



THE MESSENGER

FIRST UNITARIAN

Albuquerque • East Mountains • Socorro

Annual
Meeting
Notice

2024 Annual Meeting January 28 • 2:00 pm in the Sanctuary

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

The annual congregational meeting will be held on Sunday, January 28, 2024 at 2:00 pm in the sanctuary, with a livestream available over Zoom. Check-in for those attending in person will start at 1:15 pm in the social hall. The Zoom meeting will open at 1:30 pm. Childcare will be provided in the Religious Education building.

Everyone is invited, but **you must be a member in good standing as of December 31, 2023 to vote**. Voting membership is attained 30 days after signing the Membership book or a designated proxy. Members eligible to vote at congregational meetings are those who made a financial contribution of any amount during the last year, unless specific alternate arrangements have been made through the church office. Contact Laira Magnusson, Director of Congregational Life, at LMags@uuabq.org if you have any questions about your current membership status.

Change for the Future 2024

Eligible congregants (see above) will vote (either in-person or virtually) for 4 of the following Change for the Future candidate organizations at the meeting. Please stop by their tables in the Social Hall from 1:15-2:00 on January 28, or [visit our website for full descriptions of the programs being funded](#).

[Locker #505: Students Clothing Bank](#)

[New Mexico Harm Reduction Collaborative](#)

[APS Title I Homeless McKinney- Vento Program](#)

[United Voices for Newcomer Rights \(UVNR\)](#)

[League of Women Voters of Central NM](#)

[New Mexico Immigrant Law Center \(NMILC\)](#)

[Susan's Legacy](#)

[Saad K'idilyé Women's Sweat Lodge](#)

[New Mexico Friends of Foster Children](#)

[Tres Hermanas Farm, Lutheran Family Services](#)

[Albuquerque Center for Peace & Justice](#)

[Veterans Integration Centers](#)

[New Mexico Dream Center](#)

[OffCenter Community Arts Project](#)

According to CDC waste-water testing, we are in the middle of a major post-holiday COVID surge, the second largest since the Omicron surge in January 2022. Flu and RSV are also circulating this month. Current church policy does NOT require masks, but we encourage you to consider masking when indoors to protect those in our community who are at higher risk. If you have symptoms, you can participate via Zoom. The annual meeting will be HYBRID. Help our community stay healthy and strong!

Agenda

Confirmation of Quorum (10% of membership)	Michael McDonald, Moderator
Call to Order	
Review of the Rules of Debate	Michael McDonald
Voting Instruction for Virtual Attendees	Michael McDonald
Chalice Lighting	Dámaris Donado President of the Congregation
Leadership Succession Committee Report	
Introduction of 2024 Nominees for Leadership	Marilyn O'Boyle, Chair
Vote on 2024 Leadership	Michael McDonald
Collection of "Change for the Future" Ballots	
Reports	
Treasurer's Report	Joyce Etheridge, Treasurer
Endowment Fund Committee Report	Gary Norris, Chair
President's Report	Dámaris Donado
2024 Budget	
Presentation of 2024 Operating Budget	Joyce Etheridge, Treasurer Bryan Hackett, Director of Finance
Vote to Accept 2024 Budget	Michael McDonald
State of the Church Report	The Rev. Angela Herrera Senior Minister
Results of "Change for the Future" Vote	
Adjournment	

Leadership Succession Report

Nominees* & Continuing Positions**

President (1-year term, renewed)	Dámaris Donado
Treasurer (1-year term, renewable)	Michael McDonald
Board of Directors (2-year term, renewable once)	New Nominees: Donna Collins, Andrea Lee, William Miller Nominated for a Second Term: Bill Slakey Continuing in Place: Chris Mayo, EmmaLia Mariner, Carla Williams
Endowment Committee (2-year term, renewable once)	New Nominee: Joanne Bodin Nominated for a Second Term: Peter Chestnut, Tim Nisly, Peggy Whitmore Continuing in Place: Gary Norris
Leadership Succession Committee (2-year term, renewable once)	New Nominee: Ted Zuschlag Nominated for a Second Term: Sue Coates, Martha Ketelle, Nancy Kilpatrick, Marilyn O’Boyle Continuing in Place: Jordan Jones, Jacob Shull
Moderator (2-year term, renewable)	Mikaela Renz-Whitmore

