



THE MESSENGER

FIRST UNITARIAN

Albuquerque • East Mountains • Socorro

Annual
Meeting
Notice

2023 Annual Meeting January 29 • 2:00 pm in the Sanctuary

[Livestream on Zoom: Meeting ID: 168 223 701](#)

The annual congregational meeting will be held on Sunday, January 29, 2023 at 2:00 pm in the sanctuary, with a livestream available over Zoom. Check-in for those attending in person will start at 1:15 pm in the social hall. The Zoom meeting will open at 1:30 pm. Childcare will be provided in the Religious Education building.

Everyone is invited, but **you must be a member in good standing as of December 30, 2022 to vote.** Voting membership is attained 30 days after signing the Membership book or a designated proxy. 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. Contact Laira Magnusson, Director of Congregational Life, at LMags@uuabq.org if you have any questions about your current membership status.

Change for the Future 2023

Eligible congregants (see above) will vote (either in-person or virtually) for 4 of the following Change for the Future candidate organizations at the meeting. Please stop by their tables in the Social Hall from 1:15-2:00 on January 29, or visit their websites to find out more.

350 NM Rural Advocacy Committee

<https://350newmexico.org/2023rural/>

ABQ Faithworks

<https://www.abqfaithworks.org/>

American Cancer Society

<https://www.cancer.org/about-us/local/new-mexico.html>

Big Brothers/ Big Sisters of Albuquerque

<https://www.bbbs-cnm.org/>

Casa Q

<https://www.casaq.org/>

Coalition to Stop Violence Against Native Women

<https://www.csvanw.org/>

Endorphin Power Company

<https://www.endorphinpower.org/>

Ethos Literacy

<https://www.ethosliteracy.org/>

Good Shephard Center

<https://www.gscnm.org/>

Historic Fairview Cemetery

<https://historicfairviewcemeteryabq.org/>

Libros for Kids

<https://www.librosforkids.org/>

Seed2Need

<https://seed2need.org/>

Southwest Organizing Project

<https://www.swop.net/>

Tenderlove Community Center

<https://tenderlovecommunitycenter.org/>

Title I Homeless McKinney Vento Program

<https://www.aps.edu/title-i/mckinney-vento-program/about-the-homeless-project>

UNM Tiny Home Case Management

<https://www.berncogov.com/community-services/housing-services-programs/tiny-home-village/>

Veterans Integration Center

<https://www.nmvic.org/>

Visit the Annual Meeting Webpage

As you will see on the agenda on page 2, we will be taking a vote on proposed changes to First Unitarian's bylaws, which includes adopting the 8th Principle. You can view a summary of the changes on page 6. For the full wording of these proposed changes and access to the first draft of the 2022 Annual Report, please visit <https://uuabq.org/2023-annual-congregational-meeting/>.

Agenda

Confirmation of Quorum (10% of membership)	Michael McDonald, Moderator
Call to Order	
Review of the Rules of Debate	Michael McDonald
Voting Instruction for Virtual Attendees	Michael McDonald
Chalice Lighting	Mikaela Renz-Whitmore President of the Congregation
Leadership Succession Committee Report	
Introduction of 2023 Nominees for Leadership	Marilyn O'Boyle, Chair
Vote on 2023 Leadership	Michael McDonald
Collection of "Change for the Future" Ballots	
Reports	
Treasurer's Report	Joyce Etheridge, Treasurer
Endowment Fund Committee Report	Gary Norris, Chair
2023 Budget	
Presentation of 2023 Operating Budget	Joyce Etheridge, Treasurer Bryan Hackett, Director of Finance
Vote to Accept 2023 Budget	Michael McDonald
President's Report	Mikaela Renz-Whitmore
State of the Church Report	The Rev. Angela Herrera, Senior Minister
Proposed Changes to Bylaws	
Presentation of Proposed Changes, including adopting the 8th Principle	Geri Knoebel, Chair, Policy Task Force The Rev. Jane Davis and Dámaris Donado, Co-chairs, 8th Principle Explorations Task Force
Vote on Proposed Changes to Bylaws	Michael McDonald
Results of "Change for the Future" Vote	
Adjournment	Michael McDonald

