

UUABQ Strategic Plan - Implementation Report
Spring 2022

Group you're representing	First Name	Last Name	What plans do you have or what actions are you taking to implement this strategic direction: Anti-racism, Anti-oppression, and Multiculturalism	What plans do you have or what actions are you taking to implement this strategic direction: Church for All Ages	What plans do you have or what actions are you taking to implement this strategic direction: Engagement & Connection	What plans do you have or what actions are you taking to implement this strategic direction: Welcoming Campus	What plans do you have or what actions are you taking to implement this strategic direction: Social Justice	Is there anything else you'd like to share?
Senior Minister	Angela	Herrera	<ul style="list-style-type: none"> - Review worship and publications texts for unintentional bias/microaggressions each week - Meeting with LSC chair and board pres to coordinate leadership recruitment with diversity & anti-racism goals - Arranged funding for a staff person who is BIPOC to attend the Finding Our Way Home Conference, for religious professionals of color - Worked with Exec Team to do marketing outreach targeting diverse audiences, using a dedicated fund for this purpose - Collaborating with Adrien Lawyer (Exec Director of the Transgender Resource Center) to share pulpit with him this summer - Strategizing with board to increase number of applicants to 8th principle task force <p>Related sermons:</p> <ul style="list-style-type: none"> - Feb 13: preached on Widening the Circle - Easter: was about anti-oppression and justice in protestant context. - Mothers Day: about the proliferation of anti-trans laws targeting children. - May 1: includes teaching about the politics of beauty, another anti-oppression theme. 	<ul style="list-style-type: none"> - Collaborated with Staff to design intergenerational easter sunday - Worship design that includes Time for All Ages every week (before the pandemic, we did these only once per month) 	None in this report	None in this report	None in this report	<ul style="list-style-type: none"> - Scheduled staff retreat for May to align staff work with strategic directions - Scheduled meeting with Personnel Committee Chair to plan work aligning with strategic plan
UUABQ music program	Susan	Peck	<p>Including musicians of color in our regular line-up of guest musicians (e.g. Ayo Oriola, Lowell Burton, Lara Manzanaras) as well as licensing pre-recorded music from diverse musicians for use in vespers and Sunday zoom (e.g. Batya Levine, Randy Granger, Lea Morris). Including multi-cultural music in choir repertoire (e.g. Moses Hogan arrangement of "Didn't My Lord Deliver Daniel?").</p> <p>As we begin incorporating more congregational singing in worship, teach more Spanish-language songs and hymns.</p>	None at this time. Looking forward to reinstating RE Family Sing when more families and children are gathering on Sunday morning, hoping Family Sing can evolve into children's choir.	Multiple opportunities for members to participate in music: Sol Singers, Chalice Choir, Spare Parts, ad hoc music ensembles, vespers soloists, Zoom Open Mic. Some projects have been on hold during pandemic: coffee house concerts, RE Family Sing.	Partnering with NM Black Leadership Council to host and participate in 2022 One NM Gospel Choir event, tentatively scheduled for Sunday May 1. I am in a support role. NMBLC will lead the planning for a city-wide gospel choir pulled from several churches, local gospel artists, plus nationally-known gospel headliner.	Choir and band repertoire chosen to support ministers' messages. Sol Singers have learned a number of social justice songs, and look forward to leading group singing at rallies or marches.	
UUABQ Music Program	Susan	Peck	<p>UUABQ is hosting this year's One New Mexico Gospel Choir event in our sanctuary on May 15. Susan is serving on the NM Black Leadership Council planning committee for the event. Several members of UUABQ are participating in the choir, directed by Dr. Stevie Springer.</p> <p>With the departure of pianist Gabriel Longinhos, the music program will advertise for a part-time music support position, pianist or guitarist, with the aim of hiring someone fluent in New Mexican music styles.</p>	<p>As covid restrictions begin to lift in RE and more families resume attendance, we will reconvene our song-leaders for RE Family Sing on Sunday mornings.</p> <p>Picking up a plan that was put on hold early 2020, hoping to implement in Fall 2022: "Banding Together," a fundraiser for youth programs based on creating a handful of intergenerational rock bands. Each band will include youth + experienced adult musicians. Each band chooses a name, 3-song set-list, and a fund-raising strategy, and then rehearses for scheduled performance, a fun capstone event.</p>	Sol Singers are hoping to safely visit folks in hospital, rehab, care facilities, when covid restrictions are lifted.	Our church was the proposed site to host the 2021 annual summer conference of Association for UU Music Ministries, now scheduled for 2023. The annual conference draws 150-350 UU music leaders from across the US and Canada, and the conference choir provides music for the host church's Sunday service. We will need to coordinate dates with NMBLC's Roots Summer Leadership Academy, if we are still hosting that event.	Weekly music programming supports the ministers' messages in worship when possible, including social justice messages.	