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

2023 LSC Members

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

The Leadership Succession Committee (LSC) is responsible for preparing a slate of candidates for elections at our Annual Meeting. The LSC makes recommendations for nominees to fill vacancies on the Board of Directors, Endowment, and Leadership Succession Committees. There are 21 positions on these committees. For 2024 elections, the LSC has developed a slate of 15 candidates. Seven are new nominees for vacancies and eight are nominated for a second term. Available bios of new and second-term nominees appear on the following pages.

Leadership Succession Report

President

Dámaris Donado (Renewed Term)

Dámaris has been a member of First Unitarian since 2011. She currently serves as Board President. As a board member, she led book retreats exploring anti-racism and diversity issues. She was also co-chair of the 8th Principle Explorations Task Force. Dámaris is a bilingual Latinx woman with a multicultural background. She loves her day job as a licensed clinical social worker and program operations director providing resources to underserved families in the Albuquerque metro area. Radical love, authenticity, and belonging are the core values that motivate her to engage in social justice work. Dámaris is married to church member Dimitri Kapelianis and has two teenage sons, Delino and Darian. In her free time, she loves to read and spend time enjoying her family.

Treasurer

Michael McDonald (New Nominee)

Michael McDonald has been a member of First Unitarian since 1985 and an active UU for 44 years. He is currently Moderator, a member of the Finance Committee, and he works in the AV booth to produce sound and video on Sundays. Michael is stepping down as Moderator to take this new role as Treasurer. Michael's past activities include Board Secretary for 4 years, leadership roles on many pledge drive campaigns, technical roles on past finance committees, and memorable work in Religious Education, UU Kids Camp, Long Range Planning Committees, and Earth Web's Bosque team. It was Michael's delight in working with our thoughtful Finance Committee and our effective and well qualified past and present Directors of Finance that led him to volunteer for Treasurer. Learning that Mikaela Renz-Whitmore would take over as Moderator made it an ideal time to make the change.

Board of Directors

Donna Collins (New Nominee)

Donna Collins joined her first Unitarian church in Chandler, AZ in 1980. She has been a member of First Unitarian since 1998 when she moved to Albuquerque. She has served on the Board of Directors, the Adult Religious Education Council, the Landscape Committee, volunteered in the Food Pantry, coordinated the renovation of the Memorial Hall and most recently inaugurated the 4th Sunday Speaker Series. In addition, she was a founding member of the Unitarian Congregation of Taos where she served as Board President and Worship Coordinator from 2005-2010.

Andrea Lee (New Nominee)

Andrea Lee has been attending First Unitarian since 2006 and joined the congregation in 2008. She currently sings in Chalice Choir and serves as an usher. Her previous volunteer service in the congregation includes teaching religious education and serving on the Membership Committee. After a long career as an editor in religious publishing, she is now enjoying retirement. She lives on Albuquerque's west side with her two cats, Sammy and Leo.

Bill Miller (New Nominee)

Bill Miller began attending First Unitarian in 2017. He quickly realized that this was the place he was looking for and became a church member in 2018. Bill is currently involved with the RE program and attends the Connections table once or twice per month. He helped with ushering Zoom meetings during the pandemic months as well as Family Promise before the pandemic. Bill is married to Jeanine Miller, and they have two sons. Travis lives in Boston with his wife and Aaron in Brooklyn with his wife and two sons. Bill retired in 2012 after 25 years with UNM. He served on the UNM Retiree Association board for six years and embraced their motto of, "Don't retire from something, retire to something." Bill has worked with various nonprofit organizations both locally and internationally.

Bill Slakey (Second Term)

Bill has been attending First Unitarian for more than 20 years. He has previously served on the Board, the Healthy Community Team, the Leadership Succession Committee, as a teacher in the RE program, and as a counselor at UU Kids camp. He is committed to

Leadership Succession Report

working for a truly diverse, equitable, and inclusive community at First Unitarian and beyond. He took part in a White Fragility book study at the church and has been actively engaged in DEI efforts in his work as an English teacher at Sandia Prep. He is married to church member Heather Clark.

