

Group you're representing	First Name	Last Name	What plans do you have or what actions are you taking to implement these strategic directions?					
			Anti-racism, Anti-oppression, and Multiculturalism	Church for All Ages	Engagement & Connection	Welcoming Campus	Social Justice	Other Comments
Senior Minister	Angela	Herrera	Supporting 8th principle task force, planning to share pulpit with 8th principle task force; redesigned Sunday liturgy to decenter white protestant norms; conducted lay worship leader training to teach inclusive language and adoption of new liturgy. Sermons in 2022 specifically on ARAO or geared toward non-dominant groups: "Widening the Circle," "When the Dead Will Not Stay Down," "Trans Kids Are the Image of God," "What is Beautiful?," "How and When to Apologize" (about making amends when we cause harm).	Redesigned Sunday liturgy to be completely multigenerational rather than having one distinct "time for all ages." Working with RE staff to create "praground" in sanctuary. Supported DRE in adopting family ministry focus in RE program design. Moved 9:30 worship service to 9am, allowing RE to take place in between services so kids can attend church with guardians and ministers can participate in some RE programming.	Continuing to support and encourage program staff in developing variety of programs casting a wide net. Guide pastoral care team. Personally teaching a 5 session "Transitions" group.	Liturgical redesign specifically incorporates welcoming practices, including inclusive language, adding accessibility information to invitations to church events, and tailoring services to the needs and strengths of each worship leader/participant. Announcements and info are now both spoken and printed for greater accessibility.	Preaching/speaking on SJ topics, nurturing partnerships in community with Transgender Resource Center and NM Black Leadership Council. Supporting staff in leading/organizing/engaged in SJ, contributing to SJ Council Auction.	This is a partial list, contributed in the midst of a lot of "doing!"
Senior Minister (Cont'd)	Angela (Cont'd)	Herrera (Cont'd)	Organized worship service with Transgender Resource Center Exec Director Adrien Lawyer. Selected quotes/readings/sources with eye on diverse voices for all services. Engaged personnel committee for review of hiring practices and current staff compensation with ARAO focus (still underway). Led staff retreat to orient staff to strategic directions. Ensured funding was available for BIPOC religious professional staff to attend Finding Our Way Home conference.					
UUABQ music program	Susan	Peck	-Hosted coffee-house concert with bilingual "Sol y Canto," attended by church and community members, including families from Cien Aguas Escuela Internacional. -Using Choir Project Fund to bring artist-in-residence Francisco Ruíz for a series of vocal workshops, concert, and worship. Includes introduction to songs from "Las Voces del Camino," UUA Spanish-language hymnal. Purchased copies of LVdC for Chalice Choir. -Recent and upcoming guest musicians include Lowell Burton and Lara Manzanares.	-Working with DRE Mia Noren on song-of-the-month in RE, choosing songs to support curriculum based on UUA Principles (including 8th principle) -Inviting youth to join workshops with Francisco Ruíz -Working with worship staff to develop more dynamic multi-generational liturgy, which includes multi-cultural music and thoughtful contextualization	-Making connections with church members (through Connections Sunday and post-worship conversations) who are interested in sharing their musical gifts with the congregation. -Offering a variety of musical ensembles for musicians at all skill levels (Chalice Choir, Sol Singers, String Band, Spare Parts, solo/small ensemble opportunities)	-Ongoing work with worship staff and tech director to offer zoom vespers, Sunday zoom (which is shifting to Sunday live-stream from sanctuary)	-Sol Singers shared justice/movement songs in worship to support Rev. Bob's sermon on "Putting our bodies in the way" -Worked with Social Justice Council to hire a bilingual local band, Lasotras, for the SJC auction event.	

