



2022-2026

*Implementation Update - Fall 2022*

# Table of Contents

- Introduction..... 1**
  - How this Information Was Gathered ..... 1
  - Purpose of this Report ..... 1
- The 2022-26 Strategic Plan..... 2**
  - Summary of Strategic Directions ..... 2
  - Order of Strategic Directions ..... 2
- Implementing the Strategic Directions ..... 4**
  - Anti-racism, anti-oppression, and multiculturalism: Embracing multiple cultures in our church and building our relational skills to be fully inclusive ..... 4
    - Board Plans / Actions ..... 4
    - Staff + Program Plans / Actions ..... 6
    - Church Group Plans / Actions ..... 7
  - Church for All Ages: Weaving all ages into all we do to support each other at each stage of our lives... 8
    - Board Plans / Actions ..... 8
    - Staff + Program Plans / Actions ..... 8
    - Church Group Plans / Actions ..... 9
  - Engagement & Connection: Strengthening connections and deepening relationships to care for each other..... 10
    - Board Plans / Actions ..... 10
    - Staff + Program Plans / Actions ..... 10
    - Church Group Plans / Actions ..... 11
  - Welcoming Campus: Putting our campus and information technology to work to serve our values.... 12
    - Board Plans / Actions ..... 12
    - Staff + Program Plans / Actions ..... 12
    - Church Group Plans / Actions ..... 13
  - Social Justice: Joining forces with community partners and our youth to work for social, economic, and environmental justice ..... 14
    - Board Plans / Actions ..... 14
    - Staff + Program Plans / Actions ..... 14
    - Church Group Plans / Actions ..... 15
- APPENDIX .....A**

## Introduction

The congregation voted to adopt the Strategic Plan for 2022-2026 in January 2022. At the annual meeting, many congregation members were eager to hear how the plan would be implemented. As we are a church of ourselves, so is the Strategic Plan only useful if we own it and use it to guide our actions. The Board of Directors committed to gathering and sharing information quarterly about how all the various church groups are planning to take actions that make progress moving us in the strategic directions in our adopted plan.

### How this Information Was Gathered

The board sent emails to leaders of church groups that seemed to have some responsibility for taking ownership of implementing each strategic direction. The board asked for a short summary of planning efforts and any actions taken, and each leader was also asked to share the request for information with any other church groups who might have information to contribute. This request was included in the Messenger in April and in the Broadsheet.

<b>Board Member</b>	<b>Strategic Direction</b>
George Bakula	<b>Welcoming Campus:</b> <i>Putting our campus and technology to work to serve our values</i>
Kathi Foy	<b>Engagement &amp; Connection:</b> <i>Strengthening connections and deepening relationships to care for each other</i>
Mikaela Renz-Whitmore	<b>Anti-racism / Anti-oppression / Multiculturalism:</b> <i>Embracing multiple cultures in our church and building our relational skills to be fully inclusive</i>
Bill Slakey	<b>Church for All Ages:</b> <i>Weaving all ages into all we do to support each other at each stage of our lives</i>
Maya Stephenson	<b>Social Justice:</b> <i>Joining forces with community partners and our youth to work for social, economic, and environmental justice</i>

Church groups provided information through an online survey: <https://tinyurl.com/UUABQstrategicplan>

The board compiled the information into this report. The full responses from each church group is included in an appendix.

### Purpose of this Report

This report is intended as a tool to communicate many of the efforts multiple church groups are taking to move in the Strategic Directions. The more coordination we have, the more momentum we can create to move in these directions.

The board intends to request information from church groups and summarize what we receive every quarter in 2022. Future boards will need to assess the effectiveness and usefulness of this approach and decide how best to coordinate and communicate implementation efforts in subsequent years.

# The 2022-26 Strategic Plan

## Summary of Strategic Directions

The following strategic directions represent elements that signal we need more intentional work to strengthen our efforts and effectiveness in these areas. Each of the strategic directions is described in more detail in the next section of this strategic plan, including what to consider and potential actions to take.