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ABQ Faithworks Collaborative	Peggy	Whitmore	First UU is one of the founding members of ABQ Faithworks Collaborative, an interfaith community that leverages shared resources in support of asylum seekers and people who are unhoused or at risk of becoming so. While carrying out its mission, Faithworks works with people of various ethnic and religious backgrounds and works hard to respect the differing beliefs and circumstances of our clients. Faithworks hires translators for clients if necessary and works with organizations in the community who might be able to make our clients more comfortable (i.e. connecting clients from Afghanistan with the Islamic Center). We understand that the cultural differences between the U.S. and our clients' original country can be vast and we have programs in place to help asylum seekers acclimate to their new home.				See ABQ Faithworks answer above.	
Addiction Recovery Group	Raymond	Wolfgang	We are open to anyone, and traditionally anti-racism, anti-oppression and multiculturalism are not directly related to addiction recovery. However, what we are doing, is investigation and research in our individual fellowships (SmartRecovery, 12-Step, etc.) on how they are taking on Diversity, Inclusion and Equality issues. Different fellowships and programs act independently, so we're expecting a pretty wide variety in efforts. Overall, this may take several months, but it's reasonable to have something by the end of the calendar year.	N/A	N/A	N/A	N/A	
After School Tutoring Program	Dawn	Leach	After School Tutoring Program (ASTP) tutors children from the 2nd-5th grade who live in our neighborhood which is predominately Hispanic. We also have some Native American children and welcome all. We practice, demonstrate, teach antiracism-elitism-oppression and multiculturalism and make sure our books and resources show all cultures in a positive light. We have a good relationship with families, but adding volunteers who are bilingual would help our communication with parents. In communication with parents we are mindful of differences in cultures.	Our tutors are church members and nonmembers from diverse backgrounds. We have had teens as tutors in the past and welcome high school students who might be interested in volunteering. We are developing plans for summer months which could include preschool children. We would also like to provide books for adults and possibly develop a library in the future. Last summer we did install a Little Free Library in the Aztec Mobile Home Park. We plan to submit more frequent articles to the Messenger so members of the congregation are more aware of the work being done in the community.	The tutors have good helpful relationships with each other. If tutors have health problems, other tutors offer any needed help. We believe that solid open relationships are built by following democratic principles, listening to each other, and respecting the work of others keeping in mind there are many ways of teaching children.	The family in the community feel welcomed on the church campus. We plan to continue to work with the Landscape Committee and the RE to maintain and improve the playground. After the daffodils finish blooming, we plan to have the children plant pansies. Eventually more green plants in Room 4. We would like to see the patio tiles removed from the playground.	Literacy is a social justice issue, and we plan to continue with the After School tutoring program.	

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Animal Advocates	Sharon	Hall	None at this time	Included RE youth and other young people in our field trips, forums and Critter Club activities	None in this report	None in this report	<ul style="list-style-type: none"> Worked with City and community organizations serving the unhoused for over 10 years through our Pets of the Homeless Project; Promoted plant-based eating . "Policies in favor of the global adoption of plant-based diets will simultaneously optimize the food supply, health, environmental, and social justice outcomes for the world's population. Implementing such nutrition policy is perhaps one of the most rational and moral paths for a sustainable future of the human race and other living creatures of the biosphere that we share." (National Center for Biotechnology Information) 	
AntiRacism Book Group	Pat	Cox Diem	Our group directly attacks anti-racism by reading books on anti-racism and discussing them over ZOOM. We read one book every 2 months and discuss one-half of the book each month. We have been conducting these book discussions for over a year. Our group has 10 members and we have chosen to limit the size to 10 to allow for meaningful discussions and involvement of all 10 members. During our discussions we have linked some of the discussion to WTC and book discussions of Mistakes and Miracles.					
Arts & Aesthetics Committee	Pamela	Livingston	Tentative plans to host African-American and Hispanic art / art history exhibits.	We have approached church youth leadership about hosting an exhibit by youth artists.	Art exhibits in the church social hall prompt discussion among congregants.	Art exhibits in the church social hall make the hall a welcoming place.	Host social justice exhibits of artwork by local artists	Our attempts to engage church youth failed. They were not interested in a youth art show.
Caring Network	Kristin	Satterlee	Nothing specific, except to answer all calls for care.	We are rarely called upon to work with youth, except through their parents, and in fact when we have been called to do so we have worked through RE for legal and ethical reasons.	Connection is our goal. We try to promote and model the idea that the whole church is the Caring Network, and that we care for one another in a million small "casual" ways and through formal and informal church subgroups. The Care Team reached out to make sure members of the community know that the church is there for them, is listening to them and walking with them in difficult times. (And on times of celebration as well, though we are contacted much less often for such things.)	We considered putting "ask me" type ribbons on our nametags	Nothing specific	Nothing right now, but I'll keep thinking about it and consult with the team.