Leadership Succession Report

Nominees* & Continuing Positions**

President (1-year term, renewable)	Dámaris Donado
Treasurer (1-year term, renewed)	Joyce Etheridge
Board of Directors (2-year term, renewable once)	New Nominees: , Chris Mayo, EmmaLia Mariner, Sally New Nominated for a Second Term: Carla Williams Continuing in Place: Aroop Mangalik, Bill Slakey, Maya Stephenson
Endowment Committee (2-year term, renewable once)	Nominated for a Second Term: Gary Norris Continuing in Place: Peter Chestnut, James Gilson, Tim Nisly, Peggy Whitmore
Leadership Succession Committee (2-year term, renewable once)	New Nominee: Jacob Shull Nominated for a Second Term: Jordan Jones Continuing in Place: Sue Coates, Judy Goering, Martha Ketelle, Nancy Kilpatrick, Marilyn O’Boyle
Moderator (no term limit)	Michael McDonald

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

2022 LSC Members

Marilyn O’Boyle, Chair
Sue Coates
Judy Goering
Jordan Jones
Martha Ketelle
Nancy Kilpatrick
Lucy Silva

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, and Leadership Succession Committees. There are 21S positions on these committees. For 2023 elections, the LSC has developed a slate of 9 candidates. Five are new nominees for vacancies and four are nominated for a second term.

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

Leadership Succession Report

President

Dámaris Donado (New Nominee)

Dámaris has been a member of First Unitarian since 2011. When her children were toddlers, she volunteered in the Religious Education program. She currently serves as a board member where she has led book retreats exploring anti-racism and is co-chair of the 8th Principle Explorations Task Force. Dámaris is a bilingual Latinx woman with a multicultural background. As a licensed clinical social worker and program operations director, she leads teams who serve underrepresented families in the metro Albuquerque area. Radical love, acceptance, and belonging are core values that motivate her to engage in social justice work. Dámaris is married to church member Dimitri Kapelianis and has two teenage sons, Delino and Darian. In her free time, she loves to travel and spend time enjoying her family.

Treasurer

Joyce Etheridge (Second Term)

Joyce Etheridge has over 30 years of accounting experience in public and private accounting with a broad range of managerial duties and financial responsibilities. She retired in 2015 as Director of Internal Audit for a contractor to the Department of Energy. She also taught accounting at the college level for over five years. Joyce is the Treasurer for the Board and has been on the Finance Committee for several years. She previously volunteered as a religious education teacher for the church and as an after-school tutor. She has been a volunteer accountant for a local theater group for over 6 years and previously was the treasurer for the Albuquerque Public Library Foundation.

Board of Directors

Chris Mayo (New Nominee)

Since becoming a member of First Unitarian in 2009, Chris has served on the Board of Directors (2013 to 2017) and myriad committees, task forces, and councils, all of which he's enjoyed. Because he so values being a member of our wonderful congregation, and because he also values the work that we do together, he feels an obligation to

contribute to the well-being of the church. Everything we do—from simply sharing our loving fellowship, to important social justice work—is what makes a vibrant, healthy, and vital community. With your blessing, he looks forward to contributing to the governance of our diverse congregation.

EmmaLia Mariner (New Nominee)

EmmaLia Mariner has attended First Unitarian regularly since 2020, and officially became a member in June 2022. Her family attended UU congregations on-and-off throughout her youth, and she returned to congregations independently twice: first in high school, where she bridged within this Albuquerque community; and again as an adult after college in the Ann Arbor congregation in Michigan. She has been involved with restarting the Young Adults group and a social Spanish-speaking group. During the week, she works for a public benefit software company in the court and addiction recovery spaces called Reconnect.