<b>Anti-racism, anti-oppression and multiculturalism</b>	Embracing multiple cultures in our church and building our relational skills to be fully inclusive.
<b>Church for All Ages</b>	Weaving all ages into all we do to support each other at each stage of our lives.
<b>Engagement &amp; Connection</b>	Strengthening connections and deepening relationships to care for each other.
<b>Welcoming Campus</b>	Putting our campus and information technology to work to serve our values.
<b>Social Justice</b>	Joining forces with community partners and our youth to work for social, economic and environmental justice.

## Order of Strategic Directions

The strategic plan notes that there is a strategic order for some of these directions. The following is an excerpt from the Strategic Plan.

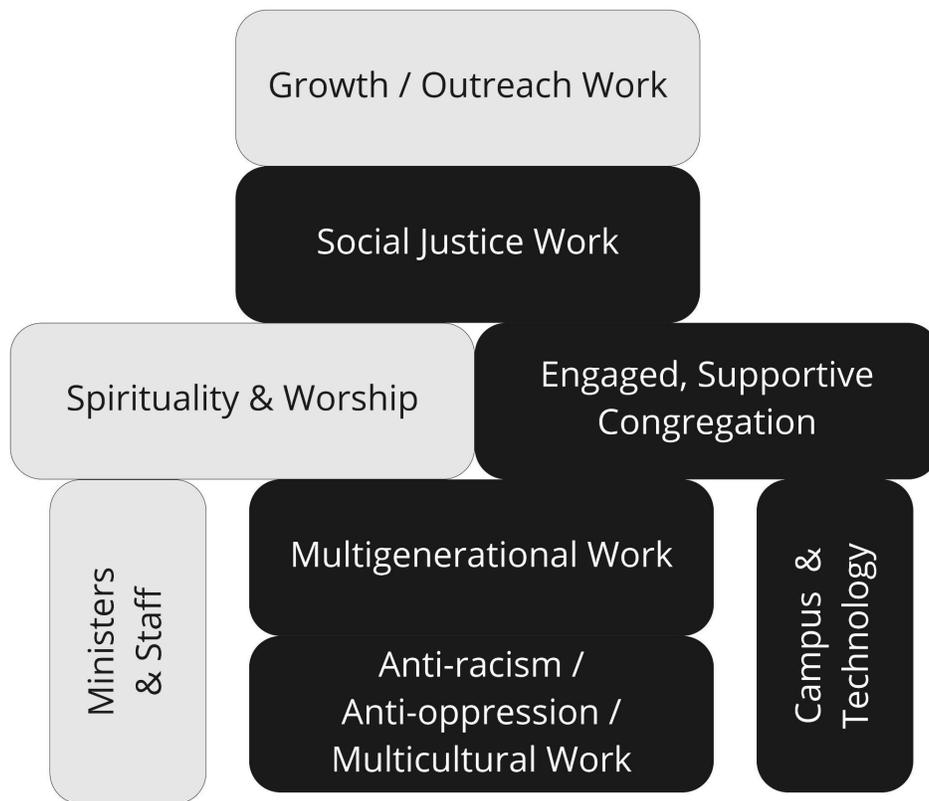
Some introspective, foundational work is needed before we engage in intentional outreach or branch out to work in an inclusive manner in the larger community.

Our foundations need to be built so that we can be multicultural and multigenerational in all that we do together and with our community partners, particularly before we renew our efforts to do outreach and engagement beyond our church to be most effective.

- Anti-racism and anti-oppression work is needed so that our church can embrace multiple cultures. This requires personal and interpersonal work that we need to accomplish to be fully inclusive. It needs to be done so that we can collectively realize true inclusiveness and acceptance of all our current and future members. We must embody the change we want to see in the world.
- We need to do the work to become a church for all ages before we can fully engage our youth into our social justice work.

- We need to do the work to re-engage with each other and re-knit our social bonds to support each other before we do outreach to bring others into our congregation. While no members advocated growing just to grow, several members noted that becoming more multicultural may open our doors to new members of color. Similarly, engaging in social justice work with community partners will elevate our profile in the larger community, which could result in drawing in new members. When those new members arrive, we must be ready to be a welcoming congregation to them.
- The work to become a more inclusive and multicultural congregation will ultimately serve all that we do.

