Annual Meeting Notice
January 31, 2016 • 2:00 pm • Sanctuary

The annual congregational meeting will be held on Sunday, January 31, at 2:00 pm in the Sanctuary. Check-in will start at 1:15 pm. Candidate organizations for “Change for the Future” will have displays prior to the meeting. New Director of Music Susan Peck will be providing music in the Sanctuary.

Everyone is invited, but you must be a member in good standing as of December 28, 2015 to vote. Church membership is open to anyone who has attained the age of 14 years, who is in sympathy with the purpose and program of this church, who has made an identifiable financial contribution to the church, and who has signed the Membership book. Voting membership is attained 30 days after signing the Membership book. Members eligible to vote at congregational meetings are those who made a financial contribution during the last year, unless specific alternate arrangements have been made through the church office.

Change for the Future 2016

The following six organizations have been nominated by church members and vetted through the Social Justice Council (SJC) for the Change for the Future program in 2016. Four of the groups will be selected at the annual meeting. The SJC encourages you to check out their websites and come early to the annual meeting so you can visit with representatives of the various groups.

Family Promise of Albuquerque, www.familypromiseabq.org

Good Radio Shows, Inc. producers of Peace Talks Radio, www.goodradioshows.org

NM Faith Coalition for Immigrant Justice, www.nmfaithcoalition.weebly.com
(Nota: the URL contains a misspelling of the word “faith.” www.nmfaithcoalition.weebly.com does not work.)

OFFCenter Community Arts, www.offcenterarts.org

Parents as Teachers South Valley Home-Visiting Program, www.cdd.unm.edu/echfs/pat.html

Transition ABQ, www.transitionabq.org

Access the Annual Report

A draft of First U’s Annual Report is available online on the right-hand side of the home page on the website (www.uuabq.org). Updates will be published after the Annual Meeting. Hard-copy readers may contact the office at 884-1801 to receive a paper copy.
# Agenda

## Call to Order
- Review of Rules of Debate
- Changes to Agenda
- Chalice Lighting and Opening Words
- Volunteer Recognition
- Confirming Quorum (10% of membership)

**Michael McDonald**

## Leadership Succession Committee Report
- Introduction of 2016 Nominees for Leadership
- President of the Congregation
- Treasurer
- Board of Directors
- Financial Review Committee
- Endowment Committee
- Leadership Succession Committee
- Moderator

**Geri Knoebel**

## Vote on 2016 Leadership

**Michael McDonald**

## Treasurer’s Report

**Linda Suydam**

## Presentation of 2016 Budget

**Janis Schubert**
**Paul Browne**

## Vote to Accept the 2016 Budget

**Michael McDonald**

## Vote to Approve Changes to the By-Laws

**Michael McDonald**

## Collection of “Change for the Future” Ballots

**Nell Graham Sale**

## Endowment Committee Report

**Rod Groves**

## Financial Committee Report

**Martha Ketelle**

## Annual Report

**The Rev. Christine Robinson**
**The Rev. Angela Herrera**

## State of the Church

**The Rev. Christine Robinson**
**The Rev. Angela Herrera**

## Vote to Ordain James Galasinski

**Michael McDonald**

## Results of the “Change for the Future” Vote

**Michael McDonald**

## Adjourn
<table>
<thead>
<tr>
<th>Position</th>
<th>Nominees/Names</th>
</tr>
</thead>
<tbody>
<tr>
<td>President (1-year term)</td>
<td>Larry Alei</td>
</tr>
<tr>
<td>Treasurer (1-year term)</td>
<td>Linda Suydam</td>
</tr>
</tbody>
</table>
| Board of Directors (2-year term, renewable once) | New Nominees: Alisa Cooper de Uribe and Meghan McHenry Shattuck  
Nominated for Second Term: Dimitri Kapelianis  
Continuing in Place: Ken Callahan, Donna Collins, Rick Held, Martha Ketelle, Chris Mayo, and Gwen Sawyer |
| Endowment Committee (2-year term, renewable once) | New Nominee: Judith Parsons  
Continuing in Place: Sandra McCardell, Margo Milleret, Nell Graham Sale, and Dorothy Reynolds |
| Financial Review Committee (2-year term, renewable once) | Continuing in Place: Rod Groves, Angela Merkert, and Bruce Newton |
| Leadership Succession Committee (2-year term, renewable once) | New Nominees: Michelle Bloodworth and Ian Carrillo  
Nominated for Second Term: Jon Eldredge  
Continuing in Place: Heather Clark, Sally New, Joseph Sadek, and Benita Terrell |
| Moderator (No term limit)                    | Michael McDonald                                                              |

*Subject to vote. Bios of nominees appear on the following pages.