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Covenant Groups	Martha	Beyerlein	<p>The covenant group program looks for opportunities to explore these areas. This year, the Holding History session examined our responses to problematic history, with examples from slavery and the Native experience of Indian schools. The Renewing Faith session included a discussion of community as a dimension of faith and introduced the 8th Principle. The Widening the Circle–Welcoming session included a discussion on microaggressions.</p> <p>The covenant group writers undertook a project to use more quotes from people from marginalized groups—Black, Hispanic / Latinx, Asian, LBGTQ+, and people with disabilities. Covenant group sessions include more than 200 quotes over the 14 sessions, and this year more than 25% were from people in these groups. (We already had a goal of using 40% of quotes from women.) We also sought out quotes from UU people of color, including UU religious professionals.</p>		<p>Covenant groups promote listening and sharing. Groups of people who haven't known each other before make deep connections. Making covenants is part of UU faith, and covenant groups provide a practice of describing how people in a group will relate to one another and use a covenant to resolve difficulties and return to right relationship.</p>	<p>The covenant group program considers welcoming part of its mission and looks for opportunities to explore welcoming in our sessions. In February 2022, the covenant group program had a session on Welcoming as part of the Widening the Circle monthly theme. The session contained discussions about our different identities and ideas about welcoming without microaggressions. It proposed a question, "what would it be like if it were an expectation that we walk up to people at coffee hour and say 'I don't think we've met, my name is' The Chalice Lighting was in both Spanish and English. To write this session, the covenant group program consulted with our church's people of color group, the Widening the Circle group, and adapted material from the church's new greeter's guide.</p>		
Coyote Willow Covenant of Unitarian Universalist Pagans	Victoria	Rosquist	<p>All are welcome</p>		<p>Coyote Willow CUUPS (CWCUUPS) supports the practice and understanding of modern Pagan and Earth-centered spirituality, with a focus on Unitarian Universalist Principles and Sources. We welcome Pagans, Unitarian Universalists, and Pagan-friendly people. It exists to provide a safe, family-friendly environment for celebrating Pagan spirituality.</p> <p>At the beginning of the Pandemic, CWCUUPS turned to Zoom to continue our meetings and rituals. From then on focusing on the internet, Facebook, and Zoom to connect to other pagans. In order to do so, the contact person is our first communication with a member. With the Facebook Group I put up our events and share them with other pagan groups. The event information also goes out through the Google Group. Through Facebook we send out the Zoom link to those interested. The events are also posted to the Church's Facebook Group, The Messenger, and ebroadsheet. As contact person I add members to our Google Group, where all the information about CWCUUPS is posted. Once a</p>			

