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Two years ago the state of the church was “expecting.”

Last year, the state was “in transition.”

This year, the state of the church is... transitioned! Hello from the other side.

You’ve heard a few words from [Board President] Larry [Alei] to wrap up the transition process. To that I would just add that I also thought the process was thorough and fair, and I am still absolutely thrilled to be your new Senior Minister.

You’ve also heard about a possible building project and ideas for a commemorative project to honor Christine Robinson’s 29 years of ministry here.

But what else is new? Or what else is happening, now that we are on the other side of that monumental change?

We now have 847 members, a new new record for us. (We had also hit a new record last January). Although it’s true that we did not hit our pledge target this fall, it’s also true that we did raise a record amount in pledges. This is a good sign of the investment new members are feeling, and—crucially— it allows us to invest back into the programs, staffing, and facility that will sustain that growth. Struggling to meet growing operational costs during membership growth is a problem that thriving churches have. I’m glad to have the challenges of a thriving church.

One of the programs we need to sustain our growth and foster a warm, connected congregation is Pastoral Care. Our pastoral care program has historically been small for our size. Last year, besides the two ministers, there were three volunteers who made hospital visits and one who wrote cards. That’s it, for nearly 800 members, and hundreds more who are part of the congregation but have not yet signed the membership book, including children of members.

Growing this program was one of my top priorities as your new senior minister. Pastoral care outreach creates a culture of abundant care and love in a congregation, and helps people feel connected, supported, and known.

So this fall, a team met to plan the expansion of the program. We held our first orientation for new Care Team members yesterday. We now have twelve visitors and a new structure for deploying them and keeping better track of needs. On February 11th, we’ll unroll the new program and recruit teams of cooks to make and store meals in the church kitchen that can then be passed out as part of pastoral care. Sol Singers, the pastoral care singers that the Music Futures Task Force dreamed of a few years ago, and which Susan Peck has launched, will also now be part this new Pastoral Care Program.

Justice programs are also important to many newcomers as well as “old-timers.” On September 1, our Membership Director Beth Elliot took on additional hours as the congregation’s first-ever Social Justice Coordinator. Now we have someone to organize participation and visibility for justice work at a level that just wasn’t possible for volunteers to sustain.

As Senior Minister, I have shifted my primary social justice focus from reproductive justice to racial and immigration justice. In reality, they are intersecting areas. Immigrants and people of color need reproductive justice too, and tend to be impacted disproportionately by reproductive injustice. But in shifting my primary focus, I have clarity about when to say yes, knowing I cannot say yes to everything.

In particular, I try to say yes to race and immigration justice events organized by leaders of color, whether they need a speaker, organizing help, the symbolic presence of a clergy person, or help recruiting as
many people as possible to show solidarity in a crowd. I have made this shift both to address pressing moral needs in our society, and to help lead us forward in understanding, celebrating and honoring diversity as a congregation.

Of course, our ministerial transition is not quite complete. When I left the position of Second Minister to become Senior Minister, it was great to have Dan Lillie stay on as Ministerial Resident for a while. He has helped us have some stability in a year that included both uncertainty and newness. It has also allowed me to try out Senior Ministry, so I have a better sense of what kind of second minister we need. But Dan won’t be here forever. Our agreement is that he will go into search for a congregation of his own, and we will go into search for a long-term second minister, for next year.

The process of hiring a second minister in 2019 will be the same as the process used to hire me as your second minister back in 2010. The Senior Minister, as head of staff, has the authority to select and hire for the position, but will do so with the help of a search committee selected by the Senior Minister and Board of Directors. There will be an installation ceremony at some point, but there is no congregational vote on hired ministerial staff, as per our bylaws. Only the Senior Minister is called by a vote. I expect us to convene a search committee this August.

In the next ministerial hire, our primary objective will be to find a talented second minister who can help us deepen spiritually and live out our mission as a congregation. Diversity will be a guiding value in the search for the second minister, as it also is for other jobs at the church. That includes racial and other kinds of diversity. In last spring’s ministerial search survey and in other ways, you have clearly expressed that increasing and celebrating our diversity is a top priority. It is important to me, too.

Meanwhile, overall our staff is a high-functioning team with a spirit of warmth and care for one another. Investing in staff, through monthly staff meetings and bi-annual retreats, as well as a series of 1:1 conversations with each staff member last summer, has also been an important early focus for me in this new role.

Staff members run programs, ensure a functioning institution, and organize and support the wonderful volunteers we all count on for everything from Sunday morning coffee to teaching the next generation of UUs. Our staff team is precious and works hard, often for lower pay than they could make in the private sector. Be sure to thank your church staff next time you see them.

At our staff retreat this fall, we incorporated key findings of the ministerial search committee’s report—in other words, the feedback you provided about what is important and meaningful to you for your church. Some of those items are now incorporated into quarterly and annual reviews for staff.

The priorities you shared included:

- high quality Sunday services
- a strong commitment to social justice
- diversity
- having a visible presence in the wider community
- supporting music and children’s programs
- community bonding
- and pastoral care

It has been a full year, and a successful one in so many ways. Thank you for the honor of serving as your senior minister. In this fifth month of that new role, I am as excited as ever to work, care, learn, and be together in the years to come.
This is my final year as President and chair of your board of directors. I have enjoyed this role and the process of governing, and hope that you felt encouraged to give us your ideas and concerns around how we govern the church. I’m very happy to see Gwen Sawyer step in as your next President, and for Linda Skye to continue as Treasurer. They will be excellent officers for 2018.

I’d like to recount to you that the board is one of four teams who are elected by you and accountable to you, the congregation. These four committees are called “committees of the congregation.” They are (in alphabetical order):

- Board of Directors
- Financial Review Committee
- Endowment Committee
- Leadership Succession Committee

These committees each report to you (our members) directly as a check and balance—so for example, one of these teams doesn’t have undue influence over who gets nominated to the various teams, or which of our financial processes get reviewed or not, etc.

I would like to emphasize the importance of our volunteers in governing the church. Give our size and budget, the staff needs ongoing help to provide the services and facilities that we all enjoy. So please consider being (or continuing to be) a volunteer.

Now a little bit about the Board of directors. Per our bylaws, the Board is chartered to do six things:

- Provide strategic leadership and direction.
- Oversee operations and policy
- Manage finances and the budgeting process
- Bylaw review and editing
- Risk management
- Ministry goal setting and review

In February of 2017, we deliberated the focus areas in our Strategic Plan, and determined our priorities for the year. The top item was to conduct a fair and thorough process for calling our next senior minister. I hope you all saw at least some of the ways we:

- Invited your input to our church’s needs and ambitions
- Gave you information and time with Angela to discern her candidacy
- Provided events for Christine to say goodbye, and for us to celebrate her
- Invited your vote on Angela as our candidate
- Invited your attendance to her installation ceremony.

There were multiple teams at work across many months to create this transition in a transparent and thorough manner. They include:

**The Minister Transition Steering Committee.** This group created and managed the overall timeline, coordinates across the other sub-teams, aligned our plans with best practices from the UUA / other churches, and managed the events for candidating week.

**Leadership Succession Committee.** This group handled the applications and nominations to the search committee. This was very detailed work, on short notice

**Ministerial Search Committee.** This team conducted a thorough, rigorous process to compile the church’s needs / goals, and to compare them to Angela Herrera’s application. They arranged for lots of congregational participation, and conducted the final interview of Angela.
Minister Agreement & Compensation package. This group researched, established and negotiated all of the employment details for the new senior minister; including financial terms, study leave, expectations as head of staff, etc.

Pathway to retirement for Christine. This group planned and executed events for Christine to engage with people across the church in appropriate forums for dialog, reminiscing, etc. and put together Christine’s goodbye event.

Installation Ceremony for Angela, which featured extraordinary presentations from guest clergy and professional musicians.

