopal
Church, 908 Leroy Place

Inviting New Members: Widening the Circle Group

WTC was launched in response to the Widening the Circle of Concern Report (2020) to learn how discrimination, especially racism, is embedded in the UUA and by extension UU congregations. Dedicated to promoting diversity at First Unitarian, WTC members seek to learn how to identify and counteract discriminatory structures, ideas, and behavior. The primary focus is to understand the scope of and need for the 8th Principle in the context of the Report's revelations. To enlarge this effort, we invite new members to join us in planning and participating in various learning opportunities for congregation members and create conditions for a more diverse, welcoming, and beloved community. We meet on the 1st and 3rd Friday of each month from 4:00–6:00 pm. Please contact Linda Skye (Lskye@unm.edu) for more information or for the Zoom link.