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Religious Education, elementary grades		Mia		Noren		<p>Actions: I am incorporating ARAOMC learning in elementary lessons with a focus on including accurate and attributable representation of the cultures of different races, the history of African Americans in particular in our faith, and integrating multiculturalism for young children in an age appropriate way. Please note that during my credentialing, for every focus there was a ARAOMC lens to communicate about, hence ARAOMC learning has been a part of elementary education at our church for a few years now.</p>	<p>I have been delivering Time For All Ages for quite a while now, which was always intended to be for All Ages. I have recently become a member of the Worship Team, working with colleagues to plan and implement Sunday services, and feel I'm at a much better location now to implement making multigenerational church a reality, including planning physical space that will incorporate children into worship, not simply accommodate children at the back of the sanctuary. My hope is to not only create more multigenerational church services, but to also involve children, youth, and families in actual worship practices when appropriate.</p>	<p>Engagement and connection with elementary (and youth) RE has always depended on volunteers. They alone link our children and youth to the greater community, and must be a part of children and youth's experience at church, in RE programs, as a gateway to children and youth being involved in programs outside of RE. I recently delivered a successful Leadership Moment that generated much interest in adults getting involved in RE, and have to continue to pursue those people who didn't jump right in.</p>	<p>I have supported the use of the RE Building to house Afterschool Tutoring and the ESL program for many years. Recently I participated in the plan to integrate renters, the Center for Peace and Justice and the Minara Muslim community, into our building use. We continue to be welcoming to outside groups such as the Roots Academy, and church groups that would like to use our classrooms as meeting places.</p> <p>Insuring that the facility is child friendly and open to all has always been a focus of this building created to serve the needs of our children.</p>	<p>Social justice has always been worked into RE elementary curriculum in age appropriate ways. I have often invited the Food Pantry and Animal Advocates to help with charity efforts so that children may begin to learn about social justice. Some of our curricula have had a social justice focus, such as "Harry and UU". Our elementary children and families are always invited to participate in the Pride Parade.</p>		<p>I'm grateful that this work is ongoing here. I am proud to serve this church.</p>			
Religious Education, elementary grades (Cont'd)		Mia (Cont'd)		Noren (Cont'd)		<p>The 8th Principle itself was a part of the virtual Sunday School, well received by the few kids who attended. The elementary summer curriculum, Different Together, was created by me a few years ago to explore and talk about skin color, and was very successful. I pulled that because I need a POC partner to give that work legitimacy, and at this point it should be updated with new materials.</p>			<p>Being a welcoming facility for all, for RE, means a safe and updated playground. While much attention has been given to the playgrounds since reopening after Covid, they are still in need of modernization. I understand that attention to most matters is going to have to wait to be incorporated into a new plan for the buildings and grounds surrounding the RE Building, the Playgrounds, the (ARC) new rental building, and the decisions around the La Amikoj/Wesson/Arnold building, but ongoing maintenance shouldn't be put off.</p>	<p>More social justice action requires the support of children's parents- the family may be involved in the Social Justice efforts of our social justice groups. Larger RE involvement in Actions requires the leadership of volunteers dedicated to organizing that, which we lack.</p>					
Religious Education, elementary grades (Cont'd)		Mia (Cont'd)		Noren (Cont'd)		<p>Plans: I'm aware of curricula that can take this even farther and advocate for reaching the point where we can present the curricula to our own church. I would love to see the Jubilee trainings, which would be multigenerational, be offered here.</p>			<p>In reference to being a welcoming campus in relation to youth, the situation of sharing the youth room with the food pantry is not ideal. Youth have special needs in order to create stronger bonds to their church, and that includes the feeling that the youth room is dedicated to them, that they have autonomy over it. Owning the room equates to a feeling of owning their church. I understand that we are challenged for space; I'm hoping that in the future this is a possibility.</p>						

UUABQ Strategic Plan - Implementation Report
Fall 2022

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Church Groups								
After School Tutoring Program	Dawn	Leach	We continue to strengthen our ties and build trust with neighborhood families. One family recently asked if we would help a 5th grade boy who recently arrived from Mexico and does not speak any English. A tutor is making progress with him. We also encourage all the parents to take ESL classes and we inform them about the Food Pantry. The channel 4 "Pay it Forward" event gave us a great opportunity to communicate our mission.	N/A	We continue to strive to create an environment where all the volunteers feel they can get help and can share their knowledge and insights about tutoring children. We periodically have social events and Inservice meetings for volunteers.	We are working with the Landscape committee to address the many issues to make the playground a more welcoming place for children and adults. Money from Channel 4 "Pay It Forward" (\$400) was donated to the playground to make it more functional and beautiful, especially to improve the grassy play area. We plan to have the children plant 40 daffodil bulbs to make a more beautiful spring.	Our commitment to literacy is our primary Social Justice issue. The situation is DISMAL. Second graders are doing kindergarten level work. Third and even fourth graders are reading first grade books. Some students who have been with us are achieving grade level expectations, but this year we have more new students. They are often two and three years behind.	
Animal Advocates	Sharon	Hall	*See August report	*See August report	*See August report	*See August report	*See August report	It would be both helpful and appreciated if we would receive some kind of feedback on our report and/or a visit from a Board member to one of our meetings to discuss how we can better advance the Strategic Plan
Anti-racism book group	Pat	Diem	Our group of eight members read a book and discuss it monthly on the 2nd Wednesday afternoon of the month. We have done this every month except for 2 months of the summer.	Continue reading and discussing books on anti racism. Books are selected by the group.	Our group is open to new members.	Our group is open to new members.	Increasing our awareness of racism is the purpose of this group.	