And (crucially!), the church staff was instrumental in all of the above events, associated logistics and publications – on top of their day jobs!

I hope it’s apparent that this was indeed a process by and for the congregation; that was the overarching design goal from the Board.

Besides our senior minister transition, the board had five additional strategic focus areas for 2017:

To support our Buildings & Grounds team as they define our Campus Care priorities, work with church staff on improvement projects, and establish a solid process for capital funding and management.

To establish a process for Risk Management review across the church; this group is working to define and manage both business and physical risks.

To further develop our Endowment Opportunities and Processes.

To explore options to commemorate our ministerial transition with a capital renovation or addition.

For each of these focus areas, we had a dedicated team and process that involved both the church staff and volunteers. Good progress was made on each of these focus areas, and many will continue into 2018.

In closing, thank you for allowing me to serve as your Board President in 2016 and 2017. I encourage all members to think about your skills and interests, and talk with Beth Elliott or any other church staff member about how you might help us operate this community. I'm glad I did.
Thank you for the opportunity to serve you as the church’s Treasurer in 2017. This was my first year in this role and it was a pleasure to work with church finances in cooperation with our highly professional staff. As you read this report, please refer to the table on the following page which includes the “line numbers” referred to and shows how our actual income and expenses matched up with our budgeted plan for the year.

Summary
Total income from all sources (line#11: pledges, gifts, endowment income, and surplus) was $955,294 or $24,839 higher than we anticipated. Total expenses (line#31) were $929,531 or $924 less than our budget. This resulted in a net surplus (line#33) of $25,763. Our surplus is due to pledges received (line#2), which were 3.2% higher than we anticipated. However, it should be noted that this surplus would not exist without the careful management of our expenses by staff.

Well Managed Expenses
Expenses directly related to general operations (line#15) were higher than our plan. Specific increases included our office-remodel project, higher than expected copier costs and one-time expenses related to the search for our new senior minister. Also, maintenance expenses for buildings/grounds, which are included in this category, were higher than anticipated.

However, all of these unexpected costs were offset by savings in other areas. Staff and minister compensation (line#14) was lower than planned due to the transition of our ministerial team. Also, RE operations (line#16), the Music program (line#17) and Sunday services (line#18) were well managed by staff, resulting in additional savings.

Lastly, the closure this year of our third branch campus in Carlsbad (line#20) resulted in savings.

Mortgage and Commitments
Other expenses not related to operations include our mortgage (line#26 & 27) and our denominational commitments (line#28). These payments were made according to our original budget. The net result of all expense categories was that we ended the year with expenses totaling $924 less than our planned budget. With a budget greater than $930,000, that is as “on target” as you can get! Please join me in thanking our hard-working staff for another well-managed year.

Surplus Distribution
One half of the total surplus or $12,881.50 will be added to our operating budget for 2018. Per church policy, any surplus in the Operating Fund is divided evenly between Operations and our Capital Reserve Fund.

Finance Committee
As your treasurer, I also chair the Finance Committee. Members meet regularly throughout the year to review monthly financial reports and they provide important feedback to the Board on the state of our budget and the transparency of our procedures. Committee members this year were Doug Loescher, Cheri Plavnick and Joyce Etheridge. Doug stepped down from the committee in December after serving four years! Please join me in thanking these church members for their service to this congregation.
# Treasurer's Year-End Report:

## 2017

<table>
<thead>
<tr>
<th>Line No.</th>
<th>All Income</th>
<th>Budget</th>
<th>Actual</th>
<th>Variance</th>
<th>Amount</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>All Income</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>All Pledges</td>
<td>752,703</td>
<td>776,868</td>
<td></td>
<td>24,165</td>
<td>3.2%</td>
</tr>
<tr>
<td>3</td>
<td>Music Angels Fund</td>
<td>48,300</td>
<td>48,300</td>
<td></td>
<td>-</td>
<td>0.0%</td>
</tr>
<tr>
<td>4</td>
<td>Intern Fund</td>
<td>14,000</td>
<td>13,949</td>
<td>(51)</td>
<td>(970)</td>
<td>-1.7%</td>
</tr>
<tr>
<td>5</td>
<td>Non-pledge Gifts</td>
<td>56,000</td>
<td>55,030</td>
<td>(970)</td>
<td>(970)</td>
<td>-1.7%</td>
</tr>
<tr>
<td>6</td>
<td>Rentals (Campus)</td>
<td>32,000</td>
<td>28,587</td>
<td>(3,413)</td>
<td>(3,413)</td>
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<tr>
<td>7</td>
<td>Miscellaneous</td>
<td>4,800</td>
<td>8,590</td>
<td></td>
<td>3,790</td>
<td>79.0%</td>
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<tr>
<td>8</td>
<td>Endowment Fund Income</td>
<td>12,500</td>
<td>12,539</td>
<td>39</td>
<td>39</td>
<td>0.3%</td>
</tr>
<tr>
<td>9</td>
<td>2016 Surplus</td>
<td>10,152</td>
<td>11,431</td>
<td>1,279</td>
<td>1,279</td>
<td>12.6%</td>
</tr>
<tr>
<td>10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>24,839</td>
<td>2.6%</td>
</tr>
<tr>
<td></td>
<td><strong>Total Income</strong></td>
<td><strong>930,455</strong></td>
<td><strong>955,294</strong></td>
<td><strong>24,839</strong></td>
<td><strong>24,839</strong></td>
<td><strong>2.6%</strong></td>
</tr>
</tbody>
</table>

## Operating Expenses

<table>
<thead>
<tr>
<th>Line No.</th>
<th>Operating Expenses</th>
<th>Budget</th>
<th>Actual</th>
<th>Variance</th>
<th>Amount</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>Ministers &amp; Staff Compensation</td>
<td>666,537</td>
<td>657,666</td>
<td>(8,871)</td>
<td>(8,871)</td>
<td>-1.3%</td>
</tr>
<tr>
<td>14</td>
<td>General Operations</td>
<td>103,300</td>
<td>117,238</td>
<td>13,938</td>
<td>13,938</td>
<td>13.5%</td>
</tr>
<tr>
<td>15</td>
<td>Religious Education</td>
<td>7,700</td>
<td>6,495</td>
<td>(1,205)</td>
<td>(1,205)</td>
<td>-15.6%</td>
</tr>
<tr>
<td>16</td>
<td>Music Program</td>
<td>11,300</td>
<td>9,160</td>
<td>(2,140)</td>
<td>(2,140)</td>
<td>-18.9%</td>
</tr>
<tr>
<td>17</td>
<td>Sunday Services</td>
<td>5,000</td>
<td>4,063</td>
<td>(937)</td>
<td>(937)</td>
<td>-18.7%</td>
</tr>
<tr>
<td>18</td>
<td>Councils &amp; Committees</td>
<td>7,850</td>
<td>8,030</td>
<td>180</td>
<td>180</td>
<td>2.3%</td>
</tr>
<tr>
<td>19</td>
<td>Branches</td>
<td>10,235</td>
<td>6,180</td>
<td>(4,055)</td>
<td>(4,055)</td>
<td>-39.6%</td>
</tr>
<tr>
<td>20</td>
<td>Miscellaneous</td>
<td>19,728</td>
<td>22,269</td>
<td>2,541</td>
<td>2,541</td>
<td>12.9%</td>
</tr>
<tr>
<td>21</td>
<td></td>
<td><strong>Sub-total</strong></td>
<td><strong>831,650</strong></td>
<td><strong>831,101</strong></td>
<td><strong>549</strong></td>
<td><strong>0.1%</strong></td>
</tr>
</tbody>
</table>