Leadership Succession Committee

Sue Coates (Second Term)

Sue has been an active Unitarian all her life in numerous locations, and joined the Albuquerque church in 2011. Most of her career was in contracts management, including sixteen years managing sponsored projects that teach government contracting to small businesses. In 2010, she retired and enrolled at UNM, earning a PhD in Organizational Learning in 2018. She was promptly hired as Adjunct Professor in Organizational Studies at UNM's Anderson School of Management, and currently teaches Grantwriting at UNM Continuing Education. At First U, she has participated in Sip 'n' Sup, Wisdom Circle, Care Team, the 2017 Women's March on Washington Albuquerque Rally, and Next Step Prep. She currently chairs UU TheatreGoers, and serves on Leadership Succession Committee. She lives in midtown, near her cousins, and occasionally visits her ancestors in the Raton graveyard. She actively advocates for tuberculosis elimination and for emotional support for patients, survivors, and **families**.

Martha Ketelle (Second Term)

Martha has been a member of First Unitarian for 12 years and served on the Board from 2013-2016, and as President in 2014 and 2015. She has been active in the church's work in Immigrant Justice and support of asylum seekers and is currently the interim chair of the Landscape Committee. She is a life-long Unitarian Universalist, having been an active member of several churches and fellowships. She is interested in recognizing and developing leaders in our congregation.

Nancy Kilpatrick (Second Term)

Nancy has been at member of First U for more than 20 years. She has served in many capacities—Facilities Master planning, Sanctuary and Social Hall Building Projects, Care committee, Coffee Crew Lead, Finance Committee, and has served on the Board as VP

and President. Her community engagement revolves primarily around support to immigrants and refugees, as well as a volunteer for the Albuquerque Assistance League. She loves to travel and just returned from a trip to Cuba.

Marilyn O'Boyle (Second Term)

Marilyn has been a member of First Unitarian Church since 2001. She helped found the Earth Web Team, served for 8 years on the Worship Committee, sings in the choir, and served as a Covenant Group facilitator. She has served on the Board of Directors for two different terms, and was on the search committee that brought us Bob LaVallee. She is a retired Suzuki Method Violin teacher and trainer, and the mother of five, grandmother of nine. She enjoys reading, walking with her dog, and keeping fit.

Ted Zuschlag (New Nominee)

Ted Zuschlag began attending First Unitarian in August of 2021. He has been supporting Sunday's 9:00 am Zoom services. From 2016 to 2021, he attended the Unitarian Fellowship of Corvallis, Oregon. In 2015, he retired from the Oregon University System, where he had been a data warehouse designer. He raised his four daughters in Corvallis. His interests include parenting, contemporary cultural issues, storytelling, languages, cycling to the grocery store, cooking, and music.

Endowment Committee

Joanne Bodin (New Nominee)

Joanne Bodin, Ph.D joined First Unitarian in 2020. She currently serves on the Adult Faith Formation Council and is a host for Sunday chat tables. She is a retired APS teacher of special education and gifted. She is also an award-winning author and poet, as well as a musician and watercolor hobbyist. She has served on past boards of the New Mexico Orchid Guild and Southwest Writers in Albuquerque.

Peter Chestnut (Second Term)

Peter joined First U in 1990, after attending for several years. He grew up in the First Unitarian Society of Schenectady, NY, where its RE program aimed him on a quest for truth and meaning. He has served on First Unitarian's RE Committee, the board of directors, and played bass and sang for our first church band, Some

Assembly Required. Peter currently serve on the boards

Leadership Nominees, continued

of the Hopi Education Endowment Fund, the La Montanita Food Cooperative, and the Senior Lawyers Division of the State Bar of New Mexico. His recreational activities include walking, playing music on bass and guitar, singing with Buzzy and the B. Goodes, and sharing time with family, especially grandkids. He is interested in building on the fine work done by previous members of the Endowment Committee, preserving the endowment, and supporting board initiatives to produce long-term benefits to our church.