A healthy, effective church picture includes the following strategic directions. These are noted in black below as opportunities to improve ourselves and what we already do in order to build on our assets to achieve our goals. The already-successful elements of our church are noted in gray. Ministers and staff and our campus and technology are noted as pillars that support our ability to have successful and meaningful spirituality and worship and an engaged, supportive congregation. Social justice work grows out of these foundations, and growth and outreach work is the fruit of all our efforts.



## Implementing the Strategic Directions

Many church groups responded to the request for summaries of plans and actions that they are taking to implement the 5 strategic directions. Many groups contribute to multiple strategic directions; some only “own” 1 or a portion of 1 strategic direction. Our church is a community of communities, as Paula Cole Jones says in advocating for the grassroots adoption of the 8<sup>th</sup> Principle. While each group has its own purpose and mission and determines its own actions and priorities, all contribute to the health and vitality of our congregation and the strength of our church as an institution.

### Anti-racism, anti-oppression, and multiculturalism: Embracing multiple cultures in our church and building our relational skills to be fully inclusive

As noted in the Strategic Plan:

Becoming a multicultural church inevitably requires an introspection from within before any actions can be taken. Every aspect of our current practice needs to be examined: bottom-up and top-down in order to inspire new ideas.

The board encourages all church groups to look at your membership and ask:

- Does the membership of our group represent the people we want to serve?
- If not, are there structural barriers that keep people from joining, even if our group is “open to all”?
- Is there something about the way we do our work that centers a dominant culture and makes it difficult for people from other cultures to feel a sense of belonging and to be served by what we do?
- What steps can we take to be more explicitly anti-racist, anti-oppression, and multicultural in our way of working and interacting with our members and the larger congregation?

### Board Plans / Actions

The board membership includes 4 people of color and 6 white people. We begin each board meeting with an opening question that is meant to strengthen our relationship and understanding of each other as people before diving into the “work” of the church.

The board year began with a retreat with a training on anti-racism/anti-oppression/multiculturalism facilitated by Julica de la Fuente. The learnings are captured on [this webpage online](#).

The board committed to reading the following books and discussing them quarterly at in-person retreats led by Dámaris Donado:

- Subtle Acts of Exclusion – May 2022
- Mistakes and Miracles – August 2022
- Widening the Circle – November 2022

## **8<sup>th</sup> Principle Explorations Task Force**

The board created a charge to a new 8<sup>th</sup> Principle Explorations Task Force to guide the church through a year of learning and action. We solicited applications and chose the following committee members in May.

### **Board Representatives:**

- Dámaris Donado (Co-Chair)
- Maya Stephenson

### **Congregation Members:**

- The Reverend Jane E. Davis (Co-Chair)
- Heather Clark
- Gary Carlson

The 8<sup>th</sup> Principle Explorations Task Force met regularly throughout the year, beginning in June 2022. The Task Force focused on the charge from the board, as well as supporting church members through conflict on various church groups in collaboration with the Healthy Communities Committee.

The Task Force identified an assessment, the Intercultural Development Inventory (IDI), to map where we are as a church community in this area of growth. The IDI gauges where a person's mindset may be on a continuum: denial, polarization, minimization, acceptance, or adaptation. The Task Force hired a consultant, Joy and Justice Coaching, to administer this assessment and provide small group debriefs. Participants will be grouped with those who scored similarly on their assessments to have an opportunity to learn about the continuum and discuss possible next steps.

The Task Force met with 29 church groups to introduce the 8<sup>th</sup> Principle and provide a brief survey to gauge interest in adopting the 8th principle, in taking the IDI assessment, and gathering feedback on any additional information and/or support needed regarding the 8th Principle.

The 8th Principle Explorations Task Force is excited to continue explorations as an intentional committee working toward a multicultural, beloved church community.