** Not subject to vote.
The Leadership Succession Committee (LSC) is responsible for preparing a slate of candidates for elections at our Annual Meeting in January. The LSC makes recommendations for nominees to fill vacancies on the Board of Directors, Endowment, Finance Review, and Leadership Succession Committees. There are 26 positions on these committees. For 2016-2018, the LSC has developed a slate of seven nominees. Two are nominees for a second term and five are new nominees for vacancies.

New and Second-Term Nominees

**President (1-year term)**

**Larry Alei (New Nominee)**

Larry has served on the audio team since 2009, and has been on the Board of Directors as Vice President for the last two years. Larry’s professional background is in business management, and he retired from Intel Corporation in 2013. Presently, he is the Director of the Encore Fellows program at the United Way of Central New Mexico. Larry enjoys the outdoors, being a dad to two teenagers, running live audio systems, and playing the trumpet.

**Treasurer (1-year term)**

**Linda Suydam (New Nominee)**

Linda joined First U in January 2011 after moving to New Mexico with her husband, church member Jake Barkdoll. She has been the Church’s treasurer since January 2013.

She has an MA in counseling from George Washington University, and an MPA and DPA from the University of Southern California.

More than 38 years ago, Linda began her career as a social worker with the Division of Youth and Family in New Jersey. After moving to planning, budgeting, and supervision during that six-year employment, she transitioned to the FDA in Washington, DC, as a Program Analyst in the budget and planning office of the Center for Medical Devices. In 1992 she became the FDA’s Associate Commissioner for Operations and later Deputy Commissioner for Operations. She left the FDA in 2002 to become the President and CEO of the Consumer Healthcare Products Association. She retired in 2011 and continued to do some consulting for the first three years after her retirement.

She now enjoys volunteer work, is a member of the board of her Home Owners Association, and chairs the Community Services Committee of the Placitas Jardineros organization. Linda also volunteers in a reading program at the Placitas elementary school and is a member of three book clubs. She enjoys traveling with her husband.

**Board of Directors (2-year term)**

**Alisa Cooper de Uribe (New Nominee)**

Raised in Raton, Alisa settled in Albuquerque in 2009 with her husband, Patricio Uribe. They joined First U in 2013, and attend with their 4-year-old daughter, Clara. Alisa is a bilingual elementary school teacher at the Spanish-immersion New Mexico International School. She also teaches in RE. Prior to her career in education, Alisa worked in family immigration law at a firm in Albuquerque, in translation services for Aeroméxico magazines in Mexico City, and in the human resources department at the Metropolitan Opera in New York City. She currently serves on the boards of a community organizing non-profit in Albuquerque and a residency for art and ecology in Michoacán, Mexico. She loves being part of the First U community.

**Dimitri Kapelianis (Second Term)**

Dimitri has been a member of First U since 2011 and has served on the board since 2014. During his term on the board, Dimitri co-chaired the Strategic Planning Task Force that developed the church’s most recent five-year plan, and he currently chairs the Radical Generosity team. Dimitri is married to...
church member Damaris Donado. They have two sons who like to dress as zombies. When Dimitri is not keeping the zombies at bay he is an Associate Professor of Marketing at the University of New Mexico.

**Meghan McHenry Shattuck (New Nominee)**
Meghan grew up in this church. Her family joined in 1994 when she was 8 years old, and she became a full member in 2003. Currently she serves as a co-leader of UU Kids Camp and also of First U’s Family Promise program. She is also the interim secretary for the church Board of Directors. This spring she will be teaching coming of age class. Previously she has served as an advisor to the La Amikoj high school youth group, and as a teacher in and director of the Church ESL. As a youth she participated in MDD-level youth leadership, and attended GA.

