

Annual Report

FY2010

January 2010 to December 2010

First Unitarian

*A Unitarian Universalist Congregation
Meeting in Albuquerque, Carlsbad, East Mountains, and Socorro*



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Part I—Board and Staff Reports

Board President

Geri Knoebel

Board of Directors

Geri Knoebel, President (2010)
Rob Leland, Vice President (2011)
Tom Stafford, Treasurer (2010)
William Slakey, Secretary (2010)
Ken Callahan (2010)
Erika Johnson-Jimenez (2011)
Joyce Kayser (2010)
Erica Kerns (2010)
June LeCrone (2011)
Dawn Lunt (2010)
Tom Wofford (2011)

“Planting the Seeds: Nourishing Our Future” was the theme of our successful 2010 stewardship drive. In many respects, we have been planting seeds for quite a while. We have been making the changes needed to have the appropriate governance structure and systems in place for our large congregation while still experiencing steady growth. We have a strong foundation for facing our future in a time of economic recession when many others are facing downturns in financial support and membership.

We have not promoted growth as a goal but growth has come to us because of the excellence of our ministry and our programs. We have faced many challenges along the way. We have been mindful and careful in dealing with them: hiring a new, dynamic minister, adopting a master plan for our campus, conducting a successful stewardship campaign, pioneering solar panels on a New Mexico church campus, and stabilizing our programs and branches.

We have tremendous strengths for moving forward with our major building program and conducting a successful capital campaign to support it – both of which we will be addressing in 2011. We are committed to embracing our growth and we will provide the necessary resources to accommodate it. We are preparing for our own future and for the legacy that we will leave to the next generation.

Our Ministry

We have been blessed by the infusion of new energy with the hiring in August of Angela Herrera as our Assistant Minister. We look forward to many years of her service to our Congregation. Thanks go to the Second Minister Search Committee for their efforts on behalf of our Congregation. Committee members were: Tommi Campbell, James Gilson, Joyce Kaser, Geri Knoebel, Christine Robinson, and Tom Wofford.

Christine Robinson, our Senior Minister, will be taking an overdue and well-deserved sabbatical starting January 15th, returning on May 15, 2011. During her sabbatical, Christine will be working with the Meadville Lombard Theological School in Chicago as it transitions to a distance learning campus as well as finishing a book she is writing with Alicia Hawkins. Her absence will be challenging but we have every confidence in Angela who will be serving as our Acting Head of Staff during that period.

Large Congregation

It was not that long ago (2007) that First Unitarian was recognized as a large congregation by UUA. We had 636 members at the time and we had the foresight to adopt the governance structure and framework in our by-laws to accommodate this new status, giving ourselves until 2011 to implement those changes. As a Policy Governance Board, we focus on our visions, goals, structure, and policies while our staff hold responsibility for the day-to-day operations of the Church. Christine Robinson now serves as Head of Staff.

These transitions are now complete. We promise there will be no by-law amendments proposed in our January meeting agenda! I want to give special thanks to Bob Gutchen who so ably guided our process.

At the 2009 General Assembly, First Unitarian was selected as a Breakthrough Congregation at a time when we had grown to 715 members. We were recognized for excellence in our ministry, our diverse programming, and the innovative use of technology. Now, our successful contemporary third service has just completed its second year. The branch programs are stable with Carlsbad being added in 2010. We now have over 800 members, a 26% increase since 2007.

2010 Stewardship Campaign

This year, we raised more money than ever before. This is most commendable in light of a sluggish economy in early 2010. Members pledged \$559,071 which is 96% of our goal. This year we had more visiting stewards resulting in more visits to members than in prior years, which not only helped generate more dollars but also serves to build and strengthen our First Unitarian community. We offer sincere thanks to our Stewardship Committee co-chairs, George Bakula and Gwen Sawyer. They have agreed to continue and will chair next year's combined stewardship and capital campaigns. With the assistance of Barry Finkelstein, Congregational Stewardship Consultant from UUA, we have been focusing on creating a sustainable infrastructure to maintain and strengthen our stewardship efforts. This will support our master building plan since there is a strong correlation between the results of a pledge drive and the results of a capital campaign.

Preparing for Our Capital Campaign and Our Future

Last year, the Congregation adopted our 10-year Master Plan which provides a conceptual framework for expanding Church facilities and for the future development of our campus. The framework for Phase One to implement the Master Plan is now being formed. Open forums and other opportunities will be made available for Congregational review and discussion of the Phase One options. The results of these efforts and of the capital campaign will determine the seeds with which we nourish and grow our future. With Congregational support, our capital fund drive will kick off in the fall of 2011. We are organizing for a three-pronged approach. We will combine our annual stewardship drive and the capital campaign plus we will increase the visibility of our planned giving and endowment programs (the legacy that individual members leave to the next generation).

Master Plan and Sustainability

One of the goals of our Master Plan is to lead the way for other churches in both site and building sustainability through the selection of materials and careful energy consumption. In April 2010, the Board formed a Solar Energy Task Force composed of Ken Callahan, Rick

Kennedy, and Tom Stafford. As a result of their efforts, the Board has signed a Memorandum of Understanding with Consolidated Solar Technologies (CST) for the installation of solar PV system on roofs of the Sanctuary and Religious Education buildings.

The engineering plans have been approved by PNM and we are awaiting approval of a building permit newly required by the City. The Board has signed a MOU lease agreement with Consolidated Solar Technologies for a solar PV system. CST will design, finance, construct, and own a 44-48 kW grid-tied system and sell the electricity generated to First Unitarian at a fixed price somewhat below PNM's current rates. The system will supply 75-80 percent of the church's electrical usage and save about 60 tons of carbon dioxide per year. It is anticipated that the solar system will be installed early in 2011. First Unitarian will be the first church in New Mexico that has entered into such an arrangement with PNM.

Financial Affairs

We just completed our first January-December fiscal year. We survived the transitional 'stub year' and are now adjusting to the fluctuations and trends of our new fiscal year. As you will recall, we ended last year with a deficit because of the problematic budgeting for the stub year. Given a full year's experience with our new fiscal cycle and our improved stewardship campaign organization and implementation, our budgeting forecasts have improved.