## Additional Expenses

<table>
<thead>
<tr>
<th>Line No.</th>
<th>Additional Expenses</th>
<th>Budget</th>
<th>Actual</th>
<th>Variance</th>
<th>Amount</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>24</td>
<td>Mortgage Payments</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Interest</td>
<td>34,800</td>
<td>33,727</td>
<td>(1,073)</td>
<td>(1,073)</td>
<td>-3.1%</td>
</tr>
<tr>
<td>26</td>
<td>Principal</td>
<td>33,214</td>
<td>34,287</td>
<td>1,073</td>
<td>1,073</td>
<td>3.2%</td>
</tr>
<tr>
<td>27</td>
<td>Denominational Commitments</td>
<td>30,791</td>
<td>30,416</td>
<td>(375)</td>
<td>(375)</td>
<td>-1.2%</td>
</tr>
<tr>
<td>28</td>
<td></td>
<td><strong>Sub-total</strong></td>
<td><strong>98,805</strong></td>
<td><strong>98,430</strong></td>
<td><strong>(375)</strong></td>
<td><strong>-0.4%</strong></td>
</tr>
<tr>
<td>29</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>31</td>
<td><strong>Total Expenses</strong></td>
<td><strong>930,455</strong></td>
<td><strong>929,531</strong></td>
<td><strong>(924)</strong></td>
<td><strong>(924)</strong></td>
<td><strong>-0.001%</strong></td>
</tr>
</tbody>
</table>

## Net Balance

- **Budget**: 0
- **Actual**: $25,763
- **Surplus**

*(Income less Expense)*

Prepared by Linda Skye, Treasurer
January 29, 2018
Although this is my second year with the congregation, in many ways it feels as though I am doing many things for the first time. I am learning (after 4 months) that my previous role as an intern differs from my new role as a Ministerial Intern. After assisting Christine, Angela, and the congregation in the ministerial transition process in a part-time capacity over the summer, I found the beginning of the church year started at an incredibly fast pace in September.

I am just now beginning to adjust to this faster pace and new role. The increase in responsibility around planning and leading worship is coming to feel more manageable, and I am committed to allocating time and energy to continue the high standard of worship to which this congregation has grown accustomed.

A high priority in my new role is organizing and growing the Adult Religious Education program. This means communicating with leaders of effective and already up-and-running programs like Explorations and Covenant Groups. It also means taking the reins of UU 101 and offering it in a format, time, and place that is accessible to members of the congregation. More classes will be offered through the year, designed to provide opportunities for intellectual and spiritual growth. I am also working with members who are interested in lay-led groups that want to explore topics of particular interest to them.

As a member organization of Albuquerque Interfaith (AI), we belong to a broad-based community organizing institution. Our membership in this organization provides three opportunities for us at First Unitarian:

1. It provides an opportunity to do important work (and have an identifiable presence) in the greater Albuquerque community.
2. It gives us an opportunity to build relationships with members of other institutions.
3. It provides resources to help us strengthen our organization (our church) from within.

I am working with a team of people from our congregation to learn and implement the organizing strategies taught and practiced by AI, both in our congregation and in the broader community, particularly around issues of immigration, education, behavioral health, and land use.

This congregation is strong and healthy. One of my most important jobs as your Ministerial Resident is to provide opportunities to direct your energy towards positive growth and transformation. That is the vision I have for my role in this community, and may I faithfully carry it out to the best of my ability.
The mission of the music program is to inspire and support worship with high quality music in a wide range of styles, to uphold Unitarian Universalist values through music choices, to give church members varied opportunities to express themselves musically, to forge musical bonds with other groups in the community.

Music Staff
Susan Peck, Director of Music. Susan attended the UU Musicians Network (UUMN) conference in Arlington VA in July, participating in first-year courses for the UUA’s Music Leadership Certification Program. To connect with the local music community, she sang with Quodlibet, a local early music ensemble, during spring term, and in August, was hired as co-director of the New Mexico Women’s Chorus.

Amy Woolley, church pianist. She is a member of UUMN. Amy accompanies a number of local choirs and choruses, and teaches at Sunset Mesa School.

Music Groups at First Unitarian
Chalice Singers. Choir members designed and constructed reversible stoles for the choir to wear, with fabrics chosen to complement the sanctuary mural. Accompanied by a 11-piece ensemble, presented Paul Winter Consort’s Missa Gaia / Earth Mass in March. Three young youth members with musical training have joined the adult choir. Several experienced adult singers have volunteered to rehearse and present challenging chamber choir repertoire for special services (the Rev. Christine Robinson’s release-of-call, and Christmas Eve). Collaborations with Cathryn McGill and DeWitt Borden enlivened our Easter service and Angela’s installation service. Members of choir participated in the annual Thanksgiving Interfaith service at Congregation Albert.

Sol Singers. Our pastoral care choir is a close-knit groups that welcomes new members. Members of the group are stepping into leadership roles to cover the expansion from a 60-minute to 90-minute weekly meeting. Sol Singers continue to visit members of the congregation in hospital or rehab.

Spare Parts. First U’s intergenerational contemporary worship band brings music with a pulse and contemporary viewpoints to worship once a month. In conjunction with the 2016 Eulogies service, the band shared additional songs at a successful coffee-house concert which raised $600 for the Roots Summer Leadership Academy. The band worked with Rev. Christine Robinson to “Teach Them How to Say Goodbye” in a touching August service.

Religious Education (RE) Morning Sing. Several volunteers from the congregation signed up to lead singing for children and families, 15 minutes before classes every Sunday. Not only are the children singing more, but the program allows teachers to prepare their classrooms for the morning.

Other Accomplishments in 2017
The music program hosted four major concerts during 2017: Celtic Harps (February), An Afternoon of Persian Music with Sourena Sefati (April), Roy Zim- merman (October), and Peter Mayer (October). Peter Mayer also led morning worship.

ABQ Music Share brought a number of local singer-songwriters to our social hall for a monthly open mic and featured performances. A highlight of Music Share was JeeZ LaWeeZ in November.

Susan Peck led a six-week summer course, “Protest Songs: Then and Now,” capped by a vocal workshop with nationally-known vocal activist Melanie DeMore.

Musicians from the Albuquerque congregation shared their music with our Edgewood branch congregation. The congregation learned new Spanish
lyrics to De Colores, written for our ESL program. Members of Sol Singers collaborated on the creation of monthly meditative singing services.

**Looking Forward to 2018**

February 3, Susan Peck, Beth Elliot, and Social Justice Council are producing a concert with nationally beloved activists, Emma’s Revolution, to benefit the Hopkins Center for Children and Families.

February 18, Chalice Singers will participate in an interfaith gospel choir directed by Dr. Stevie DeJuan Springer, featuring acclaimed gospel singers Callie Day and DeWitt Bolden.

April 27-29, Susan Peck will serve as music coordinator for the UUA Pacific West Regional Assembly in Portland, OR.

June 18-25, Susan Peck will serve as music director for WUULF, held at Ghost Ranch.

July 31-Aug 5, Susan Peck will attend the UUMN summer conference in Portland, OR, and continue with year 2 courses for Music Leadership Certification Program.

November 18 (tentative date), First Unitarian will host the annual Interfaith Thanksgiving service.
Staffing
Mia Noren, Alana Rodriguez, and Brie-Anne Stout continue as Director of Religious Education (DRE), Religious Education (RE) Administrative Assistant, and RE Aide. Alana’s job title was changed to “RE Assistant,” to reflect that she handles so much more than administrative duties. Colin Spooner resigned his position as Youth Programs Coordinator in November, and we hope to hire a replacement in January 2018. The child care pool is at nine.

Mia Noren is completing her first year in the UUA’s Religious Education Credentialing Program. In 2017, she attended the Mountain Desert District DRE retreat in March, the Liberal Religious Educators Association Conference in November, and completed Renaissance Modules on Multicultural RE in March, UU Theology online in May, and UU History online in August. She received a special pin from LREDA marking the milestone of 75 hours spent in Renaissance Module learning. She also attended multiple workshops and webinars online.

