

UUABQ Strategic Plan - Implementation Report
Summer 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	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	
UUABQ music program	Susan	Peck	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	
Congregational Life	Laira	Magnusson	We hosted the Roots Summer Leadership Academy for the month of July, a camp of the NM Black History Organizing Committee. Our partnership with them builds relationships with the campers and their families.	Organized the church's participation in PrideFest with volunteers and participants from age 9-79. Had a group of 40 attend the Isotopes Game together in June. Planning into fall programming for more multi-generational events, including an all-church Halloween party.	In the planning stages for Connections Sundays, which will be both in person on August 28 and on Zoom on September 11. This will coincide with the rollout of our new church app, Realm, that will allow congregants to find and connect with each other and groups on one platform.	Researching accessibility options and how to make our worship services more accessible for those who are neurodivergent.	Have helped our Adult Religious Education council in solidifying its mission to include more class options geared toward justice issues.	
Youth	Alana	Rodriguez	Use curriculum and materials that have been created using the lens of anti-supremacy, decentering whiteness, and inclusion of BIPOC voices.	Youth group now meets between services, which allows for families to attend together. I am also part of a conversation about planning a youth-led worship service.	I am part of a small staff team who have been planning multi-generational events. I will continue planning those, along with inviting members of the congregation into youth spaces to share something they are passionate about.	My focus is creating a welcoming, inviting space for youth. Right now we share a room with the food pantry, and my hope is that sometime in the near future there will be a dedicated youth room that the youth can have autonomy over and creative insight into how the space can be as comfortable as possible.	One of my programming goals is to find social justice projects that excite the youth and they can get involved in. This can be projects that other church groups are working on, like collecting food for the food pantry. Or working with outside organizations, like Locker 505.	
ABQ Faithworks Collaborative	Peggy	Whitmore	We are taking steps to include people of color on the Board of Directors when current board members leave. In addition to creating our own internal practices and procedures to increase participation by people of color, we are going to meet with a group specifically designed to achieve that goal. See https://www.buildingbetterboardswithpeopleofcolor.com/	None at this time	None at this time	ABQ FaithWorks has recently instituted a gas program for needy folks who come to First UU's campus and need gas money. I suspect most of the need will come from food pantry clientele since they are often living in poverty but there also could be church members who need help.	See Welcoming Campus answer.	
Addiction Recovery Group	Raymond	Wolfgang	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	
After School Tutoring Program	Dawn	Leach	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	
Animal Advocates	Sharon	Hall	We connect with animal welfare groups across the State and across cultures, including our work with organizations who serve the unhoused	Although our UU kids Critter Club has not been revived post- pandemic, we include children and families as much as possible in our field trips, humane education programs and events like our Animal Blessing	Most people love animals. They bring us together in ways which transcend societal barriers and individual prejudices. An animal ministry not only serves animals beings, but often creates an environment which simultaneously promotes human well-being and connection	We hope to return to hosting events which not only promote our mission, but introduce others in the ABQ area to the mission, hospitality and work of First Unitarian.	One of our projects for over 10 years has been to partner with Pets of the Homeless New Mexico to provide needed food, supplies and vet care to families and individuals with beloved animal companions who are unhoused. We have worked with HopeWorks, The Rock, the City of Albuquerque, the Compassion Services Center and others in this endeavor	We welcome you (the Board) to be a special guest at any one of our meetings to discuss how we can participate and contribute to the UUABQ Strategic Plan
AntiRacism Book Group	Pat	Cox Diem	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	
Arts & Aesthetics Committee	Pamela	Livingston	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	
Buildings & Grounds	Melisa	Nicoud	NA	NA	NA	Much work was done in the 2nd quarter by Personnel Committee to hire a new Director of Facilities to oversee our Buildings and Grounds. 4 new Evaporative Coolers were replaced June 30, 2022 on the La Amakoj/Arnold/Wesson Building and the Administration Building, a must in our heat wave for any meetings or work taking place in these spaces.	NA	Not at this time