We will be ending December 31st with a surplus of \$20,172 which is primarily due to spending less than we budgeted plus the generosity of our Congregation's supplemental efforts in revenue generation. One half of this surplus will be used in supporting the 2011 budget. We are thankful for the diligence of our staff in holding down expenses at a time when our membership is growing and for the financial support from individual members.

Thanks also to Tom Stafford who was appointed Treasurer when that role became vacant in August 2009. He was later elected to the position in 2010. In addition, he agreed to Chair the Finance Committee after that position became vacant in September 2010. We appreciate Tom's many contributions and his willingness to assume these important responsibilities.

Internal Audit Committee

At our Congregational Meeting in April 2010, the formation of an Internal Audit Committee was authorized. Their focus will be our financial management controls and an examination of our cash management systems to ensure that there are adequate and appropriate checks and balances. These efforts will enable us to enhance our transparency and accountability to the Congregation. Members of the Committee include: Dick Bailey, Brian Frieder, Andrea Lee, and Dorothy Reynolds, with Dave Damour serving as an advisor. The Committee will report to the Congregation in the spring.

With Gratitude

We are a 'can do' church. This has been a year of significant accomplishments by our amazing congregation. Contributions by our leadership, ministers, members, volunteers, visiting stewards, and staff are invaluable and together makes us a church for which we are proud...and it will only get better with the foundations that we have created for our future.

I am grateful for the privilege to have served you as President for the last 2-1/2 plus years. Together, we have faced many challenges but our excellent Board of Directors has provided the direction and leadership needed during these changing times. Board members whose terms are expiring are: Ken Callahan, Joyce Kaser, Dawn Lunt, Erica Kerns, Bill Slakey, and Tom Stafford. Thanks a million for your contributions!

Senior Minister

The Reverend Christine Robinson

By the time of the '10 Annual Meeting, I will be in Chicago, settling in to a 4 month sabbatical at Meadville Lombard Seminary. I'll be getting ready to teach my class, "The Arts of Ministry I," and to enjoy Chicago's brisk winter weather. The sabbatical is well timed, coming at the end of a satisfying, but exhausting, year of many changes. This time last year, we'd learned that we might be able to settle a new Assistant Minister without an interim year if we hustled, so—we hustled, and wow! What a find we have in Angela Herrera!

During that search process, we said goodbye to Ron Hersom, cheered Carmen Emerson as she was called to Meadville, PA, ordained, and said goodbye to her, heard that Ron was going to Jacksonville, Florida, and learned that Andrew Millard and Antonia Won both had jobs in Virginia and Vancouver, respectively. Along with our first intern, Meredith Garmon, who serves the church in Gainesville, Florida, all of our interns are fully employed and serving our movement; that's very satisfying! Next Year's intern, Krista Weber, will be moving here this summer. She's at Meadville now, so we'll be spending time together this spring.

Daylene Marshall returned to her beloved Canada in the early summer, and we were very fortunate to be able to hire Kathi Foy—a church member with lots of experience in education, congregations, and life—to fill her place. Our RE program is thriving under her leadership.

When Ron left, I took over his tasks of administrative leadership, which came with a big learning curve for me! Budgets and staffs and spreadsheets are now a part of my life. In exchange, Angela is doing more preaching and program management, and has proven herself excellent in both areas.

The administrative staff also includes a new publications specialist this year, Ruth has presided over a change in Messenger publication and overall communications strategy, and Kathy Keller has taken on increased responsibilities for church finances.

Our congregation was honored this year by being asked to mentor a sister congregation in Des Moines, Iowa, whose great desire is to grow as we have, in outreach to small towns and young adults, while dealing creatively with space constraints. Their team will have already visited by the time you read this, and I'll be visiting Des Moines in March. Vance Bass has chaired that effort, and it has been exciting.

We began last year, like the rest of the world, in a crisis of money, but your willingness to support your church got us over a hump. This year's Stewardship Campaign brought very satisfying increases in spite of a still poor economy, and we are proceeding with planning for a much needed building expansion which you'll be hearing a lot about, and voting on, this winter and spring. This year's budget includes substantial progress towards paying our fair share of denominational expenses, staff increases for the first time in several years, and a replenishing of our reserves—all very important for the long-term welfare of our congregation.

In spite of economic worries in our homes, at church, and in our world, you responded with overwhelming generosity to the UU orphans in Kenya and to a neighbor baby and his family who suffered burns at Christmas. You tutored neighborhood kids and taught English to their parents. You fed 40 families a week with food bags, worked for a better Albuquerque through Albuquerque Interfaith, a better world through the UUSC, and a healthier earth through the Green Sanctuary group, and so much more! You took care of each other through illnesses, grief, family changes, and military deployment. You worshipped together at four different places and at three different kinds of services, did Yoga, meditated, engaged in deep conversations in Covenant Groups, taught the children, learned, played, worried about the state of the world and socialized.

2011 will bring decisions about a building project, perhaps a Capital Fund Drive, and will also certainly bring more opportunities to help our neighbors, build community, and grow in spirit together. I look forward to returning full of energy and refreshed from this fundamental sabbatical change, in May.

Assistant Minister

The Rev. Angela Herrera

It's an interesting thing to write the State of the Church report when I have been here exactly five months. How much could she know in that time, you are asking yourselves. (I was asking myself). But fresh eyes see things in a unique way. I have the perspective of seeing the church as it was presented in the congregational search packet—a fourteen page self report of what this congregation is like—and then seeing it as the minister who thought that packet looked pretty good, and took the job.

In First Unitarian's packet, I met a congregation that was beaming with pride about its branch ministries and growth, and that had been recognized nationally as a leader in our denomination. I learned that you were one of the first Welcoming Congregations, openly accepting gay and lesbian members, and taking for granted the beautiful diversity of families. I saw that you are a teaching congregation and are good to your ministers, and that there is a strong sense of community here, despite the congregation's large size.

The packet touted that this congregation has “one of the most beautiful RE spaces in UU'dom,” and that you had adopted a master plan to similarly transform the rest of the campus. In those same pages, your search committee painted the picture of a congregation that, nestled beneath the Sandia mountains, enjoys diverse styles of music; and whose theological center is “spiritual without being narrowly theological, poetic rather than literal, and open to... diversity.” From the search committee's descriptions of you, and even my job description, your creativity was evident at every turn.