Registration Numbers
During the academic year, from September 2016 through August 2017, there were 194 individual children registered in the program. An additional 38 children participated in an unregistered status, attending three or more classes during the academic year. Children who participated in less than three classes were not included in the count. The children and youth were managed on Sundays by 70 adult volunteers, nine paid child care workers and four staff.

Attendance Numbers
Individual instances of attendance in RE classes for the year for first service totaled 1,029, and for the second service total 1,846. For OWL and Coming of Age, individual instances of attendance for the year equaled 437. Total instances of child and youth attendance in an RE program equaled 3,312 individual occurrences. The total instances of adult attendance in an RE program numbered 1,444 individual occurrences. These numbers refer to programming only, and not to the community events we held.

Religious Education Council
The RE Council continues to operate in a way that benefits the DRE and enhances programming. Mia meets individual members as needed to discuss their portfolio work and to plan, and progress is reported on and discussed at the meetings. This year, the Council decided to add a position— that of Social Justice, which is meant to provide social justice opportunities for elementary children and their families, independently and in collaboration with some church-wide efforts.

Teachers
Elementary summer classes were staffed with volunteers by free sign-up. Spring and fall classes continued to be staffed with Teacher Teams. Most teams had a full roster of volunteers, and parents and other adults signed up as ‘floaters’ and ‘special events’ volunteers, filling in any gaps. Staff occasionally stepped in to fill in vacancies.

Advisers
There were enough youth advisers volunteering this year that we were able to have three advisers in a floating status, able to fill in for the youth advisers on teams. We had two returning advisers and five new ones. Two of the floating advisers were new and one was experienced. There was one adviser training webinar that only four of the advisers were able to attend. An appreciation lunch for advisers was held in April. OWL facilitators and Coming of Age advisers were also given separate appreciation lunches.
Elementary
Summertime classes were successful. Mia wrote an original 6-week curriculum, called “Different Together”, which was inspired by the work in the Multicultural RE Renaissance Module. There was one class for Pre-K through 2nd grade, and another class for 3rd-5th grades. All classes used Tapestry of Faith curricula in the spring and fall.

Youth
There was an open class for mid- and high-school youth this summer, based on The Simpsons. The High School summer Grill Nights program was cancelled, due to non-participation. Mid-High youth began Building Bridges in the fall, which examines other faiths. High School youth focused more on the spiritual elements of current events. There was a successful Halloween Dance planned by Mid-High. High School youth attended three conferences- MLK Con, Bridging Con, and Fall Con. Youth volunteered at Roadrunner Food Bank, and held overnights to work on the Pride Parade, and to welcome youth into youth groups. Attendance in the High School group has fallen off. A Youth Town Hall meeting was held in December to identify what direction our youth programming should take, and I am hopeful about the results of that.

Community
Our annual RE BBQ in May was a big success - families, staff, and all volunteers were invited. We honored Christine Robinson and her involvement with RE at the BBQ. Attendance at the monthly RE Family Picnics has fallen off, and so we decided to have them less frequently. We had an RE Pool Party in September, which was attended by 35. Our Halloween Party was also a success.

UU Kids Camp
The transition of camp leadership continued this year. Mia identified a Core Camp Planning group consisting of herself along with camp queens Meghan Shattuck and Meara Christopher, and administrator and camp RE rep Alana Rodriguez, and the four members met to get the bulk of staff planning out of the way. This streamlined the process greatly. Benita Terrell is the new Camp Registrar, and receives some assistance from the RE Administrator. A volunteer group handled fundraising events throughout the year and raised $8600.00 for camp scholarships, which was enough to award scholarships to all 23 campers who asked for help. The program itself was a success, hosting 45 children and youth and fifteen adults, including, for the first time, a camp chaplain- Dan Lillie- and three camp nurses- Mary Wright attended one last time in order to train two replacement camp nurses, Emily Kuo-Lillie and Callie Cone. Numerous Albuquerque-based volunteers also helped to make camp happen.

RE buildings and grounds
Improvements to the playground areas continued. I ordered three picnic tables and two benches, which were installed by Steve Phillips. We were also able to re-home the disused picnic table in the Memorial Garden to the playgrounds.

The water-damaged ceiling tiles in the RE Building were replaced.

In addition, we addressed security concerns by installing new, taller fencing around the playground areas, motion-sensor lighting, and security cameras. Bulbs were replaced in the existing outside light fixtures. A panic-bar was installed on the gate to the west side of the RE building, so that we now comply with fire safety rules about two exits for each room. Security has been improved but is still an ongoing concern.

More improvements were made to the La Amikoj/Wesson/Arnold rooms. Carpet was removed and replaced with hard flooring. Ceilings, walls, and trim were repainted, and baseboard was replaced. The old seating was discarded, with plans to fund-raise for new furniture. Bulletin boards were installed. More blinds were installed in order to make the building compliant with a new lock-down plan.
There were 103 people who joined or re-joined First Unitarian in 2017.

When guests express interest in joining the church, they fill out a *Ready to Join* form. They are then contacted by the Membership Director, who personally invites them to participate in the Joining Ceremony. These ceremonies take place on the first Sunday of each month.

2017 included the collaborative joining of the Welcome Table and Membership Table volunteers. This allows for every volunteer to be able to perform all of the tasks of both the Welcome Table and Membership Table providing a more pleasant experience for our visitors and guests, while also increasing the understanding and cooperation of the volunteers.

New members are contacted the week after they join with a formal welcome from the Membership Director and information about the church, website, and activities. They are invited to have a one-on-one meeting with the Membership Director regarding how to best make their membership meaningful and to find ways to participate that best suit their skills and availability.

The New Member Recognition Ceremonies and the New Member Dinners took place in the spring and the fall. The Recognition ceremony invites new members to be formally welcomed in a ceremony during Sunday services. The dinner is an event that promotes social bonds and allows new members to meet church leaders and get general information about the community and programs.

Six-month and one-year anniversaries of joining the church are recognized with contact from the Membership Director.

Connections Sundays continue for two weekends in the fall. We had 37 groups participate in Connections Sundays, allowing the congregation and community to learn more about programs, sign-up to participate, or receive more information.

We held training for Sunday Morning volunteers: Ushers, Welcome Table, Membership, Snack Crew, Coffee Crew, Sound, Video, and Sunday Openers. Participation exceeded 50 people and instruction sheets for each group have been finalized and distributed. Volunteers also received diversity training and were prepped in the use of the new AED.

There have been numerous new groups, events and programs in 2017. Our largest events were the retirement celebrations for the Rev. Christine Robinson and the Installation Ceremony for our new Senior Minister, the Rev. Angela Herrera.
With the transition to our new Senior Minister, came the development of a new staff position: Justice Coordinator.

The Justice Coordinator aims to increase visibility, coordination, and participation in First Unitarian’s Justice programming. While working with the Social Justice Council and current programs, the coordinator emphasizes the importance of building the social bonds of the participants and church members.

The Justice Coordinator attends the Social Justice Council meetings and supports their goals. She receives requests from the congregation and wider community, and assists in prioritizing and coordination the programs in which the church participates.

The Justice Coordinator organizes attendance at events happening in the area, like the Women’s March or the Poor People’s Campaign. She will work in conjunction with the ministers, director of religious education, and the music director in a collaborative way to enhance the presence of our congregation in the larger community.

The new position is meant to bring greater organization, enthusiasm, and inspiration to the already thriving justice programming. The new position should benefit the social justice work of the church by improving communication, recruiting new volunteers, and managing events.
The Financial Review Committee, a committee of the Congregation, is charged with conducting a full review of the Church’s financial health and procedures or selecting review of portions of the financial area.

The Committee held meetings August 29 and October 11 with staff, including Paul Browne, Alan Clawson and Angie Green. They also interviewed Rick Held in his role as IT volunteer to better understand the security and back-up of church records in the server. All staff and Rick were cooperative in scheduling review meetings, providing requested records and discussing policy and procedure implementation.