As of 10/29/2022, the Task Force has received 66 survey responses from church members and expect more responses as it continues to meet with church groups.

- 62 support adopting the 8th principle
- 4 have not yet formed an opinion
- 57 will take the IDI Assessment

Church webpage: <https://uuabq.org/the-8th-principle/>

## **Policy Task Force**

The board also created a Policy Task Force to assess our bylaws and policy manual for structural oppressions and barriers to inclusion and belonging, following the leadership of the 8<sup>th</sup> Principle Task Force. The Policy Task Force is charged with crafting new policies or recommended edits for the board to consider. If approved by the Board in 2023, the Policy Task Force would like to continue its work related

to anti-racism/anti-oppression, as this effort needs to follow buy-in and relationship-building by the larger congregation.

**Staff + Program Plans / Actions**

Ministers have preached about the 8<sup>th</sup> Principle in multiple sermons (dates?), and the Rev. Bob LaVallee coordinated an 8<sup>th</sup> Principle Workshop with Paula Cole Jones on April 23, 2022. Approximately 45 congregation members attended.

The following staff and programs reported plans or actions toward this strategic direction, organized alphabetically by program name. For details about these plans and actions, please see the Appendix.

<b>Senior Minister</b>	Spring	Fall
<b>Music Program</b>	Spring	Fall
<b>Congregational Life</b>	Summer	
<b>RE Program</b>		Fall
<b>Youth Program</b>	Summer	

### Church Group Plans / Actions

The following church groups reported plans or actions toward this strategic direction, organized alphabetically by group name. For details about these plans and actions, please see the Appendix.

<b>ABQ Faithworks Collaborative</b>	Spring	Summer	
<b>Addiction Recovery Group</b>	Spring		
<b>After School Tutoring Program</b>	Spring		Fall
<b>Animal Advocates</b>		Summer	Fall
<b>Anti-racism Book Group</b>	Spring		Fall
<b>Arts &amp; Aesthetics Committee</b>	Spring		
<b>Buildings and Grounds Committee</b>	Spring		
<b>Covenant Groups</b>	Spring		
<b>Coyote Willow Covenant / CUUPS</b>	Spring	Summer	
<b>Earth Web</b>	Spring	Summer	Fall
<b>East Mountain Branch</b>			Fall
<b>Family Promise</b>	Spring		Fall
<b>Friday Painters Group</b>	Spring	Summer	
<b>Healthy Community Committee</b>	Spring	Summer	Fall
<b>International Folk Dancers</b>	Spring	Summer	
<b>Landscape Committee</b>	Spring		
<b>Leadership Succession Committee</b>	Spring	Summer	Fall
<b>Membership Committee</b>	Spring		
<b>Ohana</b>	Spring		
<b>Penguin Extended Family</b>	Spring		
<b>People of Color Group</b>		Summer	
<b>Personnel Committee</b>	Spring		
<b>Radical Generosity</b>	Spring		
<b>Readings on Racism</b>	Spring	Summer	
<b>Social Justice Council</b>		Summer	Fall
<b>Sunday Explorations</b>			Fall
<b>Widening the Circle</b>	Spring	Summer	Fall
<b>Workshop: Body-based Practices for Nurturing Community</b>	Spring		
<b>Worship Leader Team</b>	Spring	Summer	
<b>Yoga</b>	Spring		

## Church for All Ages: Weaving all ages into all we do to support each other at each stage of our lives

As noted in the Strategic Plan:

Our church has been fueled by the enthusiasm and curiosity of our young participants, and we want to adapt ideas and activities that draw participation across all age groups. This means intentionally **embracing a multigenerational approach to church**. ... [Our] existing resources and programs benefit all members and **build resilient people and relationships through long-term, everlasting connections**. ...

We need to remain intentional about leadership succession within the church in terms of generational transitions, and we need to create and institutionalize opportunities to build skills and capacity from an early age and throughout the evolution of volunteers and leaders in order to help all groups be more effective in their work.