In 2013 Meghan married her partner Jacob, and they live in Albuquerque with their cat Puca. In 2014 they traveled to Ireland for Meghan’s job with Intel, and just returned in June 2015. They both love to travel, grow veggies, make crafts, and watch Star Trek.

**Endowment Committee (2-year term)**
**Judith Parsons (New Nominee)**
Judith joined First U in May 2012. She has served in a leadership capacity for more than 30 years as the Human Resources Director for ARCA, a non-profit organization serving people with intellectual and developmental disabilities. She has participated in a UU book club and the UU hiking group. Judith is looking forward to the opportunity to serve the church as a member of the Endowment Committee.

**Leadership Succession Committee (2-year term)**
**Michelle Bloodworth (New Nominee)**
I have been married to my husband, John King, for twenty years and we have four teenagers and two non-obedient dogs. We are also lucky that my mother shares our house and is a big part of our lives. My family joined First U when we moved from Chicago to Albuquerque in 2006. As a member, I have taught in the religious education program, served on the pledge drive committee, been in a covenant group, and benefited from being part of an extended church family. I am a community psychologist who works with systems and organizations to develop and evaluate education and health programs. In addition to my family and work, I spend my time meditating, hiking, skiing, traveling, creating, and camping. I feel privileged to have the opportunity to serve this amazing church.

**Ian Carrillo (New Nominee)**
Ian has been a part of the First U community for over ten years, and became a member in June of this year. He is a member of the Worship Committee and the bassist in the church band, Spare Parts, and is eager to serve as a part of the Leadership Succession Committee as a millennial voice for the church.

**Jon Eldredge (Second Term)**
Jonathan has been a church member for many years. He has served on the Worship Committee and as a lay leader. Jonathan is an Associate Professor of Evidence Based Practice and Translational Sciences Coordinator at the Health Sciences Library and Informatics Center at the UNM.

**Moderator (no term limit)**
**Michael McDonald**
Michael has been an active member of the church since 1985. He is a former Church Board member, has served on many church committees, was an active Religious Education volunteer, and helped found the weeklong UU Church camp. Michael currently serves on the Radical Generosity Committee, which conducted this year’s pledge drive, and is active in the Church’s bosque cleanup crew. Michael’s favorite role is as Church Moderator, which he has filled since 2010 after serving for several years prior to that as Church Parliamentarian. He finds it rewarding to represent a congregation that works so well together.
Proposed Changes to By-Laws

Motion #1: To bring bylaws into current usage
Change “Church Policy Manual” to “Congregation and Board Policy Manual” in all instances of the bylaws.

Motion #2: Article 1, Section 3 “The Authority of the Congregation”
Add this bullet point to give the congregation authority to make policy:
- To adopt congregational policies which do not rise to the level of By-laws.

Motion #3: Article 2, Section 4: (Board) “Duties and Responsibilities”
Add to assist the congregation’s standing committees in organizing:

“The Board, through its president or other designee will be in contact with members of each standing committee, initiate its first meeting of the year if necessary, and remain in contact with the chair throughout the year.”

Motion #4 Article 2 Section 4b, (Board) “Operations and Policy”
Motion #4 is proposed to flesh out the responsibilities of the board and to clarify how policy is created and maintained.
Replace this current text:

“The business, property, and affairs of the Church shall be managed by the Board of Directors acting collectively on behalf of, and for the benefit of, the Congregation in accordance with the Bylaws and the operating budget approved by the Congregation. Policies of the Church may be initiated by the Board or by any Standing Committee, Committee or Program Team, but final approval of all Policies is the responsibility of the Board. Those Policies approved by the Board shall be included in the Church Policy Manual and shall be available on the Church website and in the Church office.”

With this:

“The business, property, and affairs of the Church shall be managed by the Board of Directors acting collectively on behalf of, and for the benefit of, the Congregation in accordance with:

- The congregation’s Mission Covenant
- Applicable Law
- The congregation’s bylaws
- The congregation’s approved budget
- Prudence in regards to the physical and emotional safety of participants
- Prudence in regards to the congregation’s physical and reputational assets

The Board will operate primarily by making policy. Board Policies may be initiated by the Board, and suggested policies may be brought to the Board by any person, group, or team. Board Policy is created by majority vote and added to the ‘Congregation and Board Policy Manual’ which is maintained on the church website.”
## Operating Budget