During 2016 Alan Clawson resigned and was replaced by Angie Green as Bookkeeper. She has resigned and as of this writing, a search is underway for another person. The position is a 20-hour job and at least in Angie’s case, she was offered more hours by another employer.

Job descriptions for Bookkeeper and Director of Operations (DOO) were provided to the committee. The question was raised that more hours may be needed for the bookkeeper to free the DOO from financial reporting and focus the role of the DOO on review and oversight of financials.

Since there are an increasing amount of records being maintained digitally, including payables, the Committee was interested in the computer file backup procedures and found them adequate to provide duplication of financial records daily. All staff, however, do not back up personal files on the office server. A policy on staff computer security and back-up is in process of development.

Pledge payment tracking was reviewed following which the committee recommended that the bookkeeper communicate with the Radical Generosity Committee before the end of 1Q to confirm pledge payments are being received and if not, to contact donor(s) to ensure payments. Letters to all pledgers to confirm pledge amounts and means of payment we’re recommended.

Recordkeeping for contributions to the Endowment was reviewed, including holding account procedures prior to investment of funds. No issues identified. Recommendation to send letter of thanks and gratitude from senior staff for these gifts.

The committee requested credit card policies regarding issuance and use. A concern raised by the committee is the number of cards issued (9) with significant financial vulnerability. No evidence or reports of misuse was noted. Rather the committee encouraged a reduction of issued cards and more centralized purchasing including increased bulk purchases of administrative and RE supplies. Also recommended was the practice of each staff member, on employment, to sign a statement related to the credit card policy. Policy follow through on manager/supervisor approval of monthly credit card statements of respective staff is also recommended and has been implemented. Other policies regarding credit card issuance and use are under review by senior staff.

In follow up to a concern forwarded to the committee, it has been determined that the Arts & Aesthetics Committee has strengthened their procedures for handling sales and there are no issues with office staff on recordkeeping.

In summary, records and documentation were well organized, readily available, and procedures were being followed. No corrective actions are recommended other than those noted.
Landscape Committee
Nancy Cushman, Chair

Members
Nancy Cushman (chair,)
Virginia Burris
Martha Ketelle
Scott Lake
Sarah Manning
Deblyn McCaughin
Ed Wallhagen

The Landscape Committee is a committee of the Board. The church’s landscaped grounds are an important part of congregational life, providing not only beauty and shade, but places for conversation, play, ritual, and rest, and serving as an expression of our congregation’s values and mission, as well as a pleasant haven for the general public passing through. Each member is responsible for a certain area of the grounds.

The landscape focus for this year was the Memorial Garden on which Steve Phillips, as a member of the Building and Grounds Committee, took the lead. The tree was removed and the cement redone and leveled. Martha Ketelle added compost that area and cleaned up the existing vegetation. Next spring, our committee will be adding plants to the center area. We held three grounds cleanup days to ready the grounds for spring and for the winter months. Repairs to the irrigation system were numerous. The system is aging and may need replacement in the near future.

If you are interested in helping to maintain our beautiful landscape, we do need two new members of the committee.
Members
Vance Bass
Ian Carrillo
Elisabeth Anne Manning
Chris Mayo
Bill Slakey

The seven-member Leadership Succession Committee (LSC) is a Standing Committee of the Congregation. The LSC was short one member this year and operated with the leadership of the six committee members listed above. The LSC identifies potential leaders within our Church and is responsible for preparing a slate of candidates for elections that are held at our Congregation’s 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 the 2018 elections, the LSC has developed a slate of 10 nominees. Three are nominees for a second term and seven are new nominees for committee vacancies. Elections will take place at the Congregation’s Annual Meeting in January.

2017 Activities
To support the work of the Committee and continuity, a cloud-based repository for documents was created and used to aid in identifying leadership positions to be filled and progress throughout the year. This resource will be available each year to future LSC Committees.

Even with the addition of the cloud-based folder that holds some limited information, there remains no primary resource to identify potential leaders. A comprehensive database that includes members’ skills, interests, activities in the church, etc. would be valuable. It would enable the LSC to consider church members who may not otherwise be known to the committee.

The need for such a repository and/or program was noted in the 2015-2020 Strategic Plan.
Members
Ian Carrillo
Emma Elliot
John Kwiat
Tyler Mason
James Probasco
Kristen Satterlee

On May 7, 2017, the Congregation voted to call the Rev. Angela Herrera as our senior minister. A total of 387 members voted: 386 yes, and 1 no vote (total of 99.7% in favor). The Rev. Angela Herrera enthusiastically accepted our call and began as our senior minister effective September 1, 2017.

Election of Search Committee Members
The Leadership Succession Committee (LSC) was designated by the Board to nominate candidates for the Ministerial Search Committee from members who had submitted applications by the deadline of December 7, 2016. Twenty-five applications were received. The LSC nominated seven members to the Committee considering diversity of age, length of time as an UU member, and types/range of experiences in the Church. On January 29, 2017, the Congregation voted to elect the seven-member committee.

Search Committee Role
The seven-member Ministerial Search Committee was elected by the Congregation in January 29, 2017 and was charged with conducting a broad discernment process for nominating a new senior minister with the additional charge to consider Angela Herrera as an internal candidate. The purpose of the congregation discernment process was to assist church members with determining the church’s strengths, challenges, and future directions as a foundation for this important selection. Congregation members also identified the qualities, interests, and traits the congregation was seeking in our next senior minister.

Discernment Process
_Development of the Congregation Record_

The Committee provided multiple methods to encourage broad input from the congregation:
- Announcements in the _Messenger_ and _eBroadsheet_
- Single-topic eBlast announcements
- Highlights on the church webpage, with a QR code in the Order of Service
- Printed Order of Service inserts
- Pulpit Announcements/Leadership Moments
- Bulletin Board Displays hosted by the Committee (in the Social Hall after services, three Sundays)

The Congregation provided input into this process in multiple ways:
- Two Town Hall meetings
- 10 small-group meetings
- Congregational Survey
  - February 23—March 13, 2017
  - 450 surveys completed (out of 801 members)

The results of the Congregational Survey and the outcomes of the numerous other meetings with members and the Committee are included in the _Congregational Record_.

Ministerial Record
Once the _Congregational Record_ was completed, it was shared with our internal candidate, the Rev. Angela Herrera. She in turn prepared an in-depth Ministerial Record (designed as a website) and shared it with the Search Committee.

The Ministerial Record included:
- Current résumé
- Leadership philosophy
- Theology
- Religious Education
- Spiritual Autobiography
- Skills
- Credentials
- Desired Direction for the Ministry
After a two-hour interview with Rev. Herrera, the Search Committee and Angela both determined that a match was possible. On April 9th, the Search Committee announced via a special eBlast (and other methods) that they had selected the Rev. Angela Herrera as the church’s candidate for Senior Minister.

Candidating Week (April 30 to May 7, 2017)
With the nomination of Rev. Herrera by the Search Committee as the Church’s Senior Minister, Candidating Week activities commenced, including:

Eighteen various all-member and small group events. These events provided various opportunities for dialogue with Angela. Members were encouraged to ask questions and to listen deeply to these conversations in order to prepare for their final decision on May 7.

Angela’s candidating week sermons were The Wild and the Sublime” (April 30) and “Everything Worth Doing” (May 7).

Special Congregational Meeting to Call Senior Minister
On April 20, 2017 the Search Committee announced via a Special Messenger the results of the vote to call Angela Herrera.

The Search Committee then presented Angela as the Senior Minister candidate at a Special Congregation Meeting held on May 7, 2017. Church by-laws require a special 30% quorum for calling a senior minister (30% of the Church’s membership must be present for the vote or 254 members). A quorum was obtained with 387 members in attendance. The President, Larry Alei, then presented the Senior Minister Contract for review. The membership present agreed to its provisions by a majority voice vote. Church by-laws additionally require an 80% “Yes” vote to successfully call a Senior Minister. The vote was taken by secret ballot and the “Yes” vote was 99.7% in favor to call. Angela immediately accepted the call and the Board President presented the formal contract for Angela’s signature effective September 1, 2017.