Earth Web	Nancy	Shane	We developed a 9-point list of actions addressing two parts of the strategic plan in somewhat overlapping ways -- this area, as well as engagement & connection. Last Spring we sent the plan to Bob LaValle as well as the BIPOC committee for feedback. We revised our brochure to be more inclusive and are now considering a land acknowledgement. Most of the work has to do with supporting environmental groups of color.	Did not take this on this year.	We developed a 9-point list of actions addressing two parts of the strategic plan in somewhat overlapping ways -- this area, as well as anti-racism. Last Spring we sent the plan to Bob LaValle as well as the BIPOC committee for feedback. We revised our brochure to be more inclusive and are now considering a land acknowledgement. Most of the work has to do with supporting environmental groups of color.	Did not take this on this year.	Did not take this on this year.	
Earth Web Team	Marilyn	O'Boyle	We are revising our flyer, mission statement and vision to include language about the intersectionality of climate change, and environmental, social, economic and racial justice		We continue to publicize our meetings and invite people in.		Social justice and environmental justice intersect and we're deeply engaged	
East Mountain Branch	Joy	Ginther	We are a multicultural group and will continue.	We are discussing having a puppet show to attract children	We have a guest speaker lined up for November.	We have recently improved our deck and put new siding on the front of our building. We also have a new welcome banner.	We continue our change for change program.	
Family Promise of Albuquerque	Peggy	Whitmore	Family Promise has always operated its shelter and other programs with strong beliefs and policies in favor of anti-racism, anti-oppression and multiculturalism. See the Family Promise website for specific examples of these beliefs and their implementation.	Church members and their children provide meals to the guests in the shelter four times a year. Church families are encouraged to eat the provided meal with the guests and spend a couple hours with them talking, playing games and getting to know each other. This is an amazing opportunity for church youth to understand the problem of homelessness and understand it up close.	See answer to previous question.	N/A	The church's involvement with Family Promise started with the Social Justice Council. Years ago, the SJC decided it wanted the church to become involved with one of the many homeless shelters or agencies in ABQ. We held a number of forums between agency candidates and church members and ultimately decided on Family Promise. The church became a member congregation and has remained so for years.	
Healthy Community Committee	Sara	Wofford	Our committee had a conversation with the chair of the 8th Principle Group and indicated desire to work together.	We did not directly address this.	We hosted a workshop on communication skills for healthy conflict management in September.	We did not directly address this.	We did not directly address this.	
Leadership Succession Committee	Marilyn	O'Boyle	We are looking for candidates for Standing Committees who come from a variety of backgrounds, demographics and age brackets, especially those with understanding of diversity and inclusion.	Looking for some younger candidates				

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Membership Committee	Pat	Diem	NA	See answer on later question.	I have recruited members to reactivate the Welcoming Conversations for new people coming to our church who fill out the visitor card and indicate an interest and willingness.			
Social Justice Council	Bethe	Orrell	We currently have one hispanic person on our committee however the grants we give assist many underserved constituencies in our community.	We welcome all to be a part of our committee, but cureently have only adults and seniors.	We give grants through auction fundraising and Change for the future. In past years we have assisted organizations that work with homeless, children, prostitutes, LGBTQ, Brain injured and the poor in our community. We hope to continue this work, with the help of the congregation.	Each year we hold a Social Justice Auction which is open and fun for all. We also hold a justice committees Potluck once per year. The groups that apply for CFF are asked to do a presentation to members at our annual meeting, which brings people together who have common goal orientation.	We are the Social Justice Council. So that is what we do. Along with our other social justice groups, we all try to implement justice in our own way. CFF is a specific program that asks for input from the entire congregation, both in finding groups that need our help and in asking them to choose what Social Justice causes they hope to fund each quarter.	Our council did a strategic plan of our own this year. We will be working to improve our web appearance, and hope to in the next five years help to hire a Social Justice coordinator. We have started that work by having a volunteer give us the meat of the job description for a coordinator. We have funds and funding opportunities to help with this and to set up a room in the ARC building eventually that will be for Social Justice Committees and activities.
Social Justice Council (Cont'd)	Bethe (Cont'd)	Orrell (Cont'd)						
Sunday Explorations	Angela	Merkert	Series of 5 Sundays on Widening the Circle of Concern	Inviting to young adults through elders. Hybrid sessions.	Making time for participants to learn more about each other. This program works with small group discussions. I also share news of other activities in the church.	As people join the discussions they are also included in an adult RE email list and receive weekly news of upcoming topics with background materials to review. (Welcoming)	(Social Justice). Explorations has a goal of grounding actions called for by our Principles, our faith, our spirituality. An ongoing question is, What does our discussion point to for possible actions of our congregation, for us?	