And to what did I arrive, when I began what I hope will be a long and fruitful ministry here? At the end of the year, as I look back, I see that the congregation I joined is all of those things and more. We have a wise and skillful new DRE, who has re-gathered and empowered the RE committee. We have a new publications coordinator, and a new custodian, a brilliant and generous team of technical experts, and a multi-site campus that fairly bursts at its seams with activity: potlucks, meetings, classes, covenant groups, rehearsals, dancing, painting, worship... you name it. In addition, we have two new extended families, and a cohort from a very large UU 101 class has formed their own new covenant group.

Meanwhile, with the steadfast leadership of George Bakula and Gwen Sawyer, we set a new best for ourselves with the money we raised in the annual campaign. The number of Keepers of the Flame—people who have named the church in their estate plan or given money to the endowment—has increased by 25%. We have given over \$8,000 away to local non-profits through the Change for the Future program. And our food pantry, which gives out 40 bags of food each Wednesday, gave away nearly 2000 bags of food in 2010. This congregation—so abundant in love, connection, and creativity—is developing a culture of abundance and generosity to match. You will read about many of these things--and more--in the annual reports.

Getting ready for today's meeting showcased much of what is wonderful about First Unitarian, as well as the challenges we face as we begin this new year. Staff and lay

leaders worked together to produce the agenda and materials for today, researching by-laws, parliamentary rules, and past ballots... but we did so without quite enough workspace. We organized participants, and planned the after party where we'll honor volunteers...hoping we'd all fit in our social hall. And our staff—small by comparison to other congregations our size—put in long hours this week to pull it off, along with the regular demands of running a church. With Christine away on sabbatical, it was an even bigger job than usual. I was grateful to know I could count on our experienced moderator and parliamentarian, and on an outgoing board president, Geri Knoebel, whose vision, organizational skills, and attention to detail has been indispensable to this new minister in the midst of so many transitions.

It's been a busy week. But as all that was happening, I sat down to write this. I closed my door. I closed my eyes. And I pictured your faces. It seems each time I do, there are new faces in the picture.

Seventy-eight new people signed the book in 2010. Mine aren't the only fresh eyes on the place, and this year I've heard from new people who found this congregation after a long search for the right religion and the right community. Others intended to come only for their children to have religious education...and then found themselves unexpectedly drawn in, suddenly aware of long forgotten spiritual needs of their own. Yet others discovered a spiritual home at First Unitarian after attending the funeral of a loved one, right here in this sanctuary. We often conduct rites of passage for non-members around the city, people who—without this liberal religious congregation—would be truly spiritually homeless and risk encountering theologies of fear and judgment just when they are most vulnerable. Church done right becomes a sanctuary for the community in which it is located. And whether it is for members, friends, or strangers in need of hospitality, First Unitarian is just such a place. We offer a safe and welcoming space for life's rites of passage—the creation of new families, and the mourning of those we've lost—for religious education and spiritual reflection, and for gathering to work for social justice.

And yet, a place needs space, and we have outgrown ours. Like the generations who came before us, who built up this church year by year, brick by brick, so we could find ourselves at home here today, it is time for us to make room for the members we have now, as well as for new people and new programs. Time to make room for us to continue becoming who we are meant to be.

The building planning task force has been in near constant communication since December, preparing to tell you about a building project that was set in motion many months ago, when this congregation adopted that master plan I mentioned. I hope you'll pay close attention, and take advantage of the many opportunities we've created for you to ask questions, give feedback, and learn more over the next five weeks. Mark your calendars now for February 27th, so you can join us in a special meeting, when we'll vote on moving forward. This is a bold congregation, one that has the courage and resources to meet its bold future.

Before I close, I want to say a quick word about process. I remember attending UU congregational and board meetings for the first time as a young adult, and finding the meeting process very foreign to me. No one had ever taught me the language of Robert's Rules, never mind the interpretation of them that this congregation goes by--Sturgiss's Standard Code of Parliamentary Procedure. I had never heard of either of these. Consequently, the making and seconding of motions, the calling of points of

order, and the rest of the framework around our congregational discussion of important issues felt like a barrier to my participation. I worried aloud that the process favored older, more educated, and more privileged members than my husband, Carlos, and I were.

Actually, the reasoning behind using these methods could not be further from what I feared: they are intended to organize meetings of large groups of people in such a way that all voices may be heard and given equal weight, and so that the meeting may be as effective and fruitful as possible.

If you are a new member, or if you are new to this formal way of running a meeting, I want you to remember that as you learn the ropes. This is your church. It's a congregational church, and what that means is that its members—whether they are new or experienced—are its ultimate authority. If you have an idea or question to share, we hope you will. If you aren't sure how, just say so. We will be glad to help. And if you still have questions later, or if you think of new ones, Geri and I—and just about anyone you see up here—are available.

I'm glad all of you are here. Thank you for taking up leadership at First Unitarian by participating in our annual meeting.

Acting Director of Religious Education

Kathi Foy

From January to May 2010, Daylene Marshall was our Director of Religious Education. She ran a full Sunday program with curriculum based classes at the 9:30 service and workshops at the 1100 service, with childcare available for all three services. In our cooperative model, parents and church members volunteered as teachers, assistants and workshop leaders. Average attendance in Sunday school was 77 children. In addition, the Our Whole Lives sexuality program held classes for high school and mid-high students during January and K-1 and 4-6 during February, March and April. The Coming of Age eighth grade class met from February to May when they presented a worship service. Daylene gathered children and volunteers from our congregation and the community for a spring break day camp held in conjunction with Family Nights and a Spring Extravaganza presented by CUUPS.

Daylene planned summer school curriculum for each service during May through July, and an average of 46 students attended classes led by volunteers who each taught one Sunday with an assistant. Lia Atherton was the director of our well-attended summer UU Kids Camp in the Jemez Mountains, assisted by parent volunteers and youth counselors. A planned summer day camp had to be cancelled.

Daylene planned a World Religions curriculum in conjunction with our ministers preaching cycle and began recruiting teachers for the fall semester. Each teacher signed up to teach a month of a World Religion and has assistants who signed up for one Sunday a month throughout the year. In addition, special events volunteers were recruited. First Unitarian Church said good-bye to Daylene on June 13.