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Caring Network	Kristin	Satterlee	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	
Covenant Groups	Martha	Beyerlein	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	
Coyote Willow Covenant of Unitarian Universalist Pagans	Victoria	Rosquist	We have discussed taking a group field trip to the Indian Pueblo Cultural Center to begin getting to know our native neighbors better. We have a volunteer willing to lead the trip and just need to schedule a date.	At our Beltane ritual we invited the children present to join the Maypole dance. We remind parents that they are always welcome to bring children to our activities.	We always invite the entire congregation to our events through the weekly eBroadsheet and the Messenger. We meet monthly on Zoom or hybrid, we are having an in-person social in August, and we offer two rituals (often hybrid) during each quarter to celebrate the cycle of the seasons. We have an active Google group where people can share personal concerns and life events, and we are able to respond and engage there. After our Beltane may pole dance, we gave the woven ribbons to a family expecting a baby as a blessing for their family.	Many of our activities during the pandemic are hybrid, so that people can meet us either on campus or on Zoom. We also keep a Facebook page where we announce all our events.	We have not yet discussed this as a group this year.	
Earth Web	Nancy	Shane	In Spring 2022, a sub-group of Earth Web develop our group's Strategic Plan. Earth Web as a whole revised the list and voted to adopt it. We chose 2 areas in which to focus our efforts at this time. The first was anti-racism, the second engagement and connection. We developed a list of 9 ideas that overlap both areas. 1. When appropriate, actively and collaboratively reach out to BIPOC environmental groups. 2. When discussing climate change solutions, proactively include viewpoints from historically underrepresented BIPOC communities.	We did not take on this area this year, but we do intend to revisit the strategic plan over the 5-year period and may choose to deepen our involvement in this area later.	(Same answer as above for Anti-racism.)	We did not take on this area this year, but we do intend to revisit the strategic plan over the 5-year period and may choose to deepen our involvement in this area later.	We did not take on this area this year, but we do intend to revisit the strategic plan over the 5-year period and may choose to deepen our involvement in this area later.	
Earth Web (cont'd)	Nancy	Shane	3. Use some of our funds to support environmental groups, prioritizing historically underrepresented BIPOC groups. 4. When working on legislative advocacy, partner with BIPOC groups in ways that work for them. 5. Revise brochure and develop a mission statement for Earth Web that includes the intersectionality of climate change with environmental, social, economic, and racial justice.					

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Earth Web (cont'd)	Nancy	Shane	<p>6. Adopt or create a land acknowledgement that is read at monthly meetings.</p> <p>7. Study the intersectionality of climate change with environmental, social, economic, and racial justice. Such efforts could include courses, book studies, or lectures for congregation members.</p> <p>8. Using the seven principles and the proposed 8th principle, compassionately educate the congregation about necessary societal structural changes that are needed to address the climate crisis.</p> <p>9. In preparation for the congressional vote on the 8th principle, support and encourage members of the Earth Web group to participate in congregational studies on racism.</p> <p>These we sent to Reverend Bob and to the BIPOC group in May for review. Earth Web does not meet over the summer; we will take a look at the feedback when next we meet.</p>					
Earth Web (cont'd)	Marilyn	O'Boyle	We have been on hiatus during the summer and will start meeting again this month. We have implementing the Strategic Plan as part of our agenda	Same as previous answer	Same as previous answer	Same as previous answer	Same as previous answer	no
Family Promise of Albuquerque	Peggy	Whitmore	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	
Friday Painters Group	Sharon R.	White	We are a very diverse group of artists and welcome new members of all races. The group has been active for over 25 years and have always had an open policy.	We welcome all ages and have recently added two new young people to our group.	The Friday Painters have recently participated in an exhibit at the Church, the first one since Covid.	Our group is welcoming to anyone who would like to paint. We have a new person who is a member of the church, as well as one that has been in the church and our group for several years. We do not teach, however, we are willing to help anyone wanting an evaluation of their work.	Many of our group have painted subjects dealing with social justice issues.	Our mission statement, which is hanging on the wall in the Memorial Hall was written by Rod Groves, our founder, many years ago. We continue to follow his open door philosophy.
Healthy Community Committee	Sara	Wofford	We offer to connect church members with specialists in conflict resolution and mediation, including in cases where the conflict involves issues of race. Our committee membership currently includes two persons of color, one of whom intends to ask the BIPOC group if any of them are trained in mediation and willing to join our list of volunteer mediators. We are also planning a workshop this fall on healthy communication, which may include aspects of working with the 8th Principle. Our chair will join our senior minister to give a sermon at the end of August on apology, which is an important part of conversations around anti-racism.	The HCC has not discussed this.	We connect church members with specialists in conflict resolution and mediation, and we also give education around healthy communication, both of which strengthen connections. We will have a table and a Zoom room at Connection Sundays, and we will begin to hold listening sessions next quarter. We are planning a workshop on healthy communication this fall.	We have an email address, hcc@uuabq.org, through which church members can come to us for help with conflict resolution. We plan to begin holding listening sessions on campus and after Zoom church next quarter to allow the congregation to let us know about issues that may be stirring.	We have not discussed this direction this year.	
International Folk Dancers	Charlenei	Baker	Our group is open to all comers and features music, history, and dance from many different countries.	Families with children are welcome to participate.	We keep in touch with each other and offer support when needed.	We invite church members attending other events on Thursday nights to join us.	Members inform us of events of their social justice interest groups to increase attendance.	