Committee Acknowledgements
The Church’s Board of Directors took great care in planning the ministerial selection and transition process which included appointing the Ministerial Transition Committee. This Committee worked on behalf of the Board to initiate the process of hiring a new Senior Minister and also conducted the Candidating Week activities.

The Search Committee realizes that their work would not have been possible without the participation and active engagement of Church members, friends, and guests who completed the survey, participated in the various town hall meetings and small group listening sessions, and who attended the special congregational meeting.

Many people outside of the Committee provided guidance, assistance and support. We wish to thank Angela Merkert who facilitated our initial training and provided on-going assistance in this important process. The Rev. James Kubal-Komoto,

Regional Lead from UUA’s Pacific Western Region, also provided essential guidance on UUA procedures and requirements.

Other important contributors, supporters and encouragers include: Jake Barkdoll, Paul Browne, Beth Elliot, Laira Magnusson, Steve Phillips Sarah Manning, Mikaela Renz-Whitmore, Alana Rodriguez, and Linda Skye.
Policy Governance Task Force
Geri Knoebel, Chair

Members
Pat Diem
Geri Knoebel
Gwen Sawyer
The Rev. Christine Robinson

The Task Force completed a multi-year project in 2017, culminating with the Board adopting a total of 45 revised or new policies into the Congregation and Board Policy Manual. Church policies are codified in the Manual and serves, along with our By-laws document, as our guiding governance documents. This work was done with Christine Robinson’s active participation. One of her goals before she retired from First Unitarian was completing the Policy Manual.

Our policies delineate the authority and responsibilities of the Congregation, the Board, Committees, and staff. They also define who makes what kinds of decisions and who is accountable to whom within our governance system.

Policy Manual Organization
The Policy Manual is arranged as seven policy categories (or chapters) as the framework for its organization. Individual policies are designated as numbered sections within each category. The Policy Manual chapters are:

- **Affiliation and Participation** policies establish membership as well as behavioral expectations of all persons participating in our activities or using our property.
- **Programs** policies establish frameworks for committees, councils, teams, task forces, and programs.
- **Staff** policies set expectations for the management of paid staff.
- **Safety** policies guide us in maintaining a physically and emotionally safe campus.
- **Facilities** policies guide us in managing our physical property.

The Policy Manual is posted on our website under “About Us”, then under “Governance and Organization”.

- **Governance** policies establish a framework of roles and responsibilities.
- **Finance** policies govern how we manage our financial resources.
Radical Generosity Team
Dimitri Kapelianis, Chair

Members
Linda Hudson
John Kwait
Chris Mayo
Michael McDonald
David Wilson
The Rev. Angela Herrera, ex officio

In 2017, the Radical Generosity Team continued to fulfill the charge that it received from the board. Specifically:

- Met with new members at the signing ceremony and shared our culture of generosity,
- Regularly highlighted the generosity of our congregation with its “Caught in the Act” article series, and
- Spent most of its time and energy on the Fall pledge drive.

The Radical Generosity Team is an ongoing committee of the board, tasked with overseeing the pledge drive and fundraising for the annual operating budget, and helping First Unitarian refine its stewardship practices and develop a culture of generosity.

We are pleased to inform the congregation that at the time of the writing of this report we have received 511 pledges, averaging nearly $1,520 per pledge, for a total amount pledged of $770,381.
Artwork is sold off the walls on Sundays and through private arrangements. In addition, when desired by the exhibitors, a Mercado reception is held to give congregants and the wider community time to view the show and to purchase smaller items from the exhibiting artists. Most art works in the exhibition are for sale; 30% of the sale price goes to the church’s general fund.

For the year 2017, sale totals amounted to $13,273.50, with $3,982.05 (30%) going to the church. Final sales were completed on December 21, 2017, the last Sunday of the year.

The Committee meets on the fourth Sunday of most months immediately following the second service. Visitors and potential new committee members are always welcome to the monthly meeting. We also welcome people with an interest in art selection, or practicing artists who may devote time to hanging exhibitions, attend regular meetings and contribute to the business of the committee. Minutes are taken at every meeting and posted on the Church website.
Members
Steve Phillips
Dumas Slade
Zoe Walton
Jake Barkdoll

The activities of the Building and Grounds (B&G) Committee are designed to accomplish three goals:

1. Assure a safe venue for church programs and activities
2. Provide a comfortable and welcoming campus for current activities
3. Look to the future to meet the ever increasing needs of a growing church.

Maintaining and improving 30,000 square feet of existing space that hosts over 3,000 scheduled events per year, and houses a busy staff, requires the combined efforts of a dedicated staff led by Paul Browne and Mark Fickler, many, many hours of volunteer efforts, and the activities of the B&G Committee.

A number of specific 2017 Committee activities are detailed below. However, the committee considers one of its most important accomplishments of 2017 the initiation of discussions with the Board and Staff on changing the way the church funds campus care projects. Over the past several years of analysis of church campus buildings and grounds as well as discussions with previous members of the Buildings and Grounds Committee and the Director of Operations and Finance it became evident that budgeting mechanisms were providing insufficient funding for essential major maintenance and remodeling projects. Thus, the committee engaged the Board in this topic and urged consideration of several alternative mechanisms for funding. The committee is pleased that this important campus care issue is currently under active consideration.

Although the church’s operating budget is primarily a year by year document, addressing the church’s physical facilities requires a longer perspective. This is reflected in the projects completed in 2017 some of which are continuations of projects started in previous years, some were completed entirely in 2017, and some which extend into the future. Projects and activities pursued in 2017 include:

- Organizing and participating in the first discussions with Architect Doug Heller and Engineer Joel Loes on projects to commemorate Christine Robinson’s service to First Unitarian Church.
- Improvements on the Arnold-Wesson Building including remodeling and painting were completed in 2017.
- A substantial Office remodeling project started in 2015 was completed in 2017. This project produced appropriate office space for new staff, improved working space for existing staff, and resulted in additional options of for future staff needs.
- Fence improvements around the east and south playgrounds were completed in 2017 thus increasing the degree of safety and security in these areas.
- Installation of new picnic tables and benches in the playgrounds.
- Planning was started for additional irrigation zones in the wildlife habitat.
- Improvements to the Memorial Garden were undertaken with the first step being the removal of the uneven and unsafe concrete slabs, and removal of the tree that was causing the uneven concrete to occur. Improvements to the Memorial Garden will require additional work in the future.
Covenant Groups
Martha Beyerlein, Steering Committee Chair

Steering Committee:
Martha Beyerlein, Chair
Lea Ann Boone
Nancy Cushman
Alicia Hawkins

We are grateful for our talented facilitators: Nancy Cushman, Jane Honeywell, Lea Ann Boone, Alicia Hawkins, Virginia Rawlojohn, Kathi Foy, Marian Kraai, Martha Beyerlein, Mary Wilks, Shirley Williams, Dick McClave, and Torre Near.

Lea Ann Boone and Alicia Hawkins led the writers group that created materials for each topic. Writers included: Vance Bass, Lea Ann Boone, Jerilyn Bowen, Alicia Hawkins, Mary Morrell, Grace Hawkins Perce, Gabriele Reil, Mary Schwartz, Lucy Silva, Nina Stephenson, and Jane Winkler.

Covenant groups provide a place of spiritual intimacy where deep connections can develop with other congregation members. This year the program has seven groups with 63 members.