Tim Nisly (Second Term)

Tim has been attending First Unitarian since 2017, and joined the church in 2019. As a realtor and investor, he specializes in buying and rehabilitating derelict properties across Albuquerque and helping others do the same. He's the former CEO of the nonprofit Rio Grande Community Development Corporation, founder of TEDxABQ, the SINC Nonprofit Incubator, and on the board of the Barel Community Coalition, the Construction Industries Division at the State of NM, and the Small Business Regulator Advisory Committee at the City of Albuquerque. He's an avid guitarist, and enjoys spending his free time with his dozen nieces and nephews in Albuquerque.

Peggy Whitmore (Second Term)

Peggy has been a church member for more than 25 years. During that time, she has been involved with the Social Justice Council, the Family Promise program, ABQ Faithworks Collaborative, the Food Pantry, and other social justice-related programs. Peggy and her husband Kevin were Unitarians in Bettendorf, Iowa before moving to New Mexico in 1987 and they are devoted to the church and the work it does in the community.

Moderator (no term limit)

Mikaela Renz-Whitmore (New Nominee)

Mikaela Renz-Whitmore became a member of First Unitarian in 2007. She has served on the Board of Directors, the Worship Team, and the Tech Team. At various times, she has taught in RE for Elementary, Mid-high, and Youth, and she served as a counselor for UU Kids Camp for the first time in 2023, attending with her children Umea and Beckett. Mikaela is a community planner with the City of Albuquerque and has over 20 years of experience facilitating large meetings.

A Note About This Year's Proposed Budget

Although we have a tight budget that includes no cost-of-living increase for staff and incorporates revenue that would normally be used for reserve funds and special projects, it shows a deficit. It is exceedingly rare for our Board to propose a deficit budget.

Why do we have a deficit?

- This is partly due to higher than usual nonfulfillment of 2023 pledges (6.5% instead of the typical 3.5%), creating a deficit that carries over into next year.
- We received fewer pledges than in previous years. The 2024 budget includes 360 pledges. Last year, we received 430 pledges. Yet, attendance and membership remain similar.

How can we create a balanced budget?

- We hope that some who have not yet fulfilled their 2023 pledges will be able to do so before the annual meeting.
- We need an increase in the number of pledges received for our 2024 budget. It would greatly help to receive your pledge today!
- For those who can afford to do so, we ask that you consider increasing the amount of your current pledge.

We hope you will see this proposed budget as an opportunity to narrow or close the gap today!

To pledge, you can use the following link:

<https://onrealm.org/UUABQ/-/form/pledge/pledges-2024>

or call our church office: 505-884-1801.

- *Dámaris Donado, Board President*

Access the Annual Report

A draft of First Unitarian's 2023 Annual Report is available online on the right-hand side of the home page (uuabq.org). Updates will be published up until and after the Annual Meeting. Hard-copy readers may contact Laira Magnusson at LMags@uuabq.org to request a mailed copy after the Annual Meeting.

Proposed Operating Budget

Operating Fund (Fund 01)