<table>
<thead>
<tr>
<th></th>
<th>2015 Budget</th>
<th>2016 Actual</th>
<th>Proposed Budget</th>
<th>Change Amount</th>
<th>Change %</th>
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<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions</td>
<td>$729,500</td>
<td>$716,644</td>
<td>$754,000</td>
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<td>Pledges</td>
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<td>$658,838</td>
<td>$699,000</td>
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<td>Non-Pledge Gifts</td>
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<td>$57,806</td>
<td>$55,000</td>
<td>($10,000)</td>
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<tr>
<td>Rentals</td>
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<td>$32,785</td>
<td>$28,000</td>
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<td>Miscellaneous</td>
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<td>Intern Fund</td>
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<td>$26,762</td>
<td>$10,660</td>
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<td>Endowment Fund Income</td>
<td>$10,500</td>
<td>$11,223</td>
<td>$11,470</td>
<td>$970</td>
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<td>Surplus</td>
<td>$7,398</td>
<td>$9,354</td>
<td>$2,910</td>
<td>($4,488)</td>
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<td><strong>TOTAL INCOME</strong></td>
<td>$791,198</td>
<td>$802,823</td>
<td>$861,260</td>
<td>$70,062</td>
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<tr>
<td><strong>EXPENSES</strong></td>
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<td></td>
<td></td>
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<tr>
<td>Staff Compensation</td>
<td>$555,283</td>
<td>$560,855</td>
<td>$615,128</td>
<td>$59,844</td>
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<td>Program Director's Expenses</td>
<td>$17,495</td>
<td>$13,387</td>
<td>$19,895</td>
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<td>Operations</td>
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<td>$100,250</td>
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<td>Religious Education</td>
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<td>Sunday Services</td>
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<td>$14,301</td>
<td>$15,800</td>
<td>$1,100</td>
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<td>Councils &amp; Committees</td>
<td>$7,950</td>
<td>$6,566</td>
<td>$8,150</td>
<td>$200</td>
<td>2.5%</td>
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<td>Strategic Initiatives set-aside</td>
<td>$0</td>
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<tr>
<td>Program Initiatives set-aside</td>
<td>$0</td>
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<td>$2,000</td>
<td>new</td>
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<tr>
<td>Branches</td>
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<td>$8,164</td>
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<td>$0</td>
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<td>$18,392</td>
<td>$16,650</td>
<td>$0</td>
<td>0.0%</td>
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<tr>
<td><strong>TOTAL OPERATING EXPENSES</strong></td>
<td>$720,888</td>
<td>$729,360</td>
<td>$797,808</td>
<td>$72,920</td>
<td>10.1%</td>
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<tr>
<td>Surplus from Normal Operations</td>
<td>$70,310</td>
<td>$73,464</td>
<td>$63,452</td>
<td>($6,857)</td>
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<tr>
<td><strong>ADDITIONAL EXPENSES</strong></td>
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<tr>
<td>Mortgage Payments</td>
<td>$49,864</td>
<td>$46,704</td>
<td>$36,676</td>
<td>($13,188)</td>
<td>-26.4%</td>
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<td>Congregational Commitments</td>
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<td>$24,239</td>
<td>$26,776</td>
<td>$6,335</td>
<td>31.0%</td>
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<tr>
<td><strong>TOTAL EXPENSES</strong></td>
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<td>$800,303</td>
<td>$861,260</td>
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<td>Transfers</td>
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<td>$3,297</td>
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<tr>
<td><strong>NET BALANCE</strong></td>
<td>$5</td>
<td>$5,817</td>
<td>$0</td>
<td>($5)</td>
<td>n/a</td>
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</table>
Sunday Worship Services

**Albuquerque**
9:30 and 11:00 AM
In the Sanctuary

**Carlsbad**
4:00 PM
First Presbyterian Church
309 W. Shaw

**East Mountains**
11:00 AM
UU Congregation, E. Mtns.
1 Deanna Ln.
(off Dinkle Road)

**Socorro**
4:00 PM
Epiphany Episcopal Church, 908 Leroy Place

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**SPECIAL EDITION—Information Inside for Congregational Meeting on Sunday, January 31.**

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We have a mobile giving page. Scan the QR code to the left to access our mobile giving page. Thank you for your generosity!