Groups of up to 10 members meet 14 times (October–April) to discuss topics of faith and spirituality. Members share their life stories, bonding at deep levels. They also explore and share thoughts, feelings, and questions about life issues and the spiritual journey. Some of the topics this year: Conflict, Universalism, Humor, Second Chances, and Wholehearted Living.
Coyote Willow CUUPS
Raven Reed Starr, Contact

Officers
Jessie & Joela Bezzeg, Keepers of the Keys

Coyote Willow CUUPS (CWCUUPS) is an Albuquerque chapter of the Covenant of Unitarian Universalist Pagans. **We support the practice and understanding of modern Pagan and Earth-centered spirituality, with a focus on Unitarian Universalist Principles and Sources.** We also provide outreach to the Pagan community, which is very active locally.

CWCUUPS has an open, drop-in style membership; this year’s officers are listed above. Our Treasurer had to resign for medical reasons.

CWCUUPS had a busy year in 2017. We regularly met on the second and fourth Friday of every month at 7:00 pm. This included monthly business meetings and monthly workshops/discussion groups on various Pagan/Earth-centered interests. Our topics varied every month but included divination, leading ritual, crafting pentagrams, chanting and drumming, as well as prepping for upcoming events as needed.

Additionally **we hosted eight open rituals** for the most commonly recognized Pagan holidays, which covered the Wheel of the Year: Imbolc, Ostara, Beltaine, Litha, Lughnasadh, Mabon, Samhain, and Yule. Attendance at these rituals included not just CWCUUPS members, but church members as well as people from the outside Pagan community. Attendance varied from 12 to 30 people at these events.

We were also very fortunate to work with the Rev. Christine Robinson just before she retired on a CWCUUPS-led Pagan Sunday Service. It was a most wonderful experience and we hope to do another Pagan Sunday Service sometime in the future.

Finally, we were very active in the 2017 Albuquerque Pagan Pride event, which is part of a global movement to increase awareness of Paganism through education, activism, charity, and community. The local PPD event collects non-perishable food donations for the First Unitarian Food Pantry every year, and **this year was a record breaking 1800lbs of food and ~$200 cash. It was the largest single donation ever received by the Food Pantry.** CWCUUPS had its usual booth at Pagan Pride, and also provided support throughout the year preparing for the event.
Members
Jerilyn Bowen
Ian Carrillo
Judy Goering
Mara Hoffman
Martha Ketelle
Peggy Roberts
Becky Steele
Mary Wright
Dan Lillie, Ministerial Resident

DAT is an open team so anyone is welcome. The main active team members this year are listed above.

In 2017, the Denominational Affairs Team (DAT) was formed to bring awareness to the Congregation of First Unitarian’s support of and partnership with the Unitarian Universalist Association (UUA) and the UUA’s support of Unitarian Universalist churches and fellowships, including ours with our recent Ministerial Transition.

First Unitarian is part of the Mountain Desert District (MDD) which along with three other districts is in collaboration with the Pacific Western Region (PWR) which is one of five regions of the UUA. All three of these organizations are in covenant with our church in ways that the congregation may not be aware.

Currently, First Unitarian pledges to pay about $86 per member to support MDD and the UUA and both supports PWR. Many of our programs, publications, and events including Our Whole Lives, Earth Web, Guest at Your Table (Unitarian Universalist Service Committee), Chalice Lighters, Welcoming Congregations, the award-winning UU World Magazine, staff development, webinars, General Assembly, Regional Assembly, District Assembly, and much more are connected to or provided by the larger denomination.

We have met almost monthly with specific tasks forces working on projects. We were successful in getting all 17 delegate slots filled for the General Assembly (GA) in New Orleans in June and did a follow up pulpit editorial that included pictures. The young adult group is having a fund raiser on January 28 to send about eight young adults to GA in Kansas City, MO in June 2018.

We are planning another fund raiser to send other adults and maybe Church Board members who otherwise would not be able to attend. A contest for a new banner for the banner parade at GA is happening. We are working to bring more participation in Chalice Lighters, an MDD campaign to fund different churches needs in the District. We are hoping to get attendees to the 2nd PWR Assembly in Portland, OR in April 2018.
The RE programs and Council are connected with the larger church in many ways. The RE Council provided input into the Board’s Child Protection Policies (Policy 6.04) which was created to address the special level of care and protection required for children participating in our religious education programs. The Council also actively participated in the church’s discernment process for selecting our new Senior Minister.

In addition, the Radical Generosity Team visited with the RE Council as part of its “listening tour” to expand and grow a spirit of radical generosity through connection and community.

Our RE programs are only possible through the many deeply committed people who volunteer as teachers, assistants, floaters, and in other capacities. The Council has begun the practice of recognizing volunteers for outstanding service in support of RE programs. The Council has recognized: Alison Grady, Steve Philips, Mikaela Renz-Whitmore, Meghan Shattuck, and Meara Christopher. We appreciate their efforts on behalf of the RE children, youth, and families.

Congratulations to Mia Noren who has been accepted by the UUA’s Religious Education Credentialing Program. With the Mia’s DRE leadership, coupled with ministerial, Board, and RE Council support, RE programs are vibrant and growing. Mia and RE staff continues to provide energetic leadership to all facets of RE programs and operations.

Mia includes in her Director of Religious Education report the operations about the religious education programs including children and youth, OWL and UU Kids Camp.
Sip N Sup is a social program that arranges monthly dinners in member homes for the purpose of getting to know each other in a small group social culinary setting. Dinners are normally eight people and are arranged for the first Saturday evening during the months from October through June. Members are assigned a menu item to share at the dinner.

SNS kicked off the new season with an all member potluck in the Memorial Hall which was well received by all.

SipNSup currently has 105 members made up of both couples and singles who are invited by email to each monthly dinner two weeks prior to the dinner. Participants in the current dinner respond and are assigned to dinners in member homes held on the first Saturday of the month. Members share responsibilities for food preparation and hosting. In total for 2017, SipNSuppers hosted the opening potluck and eight dinners attended by approximately 275 members for an average of approximately 30 people attending each dinner. Efforts are made to schedule dinners so that participants meet new people in small groups throughout the year.

During the year interested participants can join at any time during the year. There are new SNS members each month that have asked to be added to the member list.
The After School Tutoring Program continues its mission of providing one to one tutoring, physical education, and art and enrichment activities to at-risk children who live in the neighborhood of the church. The second through fifth grade students come from Montezuma School and are referred by their classroom teachers. All are in the Bilingual program. Tutoring is offered Mondays and Wednesdays from mid-September through April.

This year there are 18 children enrolled in the program. There are 32 regular tutors, 14 substitutes and three more volunteers who provide an art program on Wednesdays and help with PE and art. Our academic focus in on reading, vocabulary, writing and English language skills. Tutors also help children with their homework, math skills, and science projects.

Our program is also able to provide occasional enrichment activities for our students. Music, dance and art activities are scheduled throughout the year. The children also enjoyed a program presented by the Biopark early in the year.

We continue to host celebrations at the Christmas holiday and at the end of the tutoring year by holding potluck dinners in the Social Hall for tutors, students and their families, and teachers from Montezuma.

At both of these events, each child receives a book which is at his or her reading level.

The ASTP is guided by a Steering Committee of six and powered by the love and devotion of our amazing volunteers.
First Unitarian Animal Advocates as founded in January of 2010 and meets on the fourth Sunday of the month at 12:15 pm in the Wesson Room. We have an e-news list, a Facebook page, and publish a monthly newsletter.

Animal Advocates members work with many local and state animal welfare and rescue organizations, and each month members nominate and vote for two groups to receive a donation. Some of those who received financial contributions in 2017 include: NM Pets Alive, Cottonwood Cat Sanctuary, Animal Kind International, Lap Dog Rescue, Animal Protection NM, Animal Village NM, Watermelon Mountain Ranch, Bridging the Worlds Sanctuary, Desert Paws NM, High Plains Humane Society, Hawks Aloft, Haven for Hamsters, Animal Friends NM, Tootsie’s Vision, Macaw & Cockatoo Rescue, Tamaya Horse Rescue, FaKatz, Blackhat Human Society, Placitas Wild Horse Rescue, and the APNM Chimpanzee Sanctuary Fund. Fundraisers, including our Patio Fair jewelry sale, support these donations.