2024 Budget Planning

	2023 Budget	YTD Actual AS OF 12/31/23	2023 Actual Projected	2024 Budget	Change from 2023 Actual		Change from 2023 Budget	
					(\$)	(%)	(\$)	(%)
REVENUES								
Contribution Revenue								
Operating Pledges	896,730	857,908	862,000	785,000	(77,000)	-9%	(111,730)	-12%
Non-Pledge Gifts	107,208	113,502	113,502	111,800	(1,702)	-1%	4,592	4%
Total Contributions	1,003,938	971,410	975,502	896,800	(78,702)	-8%	(107,138)	-11%
Other Revenue								
Rental Revenue	113,625	141,541	141,541	156,113	14,573	10%	42,488	37%
Endowment Income	37,955	36,733	36,733	36,000	(733)	-2%	(1,955)	
Other Income	3,584	7,144	7,895	9,900	2,004	25%	6,315	176%
Total Other	155,165	185,418	186,169	202,013	15,844	9%	46,848	30%
TOTAL REVENUE	1,159,103	1,156,827	1,161,671	1,098,813	(62,858)	-5%	(60,290)	-5%
EXPENSES								
Compensation								
Program Staff	601,887	599,450	599,450	608,349	8,899	1%	6,462	1%
Administrative Staff	175,913	169,669	169,669	159,487	(10,182)	-6%	(16,426)	-9%
Facility/Custodial	51,159	50,010	50,010	59,733	9,723	19%	8,574	17%
Other Employer Costs	37,885	46,791	46,791	47,900	1,109	2%	10,015	26%
Total Compensation	866,845	865,919	865,919	875,469	9,550	1%	8,625	1%
Church Operations								
Office Expenses	29,672	33,248	33,248	37,800	4,552	14%	8,128	27%
HR Expenses	1,350	551	551	1,350	799	145%	-	0%
Utilities	25,079	34,990	34,990	28,726	(6,265)	-18%	3,646	15%
Campus Expenses	72,495	83,865	83,865	87,280	3,415	4%	14,785	20%
Rental Expenses	7,000	1,678	1,678	1,500	(178)	-11%	(5,500)	-79%
Total Operations	135,596	154,332	154,332	156,655	2,323	2%	21,059	16%
Church Programs								
Religious Education	8,667	5,395	5,395	8,667	3,272	61%	-	0%
Music Program	6,500	3,435	3,435	6,080	2,645	77%	(420)	-6%
Sunday Services	7,342	11,346	11,346	11,450	104	1%	4,108	56%
Total Program	22,509	20,176	20,176	26,197	6,021	30%	3,688	16%
Denominational/Professional								
Councils & Committees	7,885	6,511	6,511	8,785	2,274	35%	900	11%
Denominational Commit	31,000	31,000	31,000	31,000	-	0%	-	0%
Socorro	2,050	2,029	2,029	2,050	21	1%	-	0%
East Mountain	5,000	5,160	5,160	5,200	40	1%	200	4%
Insurance/Professional	14,610	15,211	15,211	14,012	(1,199)	-8%	(598)	-4%
Service Charges	8,004	8,083	8,083	8,050	(33)	0%	46	1%
Property Taxes	-	1,475	13,436	-	(13,436)	-100%	-	0%
Total Denomin/Professional	68,549	69,468	81,429	69,097	(12,332)	-15%	548	1%
TOTAL EXPENSES	1,093,498	1,109,895	1,121,857	1,127,418	5,562	0%	33,920	3%
Transfers to Capital	(48,084)	(48,084)	(48,084)	(57,839)	(9,755)	20%	(9,755)	20%
EXCESS INCOME/EXPENSES	17,521	(1,152)	(8,270)	(86,444)				
Allocated Surplus- Prior Yr	(17,521)	(23,221)	(23,221)	(31,491)				
ENDING SURPLUS / DEFICIT	(0)	(24,373)	(31,491)	(117,935)				

Pre-Meeting Town Hall

The Board of Directors will host an open question and answer session about the proposed 2024 budget on Saturday, January 20 at 1:00 pm on Zoom.

[Meeting ID: 168 223 701](#)



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

www.uuabq.org 505-884-1801

ADDRESS SERVICE REQUESTED
- DATED MATERIAL -

Sunday Worship Services

Albuquerque

9:00 & 11:00 am in the
Sanctuary

Livestream on Zoom at 9:00

East Mountains

11:00 AM

1 Deanna Ln.
Edgewood
(off Dinkle Road)

Socorro

3:00 PM

Epiphany Episcopal
Church, 908 Leroy Place

SPECIAL EDITION

Information Inside for Annual Congregational Meeting on Sunday, January 28.

Stay after church on Sunday, January 28 and eat lunch with other members before the meeting! A \$5/person suggested donation will go towards funding the events for our 75th Anniversary celebration.

Would you like to help? We need volunteers to:

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

Contact Alana Rodriguez at arodrig@uuabq.org if you would like to help!