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Landscape Committee	Melisa	Nicoud	NA	NA	NA	Many of our community activities take place in the Courtyard, so we focused both Spring Clean-ups and continued maintenance in this area. We removed and replaced a number of dead shrubs and planted a flowering Texas Sage where a dead Rosemary came out and planted a beautiful Chinese Pistache tree in SW corner of Courtyard in honor of a member wedding that took place on Earth Day, April 22, 2022. A 2nd Spring Cleanup occurred Saturday, April 23 with more community volunteers helping than at 1st cleanup, which I attribute to a friendly reminder announcement from the pulpit a week before the event.	No updates at this time	
Landscape Committee (cont'd)	Melisa	Nicoud				In Spring, increasing temps and drought conditions made it critical to increase water to select trees and shrubs so as not to lose them, despite increased water cost. We take responsibility for a weekly, campus-wide trash gathering to try to keep our campus looking good.		
Leadership Succession Committee	Marilyn	O'Boyle	Looking for diversity and multicultural candidates as we recruit for Standing Committees	Nothing right now	Using the Messenger, Leadership Moments in the service and Connections Sundays to find potential leaders.	nothing just now	nothing just now	no
Membership Committee	Gwen	Sawyer	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	
Ohana	Alison	Grady	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	
Penguin Extended Family	Geri	Knoebel	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	
People of Color Group	Amy	Sun	<p>This theme runs through the core of our bi-weekly discussions. POC's beloved participants support each other through the following activities.</p> <p>Reading of Mistakes and Miracles and The White Fragility. Our group discussions enrich and deepen our relationships and mutual understanding without fear.</p> <p>Broadening our engagement by --staying connected with our POC members from Los Alamos, NM and Austin, TX --Leading & organizing annual clothes drive by making clothes for school children who are homeless (APS Title I Homeless project) --attending 8th Principle Workshop</p>	Our POC group has opened its weekly Sunday breakout sessions to all First UU members regardless of their ethnicity, age, or background.	<p>Called upon and served in different capacities within congregation, such as</p> <ul style="list-style-type: none"> -First UU Board -Intern oversight committee -Leadership succession committee -Strategic plan committee -Diversifying Sunday music -Family Promise volunteer <p>Provide solicited feedback for other committees who sought our input. These include 1) Widening the Circle, 2) Earth Web, 3) Anti-racist Book Club, and 4) 8th Principle Task Force.</p> <p>Called upon and served in different capacities to outside congregations or organizations such as</p> <ul style="list-style-type: none"> -Albuquerque Faithworks -UUA's Taproot 	Volunteering in-person to newly formed Sunday Hospitality group	<p>--(noted above) Leading & organizing annual clothes drive by making clothes for school children who are homeless (APS Title I Homeless project)</p> <p>--Volunteering Family Promise</p> <p>--Support our local social justice venues such as reading of Roe v. Wade, Women's March, and Albuquerque's Anti-Asian Hate Rally</p>	
People of Color Group (cont'd)	Amy	Sun	Rev. Jane Davis, the founding member of First UU's point of contact for national-level UUA BIPOC resources					
Personnel Committee	Geri	Knoebel	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	

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Radical Generosity	Kris	Kennedy	No updates at this time	No updates at this time	No updates at this time	No updates at this time	No updates at this time	