The board encourages all church groups to look at your membership and ask:

- Does the membership of our group represent the people we want to serve?
- If not, are there structural barriers that keep people from joining, even if our group is “open to all”?
- Is there something about the way we do our work that centers a particular age group and makes it difficult for people in other life stages to feel a sense of belonging and to be served by what we do?
- What steps can we take to be more explicitly multigenerational in our way of working and interacting with our members and the larger congregation?

### **Board Plans / Actions**

The board membership includes 1 young adult, 3 members with children in the household, and 6 members who are seniors.

The board receives program staff reports each month, including from the Director of RE and the Youth Program Coordinator.

The board encourages and supports multigenerational church events and budgeting and planning for programming that supports people at all life stages and over time.

### **Staff + Program Plans / Actions**

This fall, the Religious Education program is firmly focused on fostering relationships across generations, with a new philosophy and a new volunteer model, both of which emphasize shared experiences and community-building rather than traditional "classes." Youth are developing relationships and strong social ties that started with the successful mid-high Our Whole Lives class for in the spring. In July, our UU Kids Camp returned to the Sacramento Mountains, and children, youth, and adults returned transformed after a week of building community together.

## Strategic Direction: Church for All Ages

---

In addition, the following staff and programs reported plans or actions toward this strategic direction, organized alphabetically by program name. For details about these plans and actions, please see the Appendix.

<b>Senior Minister</b>	Spring	Fall
<b>Music Program</b>	Spring	Fall
<b>Congregational Life</b>	Summer	
<b>RE Program</b>		Fall
<b>Youth Program</b>	Summer	

### Church Group Plans / Actions

The following church groups reported plans or actions toward this strategic direction, organized alphabetically by group name. For details about these plans and actions, please see the Appendix.

<b>After School Tutoring Program</b>	Spring		
<b>Animal Advocates</b>	Spring	Summer	Fall
<b>Anti-racism Book Group</b>			Fall
<b>Arts &amp; Aesthetics Committee</b>	Spring		
<b>Buildings and Grounds Committee</b>	Spring		
<b>Caring Network</b>	Spring		
<b>Coyote Willow Covenant / CUUPS</b>		Summer	
<b>East Mountain Branch</b>			Fall
<b>Family Promise</b>			Fall
<b>Friday Painters Group</b>		Summer	
<b>International Folk Dancers</b>	Spring	Summer	
<b>Landscape Committee</b>	Spring		
<b>Leadership Succession Committee</b>			Fall
<b>Membership Committee</b>	Spring		
<b>Ohana</b>	Spring		
<b>Penguin Extended Family</b>	Spring		
<b>People of Color Group</b>		Summer	
<b>Radical Generosity</b>	Spring		
<b>Readings on Racism</b>	Spring		
<b>Social Justice Council</b>			Fall
<b>Sunday Explorations</b>			Fall
<b>Widening the Circle</b>	Spring		Fall

## Engagement & Connection: Strengthening connections and deepening relationships to care for each other

As noted in the Strategic Plan:

Our ministry might start with our ministerial staff, but it doesn't end there. Ministering, or caring for each other, and deepening our relationships among our members was in the hearts of many people in our congregation. ... [L]et's **build our skills around recovering from mistakes and repairing our relationships** within our congregation, particularly as we take on difficult conversations around race, class, gender and all the other ways that our complex identities and unconscious biases play out in all our church systems and personal interactions.

The board encourages all church groups to ask:

- Does our group honor and nurture our relationships and interactions as much as the “work” we do together?
- How does our group handle conflict? Do we avoid it, or do we embrace it as an opportunity to learn about each other and grow personally and spiritually? How well do we acknowledge and repair after conflict?
- How does our group reach out to other groups and to the larger congregation? Do we ask for what we need? Do we step up to offer help where we can? Do we embrace opportunities to collaborate and leverage our efforts and resources?

### **Board Plans / Actions**

Board members attend standing committee meetings and board committee meetings and act as representatives of the board in those groups. Each month, board members share a summary of activities and any action items that the board needs to discuss or decide.