Additionally, Animal Advocates helped facilitate finding homes for many animals and/or provided emergency care for animals in need. We continue to help supply pet food to the First Unitarian Food Pantry and provide an informational resource to members of the congregation.

Our monthly meetings often include guest speakers and humane education forums. This year we hosted: Rebecca Poe of Kindred Hearts Transport Connection, a nonprofit which transports homeless pets throughout New Mexico and the country to their foster or forever homes; Ed Goodman of Tootsie’s Vision, which cares for blind dogs; and representatives of Lap Dog Rescue and their pups. Under the direction of founder Linda Bairstow, the Critter Club continued “celebrating and respecting the awesomeness of life” for children ages 6-young adult.

In August, Animal Advocates and Earth Web were privileged to present Dr. LoraKim Joyner, UU minister and founder of One Earth Conversation, for a “Nurture Nature Retreat and Wild Walk” at the Bachechi Open Space Center, a spectacular day of insight and connection.

In 2017, Animal Advocates was again awarded a generous grant from the Social Justice council to support our Pets of the Homeless (POH) Project. POH has since delivered more than 6,500 pounds of pet food as well as collars, leashes, beds, and other supplies to our partner St. Martin’s Hospitality Center. Marion Ammerman devoted many hours to picking up donations at ABQ-PetCare, VCA-Wyoming, and Aztec Animal Clinic. Animal Advocates members also volunteered at monthly shot clinics for Pets of the Homeless sponsored by VCA-Wyoming and the Rock at Noonday.

*Active Members: Martha Anderson, Marion Ammerman, Mikki Aronoff, Linda Bairstow (Critter Club and Newsletter), Sacha Bush (Contact), Marcia Caregeorges, Janelle Campbell, Randy Diner, David Gick, Lisa Goldman, Sharon Hall (Meeting Facilitator and Contact), Margaret Keller (Announcements and Facebook), Beverly Lowrance, Thomas Manners, Rebecca Poe, and Danny Ruppert (Treasurer)
Earth Web
Marilyn O’Boyle, Chair

Earth Web meets the second Sunday of each month. Our activities consist of education, outreach and participation in local environmentally-related events. Marilyn O’Boyle is currently the chair.

**Spring Sustainability Fair**
We had our Sustainability Fair in May this year with helpful participation of RE staff and students. There were displays from a solar energy company, plus cookies made in a solar oven, Master Composters, and plant sales. We had a walk and talk through our Nature Habitat, and the RE kids had a chance to see worm composting, and participate in Recycled Art from Off Center Arts.

**Education**
Three Earth Web members presented a skit as a Pulpit Editorial on Earth Day. It brought up current issues about climate change, offered suggestions and also pointed out that our church is doing a lot already.

In October, we embarked on a course of study entitled “Our Place in the Web of Life”. This five part course was developed by the Unitarian Universalist Ministry for Earth, and helps us explore the place of our church and congregation in the ‘web of life’. We are looking at energy, water, food and waste as these impact the environment and justice issues. We hope the course will inform us about where we need to concentrate our efforts in the coming year.

**Forums**
Mimi Stewart presented a forum in October on the Renewable Energy Portfolio, which is working toward 100% renewable energy by 2050. We hope to also have another forum on “Fossil Free by 2023”, geared toward what individuals can do to eliminate the use of fossil fuels.

**Outreach**
Sally Jacobsen continues to send our ideas and information for publication in the church Messenger. This “Green Corner’ lets the congregation know what we are doing and invites their participation. We also have suggestions and hints about how to care for the environment.

**Connections**
Earth Web works with the RE department for our Sustainability Fair. It is also connected to Transition Albuquerque, a group that is out to help us move from away from fossil fuels and grow toward a resilient Albuquerque. We are also connected to New Mexico Interfaith Power and Light, a group that works with faith communities all over New Mexico in efforts to combat climate change. Our church is a member of this organization and several Earth Web members have been or are presently on the Board of Directors.
In 2017 49 volunteers provided the help that allowed the Food Pantry to hand out an average of 119 sacks of food every Wednesday afternoon.

This number of volunteers includes people who pack the sacks of food, those who hand out the sacks; people who donate cat and dog food; people who meet the Roadrunner delivery truck every Tuesday morning, unload the food and put it away in the pantry; and volunteers who buy pinto beans and rice and repackage it into one-pound bags. Rice and beans are organized every week by the Johnson-Jimenez family, Doug Thiesen, and Ken Callahan. The packers and food distributors do the job once per month. Pam Bliss coordinates the distribution aspect of the committee and Linda Hudson, the packing duties.

The goal is to provide nutritional food to the needy that come to us for help. The sack of food provided includes a pound of both pinto beans and rice, cans of fruits and vegetables, a snack of cookies or crackers, cereal, a package of bread, fresh fruit and or vegetables, and a package of meat such as hot dogs, chicken, turkey or ham. Then an “extra” is added to the bag such as tuna, soup, a can of beans, canned milk or tomatoes, mac and cheese, or peanut butter.

We must purchase 140 of each item every week in case more than 120 sacks are needed. The last Wednesday in August 186 people showed up for food! An all time record.

Most of the food is obtained from Roadrunner Food Bank at a minimal charge that covers their labor and stacking charges, usually at .19 per pound. If food we desire is not available there, it is bought at Smiths. The rice and beans are usually bought at Costco if not from Roadrunner.

Rebecca Gracey does the food purchasing and ordering online from Roadrunner. Remarkably nearly all of the money for purchasing food comes from church member donations. The pantry is not a budgeted expense.

A total of 6,205 sacks of food were given away in 2017 with an average of 119.3 sacks per week. The average cost per sack was $3.24.

| TOTAL INCOME: | $23,085.43 |
| TOTAL EXPENSES: | $20,130.25 |
| YEAR-END-BALANCE: | $2,955.18 |

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Public Banking Group  
Vern & Vicki Hagen, co-chairs

Public Banking meets the third Saturday of each month. Activities consist of participation in national conference calls (2 per month) of the Public Banking Institute, promoting New Mexico state and local government interest in formation of a public bank, and working in community outreach to expand public banking awareness.

**Shaping Urban Albuquerque’s Future**
Members of our group recently participated in the local forum “Shaping Albuquerque’s Future” sponsored by Urban ABQ. We secured 16 additional people interested in receiving information about our activities. Our emailing lists now contain 140 names, with about 10% participating in monthly meetings.

**Santa Fe Public Bank Task Force**
Representatives from our active group have been monitoring the meetings of the Santa Fe Public Bank Task force appointed by the City of Santa Fe. We are learning much from that group as it progresses. It has active subcommittees dealing with legal, regulatory, capitalization, and governance matters. It is also clarifying the purpose of the bank.

**Establishment of a Website**
Members of our group have established a website [www.PublicBankCNM.org](http://www.PublicBankCNM.org) where information is posted.

**Meetings with the State Treasurer**
The New Mexico State Treasurer has attended a couple of our meetings at the church. We have also had a couple of meetings with him in Santa Fe and with his deputy at our last meeting. There is discussion of creating a state memorial calling for a feasibility study of a New Mexico Public Bank. This could possibly happen in 2019.

**Outreach to Local Political Leaders**
At the symposium held by our banking team in 2015 a City Councilor and local Legislator participated. We have also met with Albuquerque’s new Mayor, Tim Keller, at his Santa Fe State Auditor’s office. Current plans call for increasing our contact with local officials.

**Analysis of Local Public Finance**
Some work has been done regarding local government finance, where deposits are placed, how much current financial arrangements cost, etc. Additional analysis of city finance costs and public bank benefits remain to be done to help in local outreach.