Sally New (New Nominee)

Sally New first attended First Unitarian in the mid 1950's. She joined with her family in 1957 after she turned 18, and has attended First U most of the time since then. She has been active in many ways over the years and is currently a member of the Arts and Aesthetics committee. Sally met her husband Don at the church when he started attending around 2000. They were married in 2002 and he passed on in January of 2021.

Carla Williams (Second Term)

Carla began attending First Unitarian in 2018 and she and her wife Sarah McCord became church members in 2019. She has served on Rev. Bob LaValle's Advisory Committee, has been involved in the UU People of Color group and the Social Justice Council, and was elected to her first term on the Board of Directors in 2021, where she serves as the Board representative for the Healthy Community Committee and is on the Covid-19 Task Force. She also volunteers on the New Mexico Public Education Department Secretary's Community Advisory

Leadership Succession Report

Committee; the Albuquerque Fire Rescue Peer Support Team; and is a new member of the City of Albuquerque Strategy Team led by the Office of Black Community Engagement. Carla has been a firefighter for the Albuquerque Fire Department for 24 years and is a Lieutenant in the Fire Marshal's Office. She has a Masters of Science in Professional Counseling. 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.

Leadership Succession Committee

Jordan Jones (Second Term)

Jordan Jones has been a member of the Leadership Succession Committee since 2021. He's been a member of First U since 2020, and a member of various Unitarian Universalist churches on the west and east coasts since 1995. He has served on a variety of committees at UU churches, including environmental action, social justice, worship, and board. He has also volunteered for non-profit boards in the fields of genealogy, publishing, and technology, serving in the past as the President of the National Genealogical Society and the New Mexico Book Association and Vice President of the New Mexico Genealogical Society. He works as a director of product development for a Canadian software firm and lives in Albuquerque with his wife, a dog, and a cat.

Jacob Shull (New Nominee)

Jacob Shull began attending First Unitarian in January 2022 and quickly became a member in April 2022. Jacob has been a member of the A/V team since September and is a volunteer for Sunday services when available. Jacob is currently a long-term substitute teacher, teaching 8th grade science at George I Sanchez community collaborative school in Albuquerque's south valley. Previously Jacob was a pre-school teacher at La Petite Learning Academy.

Endowment Committee

Gary Norris (Second Term)

Gary Norris, along with his wife, Debbie, became a member of the UU Church of Ventura, CA in 2017. They relocated to Albuquerque in 2020 to be near family and joined First Unitarian that November. Gary has served as the chair of the Endowment Committee since January 2021.

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. He and Debbie have one daughter and one son and seven grandchildren.

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 Bylaw Amendments

Overview

The Congregation will be asked to vote on 14 bylaw sections amendments at the annual meeting. These amendments include the adoption of the 8th Principle, which was endorsed by the Board at its December meeting. Other amendments address issues brought up by the board and various committees. These amendments seek to eliminate barriers to engagement, clarify roles and procedures, and improve governance at the church.

In general, the Proposed amendments would:

- Adopt the 8th Principle.
- Replace the Congressional Financial Review Committee with additional responsibilities for the Board's Finance Committee to codify current practices and ensure accountability for, and transparency of, church finances.
- Reduce the number of Board members from 11 to 9.
- Replace membership requirement to "be in sympathy with the mission covenant of this Church" with "supports First Unitarian's mission covenant and programs through generously giving of time, talents, and service to the Church"
- Increase accessibility by making virtual membership available and allowing for in-person or virtual attendance at congregational meetings.
- Remove requirement that only members can serve on a board committee, council, or program team.
- Adopt standard February 1st date for beginning terms and January 31st term end date for the Board and other Standing Committees (i.e., Leadership Succession Committee and Endowment Committee).
- Clarify procedure and term limits when filling vacancies during the year.
- The Board names the chairs and members of Board committees.
- Terms begin when appointed.
- Clarify that Ministers and/or staff serve on standing committees, board committees, and task forces as ex-officio members.