Acting Director of Religious Education Kathi Foy started work on August 1, 2010. She continued recruiting volunteers for our cooperative program, and wrote/continues to write the World Religions curriculum, plans for special events like Halloween and Christmas Eve, and supports the La Amikoj high school program. Three La Amikoj members attended the fall southern cluster conference in Los Alamos, the group went for a hike and they plan to make a video about bullying. Currently, we have 160 registered students in our program with an average Sunday attendance of 73 children/youth for all three services supervised by 86 adult volunteers. Kathi supports other opportunities for RE families to gather as extended families. She has recruited teachers for the spring COA program for 8th-9th graders.

Kathi is ably assisted by Virginia Carrion for 25 hours a week and Vali Dugan for 10 hours a week. Together, they prepare lessons and supplies for the volunteer teachers, assistants and paid caregivers who keep our program running for three services each Sunday. The RE Staff meets weekly to coordinate work and Kathi has established a quarterly review for Vali and Virginia in conjunction with her supervisor, The Rev. Angela Herrera. Kathi has her review on a quarterly basis conducted by both ministers.

The RE Committee, chaired by Dawn Lunt, meets monthly to plan for and to assist in the smooth running of the RE program. Other members of the committee are Jarrod Scarbrough, Kerrie Gorrell, Carolyn Brown, Carolyn Riggs, Heather Clark, Brian Tankersley, Mia Noren and Skip Bleistein. The RE staff and committee held teacher gatherings in August and November and plan two others in February and May 2011. Additionally, the committee is choosing curriculum for next year and exploring models for large-church Religious Education programs.

Under Kathi's direction, the RE staff has organized supplies and resources, pared down to the basics and continues to use up existing supplies. The RE staff continues to evaluate the program while in the midst of it and with the guidance of the RE committee. Kathi joined the Liberal Religious Educators Association and attended the fall meeting in New Orleans. There she met several religious educators of large churches who shared knowledge and resources.

Kathi plans to continue mentoring relationships in 2011. In addition, Kathi contributes to the core staff weekly meetings, Messenger and E-broadsheet communications, the Shared Use committee and meets with parents, church members and colleagues.

Music Director

Alan Stringer

There is no overall music committee, although feedback to both music directors is frequent and very useful. Vance Bass oversees the 3rd service contemporary music; Alan Stringer oversees the music for first two services, which includes a wide variety of musicians and the Chalice Singers, our adult church choir.

Our sound technicians work very hard to provide the support for all services, including the quick change between second and third services.

Contemporary Service

Vance Bass, Contemporary Music and Worship Director

Musicians/Worship Leaders: Laura Bartolucci, Vali Dugan, Tania Ensign, Jenni Johns, Linda Myers, Tom Wofford, Abraham Ellis, Greg Gould

The Sunday afternoon Contemporary Service continues to delight and uplift those who attend it. We have moved the start time to 12:30 to overlap the after-service activities at 12:00, which has met with general approval. Weekly attendance averaged around 45 during the year, many of them newcomers to our congregation. The service not only provides worship in a different format, it also helps lessen crowding in the morning services.

In November, First Unitarian's groundbreaking work on this service was featured on the Unitarian Universalist Association's web site, in a video in the "A Religion for Our Time" series. You can see it at www.uua.org/congregationallife/worship/174146.shtml

Director of Member Development

Kristin Satterlee

In 2010, I have continued with the following core programs that make up the job of Director of Member Development: the Connections Table, guidance of new members, and working with the Program Team.

The Connections Table has become an important part of the church landscape, where visitors, new and established members, and church leaders come to find and share information on church programs. A collection of 22 pamphlets plus two signboards and the new "Direct Connect" board provide lots of information. I provide the rest, and what I don't know offhand I find out and pass along via phone or e-mail. Many groups also use the Connections Table to host signup sheets for upcoming events.

New members are sent two welcome e-mails, an activity interest survey, and an offer for a face-to-face or phone interview to share the story of their path to First Unitarian and discuss what they want from their church. After receiving survey and/or interview information, I tell the leaders of each potential activity of the members' interest so they can pass along information and invitations, as well as giving leader contact information to the member. With many members, our conversation continues in e-mail and at the Connections Table for months as they settle in and find their place. Each member also receives a check-in e-mail after six months of membership and a first anniversary congratulations card.

Since the departure of Ron Hersom, I have led our New Member Signing Ceremonies. Being present at those events helps me know members from the very beginning of their membership. That role will be shared with the chair of the Membership Committee.

I enjoy my role as convener of the Program Team. The work of the Program Team is a natural fit with member development, allowing unrestricted information flow between the supply and demand sides of our church programming. It is a privilege to watch new members grow into leaders of our community and to help long-standing leaders hone their skills and offerings.

Church Administrator

Ruth Starr

This year has seen several changes in staff. Kurt Robertson joined us in January as our Facilities Maintenance Coordinator and Sexton. This fall we welcomed our new Publications Coordinator, Samantha Metheny to the staff. Samantha brings both copyediting and design skills. Both Kurt and Samantha are wonderful additions to the cohesion of the staff. Samantha has streamlined our publications process as we moved to a once-a-month Messenger, and she will be launching the new church website in early 2011. Kurt has been a huge help with many ongoing projects this year. His work as church sexton has added value to the growing congregation.

We have upgraded to a newer copier in the office that we obtained at no additional cost as a trade up from our old one. A new computer server and backup system were badly needed and we were finally able to get it this summer.

Kathy Keller, our financial manager, and I worked with finance committee members to create financial review procedures, which have now been adopted by the board.

Our office volunteers have been so helpful this year and we appreciate the work they do. Although we have a nearly full roster of volunteers for the office, we can always use an occasional substitute.

Facilities and Maintenance Coordinator

Kurt Robertson

The facilities and maintenance department of First Unitarian Church consists of three employees (a Coordinator and two Assistants), as well as a number of volunteers, who may work autonomously or under the direct guidance of the Coordinator.

In 2010, this department accomplished much: in addition to fulfilling our primary goal of maintaining a clean, safe, and attractive campus for our congregants, tenants, and renters, we remediated a number of structural and aesthetic problems, particularly in the Religious Education wing of the campus. We built a compost bin for the disposal of organic waste, reducing our garbage output and reducing the Church's carbon footprint. We established relations with a number of new contractors, with an emphasis on local, independent businesses. Finally, we have assisted the Solar Energy Working Group whenever possible to make the Church's photovoltaic electrical generating system a reality. In 2011, we shall, with the support of the congregation, Board, and staff, continue with our basic duties, as well as taking on a few special projects, such as improving our recycling collection facilities, streamlining administrative processes, and making information more easily accessible to staff and volunteers.