The board tries to provide opportunities to discuss differences in our beliefs, our approach to issues and opportunities, and our interpersonal styles. There is always room for improvement. The board read *Subtle Acts of Exclusion* as the first in our list of study books, partly in recognition of this opportunity for growth and deepening of our skills around conflict and repair.

### **Staff + Program Plans / Actions**

The following staff and programs reported plans or actions toward this strategic direction, organized alphabetically by program name. For details about these plans and actions, please see the Appendix.

<b>Senior Minister</b>		Fall
<b>Music Program</b>	Spring	Fall
<b>Congregational Life</b>	Summer	
<b>RE Program</b>		Fall
<b>Youth Program</b>	Summer	

### Church Group Plans / Actions

The following church groups reported plans or actions toward this strategic direction, organized alphabetically by group name. For details about these plans and actions, please see the Appendix.

<b>After School Tutoring Program</b>	Spring		Fall
<b>Animal Advocates</b>		Summer	Fall
<b>Buildings and Grounds Committee</b>	Spring		
<b>Caring Network</b>	Spring		
<b>Covenant Groups</b>	Spring		
<b>Coyote Willow Covenant / CUUPS</b>	Spring	Summer	
<b>Earth Web</b>	Spring	Summer	Fall
<b>East Mountains Branch</b>			Fall
<b>Friday Painters Group</b>	Spring	Summer	
<b>Healthy Community Committee</b>	Spring	Summer	Fall
<b>International Folk Dancers</b>	Spring	Summer	
<b>Landscape Committee</b>	Spring		
<b>Leadership Succession Committee</b>	Spring	Summer	
<b>Membership Committee</b>	Spring		Fall
<b>Ohana</b>	Spring		
<b>Penguin Extended Family</b>	Spring		
<b>People of Color Group</b>		Summer	
<b>Personnel Committee</b>	Spring		
<b>Radical Generosity</b>	Spring		
<b>Readings on Racism</b>	Spring	Summer	
<b>Social Justice Council</b>		Summer	Fall
<b>Sunday Explorations</b>			Fall
<b>Widening the Circle</b>	Spring	Summer	Fall
<b>Worship Leader Team</b>	Spring		
<b>Yoga</b>	Spring		

## Welcoming Campus: Putting our campus and information technology to work to serve our values

As noted in the Strategic Plan:

Our large church property; beautiful outdoor spaces...; new sanctuary; renovated social hall; separate RE building; and recently purchased Arc Building are all significant assets that we can leverage to serve ... each other ... and our mission. ... As we make decisions about resources and programming, we also need to consider the assets and opportunities of our other branch campuses: the East Mountains and Socorro.

The board encourages church groups to think about their needs in terms of both physical space (to meet, store materials, etc.) and technology needs.

- Are there ways to use what resources we have more creatively or put them to a better use to reach and serve more people?
- Are there needs you have in common with other groups? Can you leverage and/or share spaces and technology?
- Are there physical and/or technology needs that are not being met? Have you communicated those to church staff or to the board?

### **Board Plans / Actions**

The board receives reports each month from the executive team, including from the Director of Facilities and the ministers. A board representative chairs the Landscape Committee and sits on the Buildings & Grounds Committee.

The board encourages and supports security improvements, facility upgrades, and maintenance that keeps our church facilities usable and in good repair.

The board will be looking for either the general pledge campaign or the disbursement from the Endowment Fund to provide funds for an update of our campus master plan in 2023.

### **Staff + Program Plans / Actions**

The following staff and programs reported plans or actions toward this strategic direction, organized alphabetically by program name. For details about these plans and actions, please see the Appendix.

<b>Senior Minister</b>		Fall
<b>Music Program</b>	Spring	Fall
<b>Congregational Life</b>	Summer	
<b>RE Program</b>		Fall
<b>Youth Programs</b>	Summer	

### Church Group Plans / Actions

The following church groups reported plans or actions toward this strategic direction, organized alphabetically by group name. For details about these plans and actions, please see the Appendix.