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Widening the Circle Group	Linda	Skye	<p>Our group</p> <p>The Widening the Circle group was launched from the Reading on Racism group's study of the UUA Widening the Circle of Concern Report (2020). Our group has been working to understand how we can embrace and encourage ideas, actions, and activities that create conditions for a beloved community at First U. One current focus is church adoption of the 8th Principle.</p>	<p>Our small group (6 members presently) consists of 5 white members and 1 member who identifies as a person of color; we include two lesbian members. Other people have occasionally attended. Generationally, we are not diverse. We seek new members from a wider range of generations and we discuss the lack of diversity in our group.</p>	<p>Covenant</p> <p>We continue our work on a covenant and are discussing the different aspects of covenants for personal connection and social/racial justice work. We continue to discuss and honor the different perspectives that members bring.</p>	<p>The WTC:</p> <ul style="list-style-type: none"> •Sponsored some Mistakes and Miracles groups on Zoom and others in person. •Standardized our meeting times (2nd and 4th Fridays from 4-6pm) to make them more predictable and accessible for new members or people who might want to sit in. 	<p>We worked with the 8th Principle Task Force to prepare our presentation for the Mistakes & Miracles potluck dinner and conversations. We also maintain good connections with other First U social justice groups.</p>	
Widening the Circle Group (Cont'd)	Linda (Cont'd)	Skye (Cont'd)	<p>Mistakes and Miracles reading groups</p> <p>After the 6 reading groups completed their multi-week meetings to discuss the book, WTC organized a potluck dinner for all participants, their guests and our special guests. The event took place on Sept 10 with 30 of our invitees participating including members of the Board and the 8th Principle Task Force plus individuals representing several other church groups – Adult Faith Formation, Policy Task Force, Healthy Community Committee, and Wisdom Circle.</p>		<p>Connections to Groups</p> <p>We have sought and maintained connections with the Social Justice Council, the two anti-racism book groups, the People of Color group, and the 8th Principle Task Force, both on a group-to-group basis and through personal connections. Monthly, a WTC representative attends the Board of Directors meeting. Our goal is to increase our awareness of what other groups in the church are doing for anti-oppression and also those groups' awareness of what we might contribute.</p>	<ul style="list-style-type: none"> •Designed a WTC group info / welcome brochure and plan to make it available at the Connections Table during Sunday services. •Produced bright yellow 8th Principle buttons and made them available on Sundays at the Welcome Table and the Social Justice table. •Plan to build a WTC Group presence on First U's Realm network. 	<p>One member maintains an active connection to the Preparing the Ground: Embodiment Practices Workshop group and engages in their pop-up play activities after Sunday services. This activity attracts youth and adults in playful engagement.</p>	
Widening the Circle Group (Cont'd)	Linda (Cont'd)	Skye (Cont'd)	<p>After dinner, WTC members conducted a Q&A session asking participants to share their experiences in the reading groups, their take aways from the stories of the five congregations, changes in themselves and in their groups, and any comparisons to First U.</p>		<p>Mistakes & Miracles Potluck Dinner</p> <p>The potluck and discussions that followed fostered understanding of how our experience of the work of racial justice varies.</p>		<p>WTC does not, at present, have enough members to be fully represented at the monthly UU 8th Principle Facebook Group meetings, the DRUUMM group meetings, and other potentially important community partners.</p>	
Widening the Circle Group (Cont'd)	Linda (Cont'd)	Skye (Cont'd)	<p>Then, three members of the 8th Principle Task Force shared their work to date and the work ahead that they are planning with the congregation including meeting with 30+ church groups and conducting an IDI survey. They asked each participant to complete a three-question survey about the 8th Principle and a question about participating in the upcoming IDI survey.</p>					
Widening the Circle Group (Cont'd)	Linda (Cont'd)	Skye (Cont'd)	<p>The discussion and sharing was lively and informative. WTC collected more than 75 hand-written comments and is preparing a summary report on those plus the conversation during the presentation. We plan to share it with all the participants plus our ministers.</p>					
Widening the Circle Group (Cont'd)	Linda (Cont'd)	Skye (Cont'd)	<p>Coordination with the 8th Principle Task Force</p> <p>We have continued to offer our assistance to the task force to help with resources, education, or activities.</p>					