Branch Coordinator—Carlsbad

Vicki Kirchner, Chair

Steering Committee: Vicki Kirchner (chairperson), Roger Holman, Pat Kearney, Linde Merry, Mike Pitts, Roy Spruiell

The Desert Spring Unitarian Community of Carlsbad, New Mexico met regularly throughout 2010, including the summer months. Services were held at 4:00 pm on Sundays at the chapel of the First Presbyterian Church in Carlsbad. An average of eight to twelve people participated in most services.

The UU Regional grant for the beginning year of our Branch enabled us to design a logo to include in our signage, a weekly ad in the Current Argus Church Directory and their yearly newspaper Church supplement. We were also able to purchase a laptop computer and printer to facilitate services and the weekly OOS. Along with our offerings, the grant enabled us to do all this without cost (in fact a net gain) for First Unitarian.

Other projects include the adoption of a mission statement and donation of the change placed in the offering plate to a local food pantry.

About half of the year's sermons were offered by The Rev. Robinson, The Rev. Herrera or other First Unitarian-based speakers. The rest of the time, members of the worship committee and other volunteers provided their own material including videos of Michael Dowd, teachings of Eckhart Tolle, the concept of Sacred Geometry, and "Ancient Toltec Wisdom."

A highlight of our holiday potluck was provided by concert musician Everett O'Bannon, when he shared pieces by Bach and the Celtic tradition.

Branch Coordinator—East Mountains

Anne Marie Silva

East Mountain UU is now in its third full year of operation and is a strong, viable, (though small) congregation offering the UU experience to residents of this area, most of whom have no previous connection with a Unitarian Church.

We have a roster of 16 people who attend fairly consistently with an average Sunday attendance of 8-11. Since we meet at 10:30 on Sunday mornings, we usually enjoy, via DVD, the previous week's sermon from First Unitarian. We have upgraded our DVD player and television set so we have good quality replays of the sermons. We have 5 Worship Leaders and add our own touches to a typical order of service, including a lively discussion of each Sunday's topic and the sharing of personal joys and concerns. We collect the coins of our Offering for our "Change for Change" account, which is used to fund worthy organizations and activities in the EM area.

We have a Covenant Group, which meets once a month, facilitated by Bethe Orrell, and a Social Hour after the service on the first Sunday of each month.

We have added a regular weekly RE program, currently staffed by 3 teachers, for the 3 to 6 children who attend on a frequent basis.

Our 2010 Steering Committee, consisting of Anne Marie Silva (Chair), Jackie Addis (Worship), Bethe Orrell (Facilities), Susan Moore (Treasurer), Sharon Gill (Community Service/Historian), and Tyler Mason, meets once a month.

A major focus of our congregation is community service. This year we have conducted a food drive, winter clothing collection, and school supplies donation. We have donated \$200 each to Torrance County Domestic Abuse Assistance and East Mountain Womenade. In the spring and fall we joined with First Unitarian members to conduct a litter pickup on the Sandia Crest Road.

Our goals for this year are to grow the congregation, develop an Internet marketing plan, strengthen our RE program, and firm up our organization. These goals are being addressed by an advertising campaign featuring the "Find and Ye Shall Seek" UUA ad, which is running in both local papers and in some other East Mountain publications. The ad has sparked some interest and brought visitors to our group.

We have added members—both adults and children—and hope to continue to grow in UU service to our community.

Branch Coordinator—Socorro

Candace Lindquist, Socorro Steering Committee

The end of 2010 puts Socorro UUs just two months shy of four (!) full years as a branch of First Unitarian. We are proud of our ongoing efforts over these years, and—even more—we are so, SO grateful to have had this truly golden opportunity to be a First Unitarian branch (its first, in fact!).

The year brought great joys and sorrows. A joyful highlight was our 4th annual Christmas concert, which has become a tradition as our gift to the Socorro community. Each year this wonderful musical endeavor draws between 80-100 people and increases awareness of our presence throughout the Socorro/Magdalena area. As is always the case, we owe many thanks to Music Director Elise Brower and to her entire family, including husband Kay Brower and daughters Candace and Karen. (It's hard to believe so much musical talent could be packed into just four people!) Other concert contributors included members of the New Mexico Tech Orchestra, the Socorro Community Band, singing group Las Cantantes, members of Epiphany Episcopal Church, and others from both near and far.

Our greatest sorrow this year was the loss of one of our most active members, Bob Merkel. Bob passed away on November 18. At a vigorous 80, Bob overflowed with the life force; it is a poignant adjustment as we continue our small congregation without him. We are grateful not only for Bob's many contributions but also for those of his wife, Debby Safford, who remains a continuing blessing in our group.

While all congregants have contributed, I want to thank those who volunteered as noted this calendar year (alphabetical):

Steering Committee members: Barry Clark, Elise Brower, Candy Lindquist, Bob Merkel, Richard Sonnenfeld, and Kathy Spring

Lay Leaders: Barry Clark, Mary Lampkin, Candy Lindquist, Bob Merkel, Richard Sonnenfeld, Catherine Stewart-Roache, and Sandra Noll (substitute)

Music Director: Elise Brower

Hospitality Leaders: Ruth Hamilton, Debby Safford, and Kathy Spring

Covenant Group Leaders: Candy Lindquist and Bob Merkel

Development Chair: Kathy Spring

Technical Team: Barry Clark, Jim Lampkin, and Richard Sonnenfeld

Our mailing list grew this past year, expanding from about 30 names to about 40, and weekly attendance grew from an average of about 15 to about 20. In 2011 we will continue to work on membership development in all age groups. Towards that end, we now have a 24/7 sign! Previously, we were only able to have a "sandwich board" sign out during our actual hours; this year we were delighted when our kind landlord, Epiphany Episcopal Church, allowed us to have a permanent sign. We especially thank the Rev. Woody Peabody, Virginia Hawthorne, and Chuck Millar. We are already seeing in an increase in visitors and new congregants!