<b>ABQ Faithworks</b>		Summer	
<b>Animal Advocates</b>		Summer	
<b>After School Tutoring Program</b>	Spring		Fall
<b>Animal Advocates</b>			Fall
<b>Anti-racism Book Group</b>			Fall
<b>Arts &amp; Aesthetics</b>	Spring		
<b>Buildings and Grounds Committee</b>	Spring	Summer	
<b>Caring Network</b>	Spring		
<b>Covenant Groups</b>	Spring		
<b>Coyote Willow Covenant / CUUPS</b>		Summer	
<b>East Mountains Branch</b>			Fall
<b>Friday Painters Group</b>		Summer	
<b>Healthy Community Committee</b>		Summer	
<b>International Folk Dancers</b>	Spring	Summer	
<b>Landscape Committee</b>	Spring	Summer	
<b>Membership Committee</b>	Spring		
<b>Ohana</b>	Spring		
<b>People of Color Group</b>		Summer	
<b>Personnel Committee</b>	Spring		
<b>Radical Generosity</b>	Spring		
<b>Readings on Racism</b>	Spring	Summer	
<b>Social Justice Council</b>		Summer	Fall
<b>Sunday Explorations</b>			Fall
<b>Widening the Circle</b>	Spring	Summer	Fall

Social Justice: Joining forces with community partners and our youth to work for social, economic, and environmental justice

As noted in the Strategic Plan:

Social Justice defines this church, and service has been the soul of the church. ... This strategic direction is to put fuller attention to the causes, to partner more fully with others, and to use our resources more intentionally.

The board encourages church groups to think about their works through the lens of social justice.

- How does your work engage with efforts to move toward social, economic, and environmental justice – within our congregation, among our partners and potential partners, and within our broader community?
- If your group is more focused on 1 of these areas – social, economic, or environmental justice – what becomes possible or necessary if you try to address all 3, given that they are so inextricably related?
- Has your group explicitly addressed anti-racism/anti-oppression/multiculturalism in how you interact with each other, how you do your work, and how you would partner with other groups?

**Board Plans / Actions**

As noted above, the board took on a course of study as a part of the year of learning and action around the 8<sup>th</sup> Principle.

The board expects that future boards will need to make decisions about the future use of the Arc Building and other campus facilities to help address homelessness, host social justice events, and provide meeting space and potentially office space for other social justice organizations.

The 8<sup>th</sup> Principle Task Force and the Policy Task Force address the pre-requisites for doing responsible social justice engagement in the future, getting our own house in order before partnering intentionally and humbly with other organizations.

**Staff + Program Plans / Actions**

The following staff and programs reported plans or actions toward this strategic direction, organized alphabetically by program name. For details about these plans and actions, please see the Appendix.

<b>Senior Minister</b>		Fall
<b>Music Program</b>	Spring	Fall
<b>Congregational Life</b>	Summer	
<b>RE Program</b>		Fall
<b>Youth Programs</b>	Summer	

### Church Group Plans / Actions

The following church groups reported plans or actions toward this strategic direction, organized alphabetically by group name. For details about these plans and actions, please see the Appendix.

<b>ABQ Faithworks</b>	Spring	Summer	
<b>After School Tutoring Program</b>	Spring		Fall
<b>Animal Advocates</b>	Spring	Summer	Fall
<b>Anti-racism Book Group</b>			Fall
<b>Arts &amp; Aesthetics</b>	Spring		
<b>Buildings and Grounds Committee</b>	Spring		
<b>Earth Web</b>			Fall
<b>East Mountain Branch</b>			Fall
<b>Family Promise</b>	Spring		Fall
<b>Friday Painters Group</b>		Summer	
<b>International Folk Dancers</b>	Spring	Summer	
<b>Landscape Committee</b>	Spring		
<b>Membership Committee</b>	Spring		
<b>Ohana</b>	Spring		
<b>People of Color Group</b>		Summer	
<b>Personnel Committee</b>	Spring		
<b>Radical Generosity</b>	Spring		
<b>Readings on Racism</b>	Spring	Summer	
<b>Social Justice Council</b>	Spring	Summer	Fall
<b>Sunday Explorations</b>			Fall
<b>Widening the Circle</b>	Spring	Summer	Fall
<b>Yoga</b>	Spring		