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Earth Web	Nancy	Shane	Earth Web has decided to focus first on two components, Anti-racism/8th principle and Engagement/connection. A sub-committee met twice and created a list of nine action items (encompassing both ideas, mostly addressing the first however). The sub-committee will present to Earth Web and see what the group would like to do. Some members of the BIPOC committee as well as Bob LaValle are interested in reviewing our plan; Earth Web might choose to wait until we receive that feedback before voting or putting anything in place.	Not focusing on this strategic direction at this time	See Anti-racism above	Not focusing on this strategic direction at this time	Not focusing on this strategic direction at this time	
Family Promise of Albuquerque	Peggy	Whitmore	Anti-Racism and Multiculturalism have always been at the heart of Family Promise. First UU is an affiliate church of Family Promise of ABQ and church members provide meals and other support services 3-4 times a year to the families in the shelter. As stated on the Family Promise website, "It is impossible to separate systemic and structural racism from the reality that people of color, and Black people in particular, are disproportionately affected by homelessness and poverty. Family Promise is committed to being an anti-racist organization. We will educate and engage ourselves, our stakeholders, and the community to work towards overcoming racism, so that race no longer defines who has housing." By continuing to support Family Promise in its work, First UU continues to work against racism and to support our community.				See response above about Family Promise.	
Friday Painters Group	Sharon R.	White	All are welcome		I am the coordinator for the Friday Painters Group that meets every Friday in the Memorial room. We have been meeting there for over 20 years under the leadership of Eleanor Bailey and Roderick Groves who have subsequently passed away. I can send you a copy of our mission statement which we use for our exhibitions in the sanctuary, when we have them. I am currently in Arizona but will be home sometime the first week in April. I don't know when you need these plans from everyone and I'm not sure it pertains to our group. Hopefully I can wait until I get home and then get you a copy. I believe our statement is hanging in the Memorial room on our designated wall. The statement was written by Rod Groves and myself while he was still with us.			

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Healthy Community Committee	Sara	Wofford	We explicitly request people of color to join us as members of the HCC so as to improve representation of their needs..		<p>expressly to address the third and fourth bullets:</p> <ul style="list-style-type: none"> - Launch an ongoing group to keep a constant pulse on the congregation through surveys, listening sessions, etc. - Build skills around recovering from mistakes and repairing relationships <p>For this past quarter, we have been available to listen to church members, we have discussed issues of conflict that have arisen in some groups, and we have used the Messenger to remind members we are here and what we do.</p> <p>In our April meeting, we will discuss more proactive things we can do, including planning a sermonette with Rev. Angela on apology and related communications, as well as previously planned or conducted activities that were shelved due to the pandemic, such as resuming listening sessions, holding a workshop on conflict resolution skills, and creating a survey for the congregation.</p>			
International Folk Dancers	Charlenei	Baker	Our group always has been and always will be open to all comers. We enjoy and preserve the dance traditions from countries around the world.	We welcome singles, couples, and families with children.	We welcome other church groups to join us at any time.	We would be happy to have the existence of our group published in any of the church newsletters and bulletins.	During our announcement time, members are free to and often do report on groups and community issues that need support.	Please stop by the Memorial Hall on Thursday nights at 7:30 to check out this recreational folk dance group that has been meeting at the church since about 1963.
Landscaping and Buildings and Grounds	Melisa Nicoud	Stephen Phillips	Making the church's physical plant and grounds more welcoming to all. Recent upgrades to the RE playground; trash pickup; Chinese Pistache tree in honor of new members; etc.	See above. RE playground upgrades as well as upgrades to church buildings.	Listening to the congregation's input about campus needs.	See above.	See above.	
Leadership Succession Committee	Marilyn	O'Boyle	We spent some time looking at the 8th Principle and talking about our own journeys in relationship with that.		The Leadership Succession met in February and March as a new committee, with two people from the previous LSC committee and five new members. So, our first two meetings have been spent in making connections with each other and forming relationships. This fits right in with the Strategic Plan and is important as we continue to work together for the next two or more years. Strengthening connections and deepening relationships to care for each other			We did engage in some planning for the year, suggesting that there be two events in the Fall, one to celebrate leadership in all church groups and asking those leaders for suggestions of people who may be ready for more responsibility, and another event that would be focused on engaging and educating new potential leaders.