In 2010, we continued to maintain our mile of Highway 60 between Socorro and Magdalena, contributed as a sponsor of the Socorro County Relay for Life (American Cancer Society), and contributed to the Socorro homeless shelter (Puerto Seguro). Socorro UUs also volunteer many volunteer hours to these groups and to several others. Like all UUs, we make a difference!

We thank the entire Albuquerque ministerial staff and, as always, add one more word of thanks to Roger Hartz; without Christine and Roger, there would be no Socorro UUs. We will always be grateful.

Part II—Standing or Elected Committees

Endowment Fund Committee

Dan Small, Chair

The EFC had a productive year! We increased membership in the Keepers of the Flame by 25%. This give us a total of 42 members and friends who have publicly identified themselves as having designated a portion of their estate plan that will be left to First Unitarian. Thanks to all of you, especially the new members, who are helping to build a culture of generosity. Current members of the KOTF are: Drew White, Chuck Campbell, Tommi Campbell, Janelle Campbell, William Baker, Christine Robinson, Sue Spaven, Michael McDonald, Ron Friederich, Judy Groves, Rod Groves, Dawn Lunt, Ken Harper, Jan Harper, Nell Graham Sale, Margaret Lang, Richard Bailey, Joyce Kaser, Alisa Tan, Sandra Schroeder, Jane Hendley, David Simpson, Caitlin Anderson, Melva Kellett, Renee Mazon, Liz McMaster, Judith Lay, Bob Riley, Vance Bass, Margo Milleret, Sherry J. Tippet, Tom Stafford, Ann Stafford, Lisa Johnson, Chris Johnson, Howard Schreyer, Marian Schreyer, Bob Baker, Charlene Baker, Mary Lou Newburn, Rita Botkin, Jim Middleton, Geri Knoebel and Linda Skye.

In continuing our mission of financial education we hosted two financial planning seminars this year, conducted by our own Nell Graham Sale. The first was “Planning for Long-Term Care” and the second was “Planning for Families with Young Children.” A special thanks goes to Nell for organizing these and presenting them. Nell will be retiring from the committee for next year. We are pleased that Vicky Wilcox has been nominated to replace Nell and hope that she is elected. Vicky, like Nell, is a lawyer specializing in estate planning and she will bring necessary expertise to the committee. Committee Members for 2011 are: Dan Small (Chair), Jim Middleton, Angela Herrera, Erika Johnson-Jimenez, Ken Harper, Ann Stafford, Bob Baker and, if she is elected, Vicky Wilcox.

We held an appreciation event for the Keepers of the Flame at the *Explora!* Science Museum in Old Town in November. Much fun was had by all. We also established a Music Endowment Fund with a gift of \$10,000 from Rita Botkin. Thank you again Rita for your generous gift to continue musical excellence at First Unitarian.

The current value of the endowment fund is approximately \$275,000. Because we are still recovering from the losses incurred by the financial meltdown in 2008 (and the market's very gradual climb back), the Endowment Fund has been unable to make a donation to the church in the past two years.

Finance Council and Treasurer’s Report

Tom Stafford, Treasurer

Committee Members - Tom Behnfield, Paul Shank, Samantha Clark, Ab Potter, Tom Stafford (Treasurer), June LeCrone (board liaison), Christine Robinson (ex officio)

2010 Financial Results

The Finance Committee met monthly throughout the year and reviewed the financial reports, providing input and suggestions to the board on all financial matters. The Committee monitored the monthly income and expense statements, reviewed the proposed budget, and made recommendations to the board.

In this past year, our actual income was about 3% below budget, but our expenses were about 6% below budget. By tightening our belt, we were able to end the year with a surplus.

Here are the 2010 figures:

Budgeted Income	\$682,631	Actual Income	\$660,559
Budgeted Expense	\$682,631	Actual Expense	\$640,387
Budgeted Difference	\$0	Actual Difference	\$20,172

In 2010, we had to make some cuts from previous years due to the bad economy. Among those cuts was a reduction in our commitment to the UUA and the Mountain Desert District. While in previous years we had been a Fair Share congregation, in 2010 we had to reduce our contribution to less than 20% of the Fair Share amount.

2011 Budget

We had a very successful stewardship campaign, and we received more pledges and pledged income than we have ever had before. For 2011, we are presenting a budget which meets the basic needs of our congregation and staff, while providing funding for some of the top priorities established by the Board:

- ❑ Pay all our staff fairly
- ❑ Maintain our music and RE programs at their current level
- ❑ Make progress towards paying our fair share to support the denomination

Endowment Funds

The UUA manages our endowment portfolio as part of the Unitarian Universalist Common Endowment Fund. Our portfolio consists of the General Endowment Fund, the Banks-Curtis Fund (a scholarship fund to benefit the youth of our church), and the Staff Recognition Fund. When we receive the December 31, 2010 statement from the UUA, we will calculate if any distribution is to be made from the Endowment Fund to the 2011 Operating Budget. At this point, because the portfolio has not fully recovered from the significant drop in 2008, it looks like no distribution will be made.

During the year, \$870 was contributed to the General Endowment Fund, and a \$10,000 contribution by Rita Botkin allowed a new Endowment for Music Fund to be established.

Healthy Community Team

Stephen Phillips, Chair

Current Membership: Randy Biggers, Nancy Carrillo, Christine Robinson,
Stephen Phillips – Chair, Bill Slakey

The Healthy Community Team has had a good year. Steve Phillips assumed the chair of the team at the beginning of the year and Randy Biggers joined the team in August following Sonya Clark's resignation. Monthly meetings were held particularly during the first half of the year as team members came to an understanding of its role in the life of the church, planned for an outreach activity to the congregation and shared our sense of the health of the membership. Christine played an important role in helping members understand the history of the team and in sharing her vision of its function. A handout describing the role of the team in the life of the church was revised and is available to the membership in the church office. The chair will make this document available for posting under the Church Documents section of its website. A pulpit editorial about the team's purpose was delivered on Sunday, May 30, 2010. A major activity of the team during the month of May was to facilitate a successful resolution of an interpersonal conflict that emerged during meetings of the Board. In October, a follow-up inquiry on the role of the Team as facilitator received a positive response. Plans are underway for another outreach activity to the membership early next year.