To see the existing bylaws, review exact language of the proposed amendments, and get more detail, visit the church's annual meeting webpage at <https://uuabq.org/2023-annual-congregational-meeting/>.

Proposed Operating Budget

	2022 Budget	Proposed 2023 Budget	% of Total Budget by line	2022-23 Change (\$)	2022-23 Change (%)
REVENUE / INCOME					
Contribution Revenue					
Operating Pledges	977,635	886,715	77%	(90,920)	-9%
Non-Pledge Gifts	90,750	105,916	9%	15,166	17%
Total Contributions	1,068,385	992,631	87%	(75,754)	-7%
Other Revenue			0%		-
Rental Revenue	33,450	113,625	10%	80,176	240%
Miscellaneous Income	517		0%	(517)	-100%
Endowment Income	-	37,955	3%	37,955	-
Other Income	4,450	2,803	0%	(1,647)	-37%
Total Other Revenue	38,417	154,383	13%	115,966	302%
TOTAL REVENUE / INCOME	\$ 1,106,802	\$ 1,147,014	100%	\$ 40,212	4%
EXPENSES					
Staff Compensation	857,321	863,172	79%	5,851	1%
Office/Campus Operating	114,794	137,991	13%	23,197	20%
Religious Education	8,667	8,667	1%	-	0%
Music Program	10,900	10,900	1%	-	0%
Sunday Services	8,455	8,634	1%	179	2%
Councils & Committees	7,885	7,885	1%	-	0%
Insurance/Other Professional	18,000	14,730	1%	(3,270)	-18%
Branches	5,894	6,580	1%	686	12%
Denominational Commitments	56,232	31,000	5%	(25,232)	-45%
Service Charges, Other	8,071	9,372	1%	1,301	16%
TOTAL EXPENSES	\$ 1,096,218	\$ 1,098,931	100%	\$ (44,360)	-4%
TRANSFERS					
Transfers to Capital for Mortgage	(48,084)	(48,084)		-	0%
CHANGES IN OPERATING FUND BALANCE					
EXCESS INCOME/EXPENSES	\$ (37,500)	\$ (0)		\$ 37,500	100%
Prior Year Surplus	37,500	-		(37,500)	-100%
ENDING SURPLUS / DEFICIT	\$ (0)	\$ (0)		\$ 0	

Pre-Meeting Town Hall

The Board of Directors will host an open question and answer session about the proposed 2023 budget and the proposed amendments to the bylaws, including the adoption of the 8th Principle, on Sunday, January 22 at 2:00 pm on Zoom.

[Meeting ID: 168 223 701](#)



First Unitarian
A Unitarian Universalist Congregation
Albuquerque • East Mountains • Socorro
3701 Carlisle Blvd NE
Albuquerque, NM 87110

www.uuabq.org 505-884-1801

ADDRESS SERVICE REQUESTED
- DATED MATERIAL -

Sunday Worship Services

Albuquerque

9:00 & 11:00 am in the
Sanctuary

Livestream on Zoom at 9:00

East Mountains

11:00 AM

1 Deanna Ln.

Edgewood

(off Dinkle Road)

Socorro

3:00 PM

Epiphany Episcopal
Church, 908 Leroy Place

SPECIAL EDITION

Information Inside for Annual Congregational Meeting on Sunday, January 29.

Stay after church on Sunday, January 29 and eat lunch with other members before the meeting! A \$5/person suggested donation will go towards future all-church social events like last years' BBQ and Halloween Party.

Would you like to help? We need volunteers to:

- Bring a pot of soup from home, ready to serve with a list of ingredients.
- Setup and serve
- Cleanup

Contact Becky Steele at d2steele2@gmail.com or by texting her at 505-792-4162.