---

## APPENDIX

- Spreadsheet of Responses – November 2022
- Spreadsheet of Responses – August 2022
- Spreadsheet of Responses – April 2022

**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"> <li>- Review worship and publications texts for unintentional bias/microaggressions each week</li> <li>- Meeting with LSC chair and board pres to coordinate leadership recruitment with diversity &amp; anti-racism goals</li> <li>- Arranged funding for a staff person who is BIPOC to attend the Finding Our Way Home Conference, for religious professionals of color</li> <li>- Worked with Exec Team to do marketing outreach targeting diverse audiences, using a dedicated fund for this purpose</li> <li>- Collaborating with Adrien Lawyer (Exec Director of the Transgender Resource Center) to share pulpit with him this summer</li> <li>- Strategizing with board to increase number of applicants to 8th principle task force</li> </ul> <p>Related sermons:</p> <ul style="list-style-type: none"> <li>- Feb 13: preached on Widening the Circle</li> <li>- Easter: was about anti-oppression and justice in protestant context.</li> <li>- Mothers Day: about the proliferation of anti-trans laws targeting children.</li> <li>- May 1: includes teaching about the politics of beauty, another anti-oppression theme.</li> </ul>	<ul style="list-style-type: none"> <li>- Collaborated with Staff to design intergenerational easter sunday</li> <li>- Worship design that includes Time for All Ages every week (before the pandemic, we did these only once per month)</li> </ul>	None in this report	None in this report	None in this report	<ul style="list-style-type: none"> <li>- Scheduled staff retreat for May to align staff work with strategic directions</li> <li>- Scheduled meeting with Personnel Committee Chair to plan work aligning with strategic plan</li> </ul>
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.	

**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?
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.	

**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?
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"> <li>Worked with City and community organizations serving the unhoused for over 10 years through our Pets of the Homeless Project;</li> <li>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)</li> </ul>	
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.

**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?
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>			

**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?
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.			

**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?
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"> <li>- Launch an ongoing group to keep a constant pulse on the congregation through surveys, listening sessions, etc.</li> <li>- Build skills around recovering from mistakes and repairing relationships</li> </ul> <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.

**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?
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.

**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?
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.

**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 <a href="https://www.buildingbetterboardswithpeopleofcolor.com/">https://www.buildingbetterboardswithpeopleofcolor.com/</a>	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

**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?
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.					

**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?
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.	

**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?
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 &amp; 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                      -First UU Board                      -Intern oversight committee                      -Leadership succession committee                      -Strategic plan committee                      -Diversifying Sunday music                      -Family Promise volunteer</p> <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                      -Albuquerque Faithworks                      -UUA's Taproot</p>	Volunteering in-person to newly formed Sunday Hospitality group	<p>--(noted above) Leading &amp; organizing annual clothes drive by making clothes for school children who are homeless (APS Title I Homeless project)                      --Volunteering Family Promise                      --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	

**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?
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	

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.	

Group you're representing								What plans do you have or what actions are you taking to implement these strategic directions?							
First Name		Last Name		Anti-racism, Anti-oppression, and Multiculturalism	Church for All Ages	Engagement & Connection	Welcoming Campus	Social Justice		Other Comments					
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

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
<b>Church Groups</b>								
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				

**UUABQ Strategic Plan - Implementation Report**  
Fall 2022

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
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?	

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
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"> <li>•Sponsored some Mistakes and Miracles groups on Zoom and others in person.</li> <li>•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.</li> </ul>	<p>We worked with the 8th Principle Task Force to prepare our presentation for the Mistakes &amp; 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"> <li>•Designed a WTC group info / welcome brochure and plan to make it available at the Connections Table during Sunday services.</li> <li>•Produced bright yellow 8th Principle buttons and made them available on Sundays at the Welcome Table and the Social Justice table.</li> <li>•Plan to build a WTC Group presence on First U's Realm network.</li> </ul>	<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&amp;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 &amp; 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>					