Leadership Succession Committee

Nancy Cushman, Chair

Members: Nancy Cushman (chair), Mara Hoffman, Marian Schreyer, Arne Gullerud, Michelena McPherson, John Kwait

The Leadership Succession Committee (LSC) is elected by the Congregation and charged to nominate candidates for election to these positions: Moderator, Board of Directors, Board President, Church Treasurer, LSC, and Endowment Committee. In addition the LSC is to participate in member selection for all Standing Committee and to propose candidates for the Internal Audit Committee to the Board for their approval.

Our church has grown so large that LSC members cannot personally know all the church members who may be interested in lay leadership participation. To ease that problem we continue to use an electronic database, the Gifts & Talents Survey, that is easy for members to use. We hope all of you will go to the church website and take the survey. We also continue to update and identify members' interests on our two other databases: committee & Board members lists, and statements from new members printed in the Messenger.

Next year we plan to continue to identify church members who may want to assume a leadership role and to help recruit attendees at the Mountain Desert District's Russell Lockwood Leadership School committees, and, as always, identification of nominees for the next annual meeting.

Membership Committee

David Bleakly, Chair

Committee Members: David Bleakly (chair), Martha Beyerlein, Debbie Behnfield, Tom Behnfield, Alice Demi, Jim Middleton, Janis Schubert, and Don Tippery.

Outgoing committee members: David Bleakly, Alice Demi, Jim Middleton,

Incoming committee members: Janis Schubert, Tom Stafford

Photographer (for new members): Carlton Seager

The Membership Committee has two principal duties. One is to provide information to people interested in joining our church. Every Sunday we staff the membership table at the front of the sanctuary after the first two services; for the last few months there has been a committee member after the third service on the first Sunday. When someone asks about joining the church, he or she provides basic information on a half-sheet of green paper thus putting him/her on the “path to membership.” We call the path people, those who have filled out the green sheet and are interested in joining our church, to answer their questions and encourage them to attend services and participate in the life of the church. At any one time there may be about 40-50 path people. After someone joins, other staff members, groups, and committees help them find a “niche” and ways to get involved in some of the multitude of church activities. Our second responsibility is to organize and host new member events about three times each year. These events consist of a brief “recognition ceremony” during part of a regular church service and a special meal and activities the same evening in the social hall. In the 2010, we hosted new member events on April and September. There will be three new member events in 2011 (January, May, and September).

Approximately 85 people signed “The Book” to join our church in 2010. Thirty-eight new members participated in recognition ceremonies and forty-eight attended new member dinners. An additional 39 dinner attendees included membership committee members, church leaders and staff, and new member guests and children. The total number of dinner participants for the year is 87.

Although he is not an official member of our committee, Carl Seager takes photographs of the new members who have attended the welcoming services at 9:30 and 11:00. He then prints the images and has them ready for display at the dinner later in the day.

Personnel Committee

Joyce Kaser, Chair

Members: Arthur Tackman, Alex Johnson-Jimenez, Nancy Kilpatrick, Jane Ronca-Washburn, Joyce Kaser (chair), and Christine Robinson (ex-officio member)

Accomplishments: In line with the recommendations of policy governance, the Personnel Committee reorganized itself this year. Its major functions are to ensure that the church is a fair and just employer and to serve as an advisory group to the Head of Staff (Christine Robinson).

The Personnel Committee also revised the church's Personnel Manual, which was approved by the Board at its December meeting.

Program Team

Kristin Satterlee, Convener

Members: Kristin Satterlee, convener; Angela Herrera, ex-officio; Jay Johnson; Roy Moody; Mikaela Renz-Whitmore

Members retiring from the committee 12/10: Nancy Cushman, Dawn Lunt

The Program Team continued its leadership development work this year with four well-received Networking Meetings:

January: Difficult Conversations
March: Communication Technology
October: Planning for 2010-11 Program Year
December: PR and Marketing

Two more Networking Meetings are planned for March and May of 2011, one on leadership and teamwork and one on advocacy. The Advocacy meeting will be planned to coordinate with the start of the Social Justice immigration project.

Participation in the Networking Meetings has averaged about a dozen church leaders, who are very enthusiastic about the programs' content, enjoyability, usefulness, and modeling of leadership techniques. The Program Team's goals for 2011 include widening the appeal of Networking Meetings to draw prospective as well as established leaders. The name will be changed to LEAD (Leadership Expansion And Development) Meetings as part of that push.

As part of our mission to provide support to new and established church leaders, we have compiled a folder to be given to current and incoming committee leaders. This folder includes a "Committees and Volunteering" brochure, a "Using Church Resources" brochure, a personal mission statement exercise, and a checklist of tasks committee leaders must regularly complete (e.g., reserving meeting rooms, recruiting volunteers, writing Annual Reports).

The Program Team has continued to grow into an understanding of its role in overseeing church programs, encouraging expansion and leadership, and looking for ways to make our programming more complete. We are excited about working with the Rev. Herrera as her "eyes and ears" for overseeing our programs.

Stewardship Committee

George Bakula and Gwen Sawyer, Co-Chairs

Members:

William Baker	David Haughawaout	Linda Skye
Nancy Carrillo	Erica Kerns	Andrea Sterling
Alice Demi	Jim Middleton	

Ex-Officio Members:

Angela Herrera	Christine Robinson	Barry Finkelstein
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The Stewardship Committee is a standing committee of the church. Our purpose is to obtain financial commitments from the congregation and friends to support the operating budget of the church and to create a culture of generosity in the congregation. This year our theme was “Planting the seeds; nourishing our future.” We distributed packets of sunflower seeds to the congregation and engaged the children in planting sunflower seeds out in courtyard so that everyone could watch the seeds grow into flowers. The committee recruited 46 captains and stewards who, after training by the UUA consultant, Barry Finkelstein, conducted approximately 170 conversations with members of the congregation, including the branches, to discuss what the church means to us. One change in the stewardship campaign this year was reaching out to everyone in the church database, not just members and friends: we also sent letters to guests and “RE Only” households, asking for their financial support. By December 14, 2010, our efforts resulted in 2011 financial commitments from 445 families totaling more than \$550,000. That is the largest amount ever pledged to the church. We celebrated with a joyous Karaoke party for the congregation. The committee will discuss “lessons learned” this month and next with captains and stewards to prepare for the anticipated capital campaign in 2011.