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Membership Committee	Gwen	Sawyer	Encouraging committee members and all persons who visit the Membership Table to sign up for Widening the Circle groups. Modeling the egalitarian sharing of leadership in the Journey of Membership Coalition by rotating the role of convener/note taker to all participants.	Seeking new Committee members from the young adult age group	Attending all New Member joining ceremonies to offer Welcoming Conversations to help new members find what they are looking for in our church. Personally conducting Welcoming conversations with those who request such meetings. Planning to offer New Member breakfasts/lunches/dinners to the 87 members who have joined during the pandemic. Working with Director of Congregational Life to include 'connections tables' at the new member meals. Engaging all church groups who participate in the journey of membership (from first visiting to joining to participating in committees to taking leadership roles to including the church in estate planning) to join a coalition that meets once a month to share information about activities and plans.	Move Membership/Connections table into the courtyard when weather permits to encourage people to stop by and visit and to find info on church activities	At the Membership/Connections table and during the Welcoming Conversations helping members find out where they can access the information about all the Social Justice activities and groups available in the church.	
Ohana	Alison	Grady	We are open to all. We welcome all ages, family types, genders, races, and cultures. We strive to try to do activities that are affordable for all SES and are culturally diverse.	We are an all ages group. We currently have members from their mid 70's to under one. We ask people if they have a group or would like to join one and post sign ups where people can see them.	We are researching ways to connect outside of Facebook and are checking in via email, text and FB with members. We are working on setting some outings for the year. These will be primarily outdoors to ensure COVID safety. Our events are voted on by the group.	We have had sign up booths on Sundays to encourage people to sign up. We also reach out to both current new church attendees and let them know about OHANA.	We do an annual Thanksgiving meal where we create Blessing Bags to give out. We have also attended Women's marches and Pride together. We are continuing to explore how we can implement more social justice projects.	
Penguin Extended Family	Geri	Knoebel	All are welcome	Weaving all ages into all we do to support each other at each stage of our lives.	Strengthening connections and deepening relationships to care for each other.			Despite the COVID limitations, we have been able to maintain our connections and even had several events over that time. In February, we had our first annual planning meeting in 2 years! It was so wonderful to gather in the Social Hall and plan our events for the year. We made plans for social events such as potlucks, game nights, bocce ball lessons, downtown walking tour, and Rio Grande Nature Center Tour. - Annually, we engage in community and church-related service activities. This year we will be participating in events such as APS Title 1 First Day of School and Christmas Drives, joining the MLK Jr. Commemorative March, and volunteering for First U gardens clean-up.

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Penguin Extended Family	Geri	Knoebel						(cont'd) The Penguin Family was formed in 1995 and currently has 41 members. We are an open extended family. Amazingly, 12 members have been part of the Family since the beginning. Over the years, we have become less intergenerational as children have been born, graduated, married and others have aged and now retired. Like any family, our success has been dependent upon a commitment of our members to the family, finding mutual interests, and supporting each other in good or difficult times. Our Family has grown stronger as our connection with each other and with the Church has grown deeper.
Personnel Committee	Geri	Knoebel	Revise all position descriptions, job applications, personnel processes to in AR, AO, M.	None in this report	Be more transparent in personnel issues such as hiring, position descriptions, and personnel processes with the congregation. Put more information out on the church website.	Share AR, AR, M changes with the congregation in personnel recruitment, position descriptions, and personnel processes with the congregation.	More transparency to everyone and other initiatives stated above.	The committee needs more members and a new chairperson.
Radical Generosity	Kris	Kennedy	Recruitment of committee members is opened to everyone in the congregation.	Remind the congregation that their generosity has a direct impact on the church youth.	Committee is discussion strategies to make the request for pledges more tailored to the individual congregant.	Committee members will be more visible to the congregation and visitors.	No one is turned away from pledging to the church. Pledges will also include volunteer work that is done.	
Radical Generosity	Kristen	Kennedy	In anticipation of this year's campaign, we are conducting a survey to get more information about how people want to be recognized and why they give/pledge. We desire to be more sensitive and inclusive with regard to recognition for all forms of generosity within the church, including time, effort, and financial support.	In widening our circle of recognition for generosity in all forms, it also makes space for folks of all ages to be recognized for their contributions.	Rad Gen anticipates publishing more articles this year in a "Caught in the Act of Generosity" column in the Messenger where we recognize members who've contributed in countless ways to the church. The survey is also meant to engage folks in a conversation about what connects them to the church and inspires their pledge.	We attend the new member joining ceremonies each month to put a face to the committee and to frame the reason for pledging to the church. We also are working alongside staff to roll out the use of Realm and hope to use it in this year's campaign. Branding of the pledge drives over the past several years helps to maintain a cohesive and consistent sense of identity, which helps build trust.	Communicating through the campaign materials that giving to the church supports the many values and initiatives that we all hold dear within our congregation and out into the larger community/world.	This has been a helpful exercise to bridge the work of the board to the work of the committee. Thank you.