Part III—Committees

Animal Advocates

A Chapter of the Unitarian Universalist Animal Ministry

Contact Person/Facilitator/Chairperson - Sharon Hall

2010 Active Members: Martha Anderson, Linda Bairstow (Treasurer), Skip Bleistein, Sacha Bush, Kim Espinoza, Lou Graham, Deidra Huestis, Margaret Keller, Mia Noren, Danielle Pollock, Rose Provan, Bobby Shiller, Susan Shipley, Janet Strong, Gail Twilegar, Arlene Winn (*Please note: We also have an extensive e-mail list whose members get notices of our events and meetings.)

February 7, 2010 marked Animal Advocates' founding and our first meeting as a First Unitarian Committee. Toward our goals of political advocacy, humane education and assistance to local animal welfare organizations, we have an Animal Advocates informational table in the Social Hall or Courtyard every Sunday before and after services. We have sponsored guest speakers at special vegetarian potlucks, including Barbara Bruin (Albuquerque Animal Welfare Director), UU Rev. Gary Kowalski, Dr. Will Tuttle, and Celina and Ralph Levine of PAW...NM. Our largest campaign this year, called "Save a Life," encouraged church members to foster, volunteer and/or adopt animals from local shelter and rescue groups.

Animal Advocates partnered with Earth Web in the national UU 40/40/40 for the Earth campaign. We helped the K-1st graders in our RE Program set up a bulletin board and collect donations for Animal Humane New Mexico, and we sponsored Kenyan orphan Christian Ogake in a church-wide effort to help the Kitengala congregation. Our chapter also assisted with a very successful Animal Blessings Sunday this year, and we donate pet food weekly to the First Unitarian Food Bank.

Drawing on the theme of "Animals as Teachers and Healers," Animal Advocates presented our first Social Justice Forum this year with a speaker from Walkin' N Circles Horse Rescue Ranch and set up field trips to Watermelon Mt. Ranch and also to the first ever Animal Blessings Sunday at the UU Congregation of Santa Fe. Finally, we hosted a special book signing to celebrate the publication of poet Linda Bairstow's book, *Elegant Animals*. Linda donated a generous portion of the sales of her book to Animal Advocates, and we have also greatly benefited from the talent of artist Mia Noren's work on our logo, t-shirts and cards as well as the generosity and creativity of Susan Shipley's animal treats.

Our best wishes and thanks to our ministers Christine Robinson and Angela Herrera and to the staff and congregation of First Unitarian for their warm welcome and support for Animal Advocates this year.

Arts and Aesthetics Committee

Melva Kellett, Chair

- Committee Members:** Caitlin Anderson
 Jane Baldwin
 Carole Bonda
 Jim Middleton
 Barbara Neal
 Sally New
 Mary Lou Newburn
 Priscilla Sweet
 Betsy Townsend

Volunteers: Neal and Audra McDonald

Thirty percent of the money raised from gallery sales goes directly to First Unitarian. As of November 2010, this amount was \$1523.00

As of December 2010, the total proceeds from the Eleanor Bailey Retrospective show was \$916. This amount will probably grow because this is a very popular exhibit.

During Eleanor’s memorial service in February, Rod Groves announced that the Friday Painters (he co-founded this group with Eleanor) made a \$400+ donation to start a memorial fund in her name. Annual awards will henceforth be given to two deserving artists. This year the fund grew to over \$1300. We introduced the Eleanor Bailey Retrospective on December 5, 2010; Dick Bailey handed out the first annual memorial awards to Priscilla Sweet, winner from the All Members Show, and Betty Busby, award-winning fiber artist, was chosen from the seven other groups of artists shown in 2010.

The committee has juried and invited the following to show in our gallery in 2011, *some have never shown here before:

- | | | | |
|-----------------|-------------------------------------|-----------------|---------------------|
| Januray | African American Guild of Artists * | July | Layerists * |
| February | Silk Painters | August | Quatros Humanos |
| April | NM Art League * | October | Las Aranas Tapestry |
| June | Friday Painters | December | All Members Show |

Care Committee

Chris Addis, Coordinator

Committee Members: Chris Addis (Coordinator, Chair), Marilyn Hill, Doris Huffine, Louise Gerstle, The Rev. Carolyn Brown, Lottie Horn, Jan Bly.

Volunteers: Diane Massey, Sally New, Bob Faulkner, Dorothy Reynolds, Alicia Hawkins, Roger Hartz, Jo Atkins, Kate Harrington, John Avery, Maryjean Baily, Shirley Roof, Margaret Richert, Marion Schreyer, Nancy Grover, Sue Ellen Damour, Judy McDowell, Becky Steele, John Ellig, Ruth Bell, Lea Ann Boone, and Ron Friederich.

Many of the people listed above have helped over and over. There may be others that have been inadvertently missed. The Care Committee works because it is needed. We work with the ministers, Christine and Angela (earlier in the year, Ron and Carmen also.) There are other groups that provide care because they are involved closely with those who need the care particularly the Extended Families. The volunteers are willing and commit to the tasks asked. For all of this the church community is grateful. Many meals have been provided, Memorial Receptions planned and completed, rides have been given, phone calls made, visits done, cards sent, and equipment loaned. Congratulations to all who respond to requests for care whether it is known or not. If you are in a situation about which you are not sure what to do, ask, "How may I help you?" If you need help to respond, call the Care Committee through the office. The same applies if you personally need assistance for some of the things mentioned above.

iMinistry Team

Arne Gullerud, Chair

Members: Arne Gullerud, co-chair, Larry Alei, co-chair, Chris Paul, Dan Small, Park Hays, Jamie McHenry, David Simpson

The audio side of the iMinistry team has seen significant change this year (hardware- and configuration-wise), while being very fortunate to have a stable team of dedicated volunteers. With the official transition to digital TV, some of the frequencies used by our old wireless systems became illegal to use. With a critical donation from an anonymous member, and some generous help from member Karl Winkler and the nice folks at Lectrosonix in Rio Rancho, we were able to acquire a state-of-the-art wireless receiver and two transmitters. Additional improvements include a new podium microphone, the addition of side speakers, a lot of experimentation and fine-tuning with the compressors and mixing board, and defining standard layouts for various ensembles (to accelerate setup, especially for 3rd service). The audio team supports every service – three each Sunday – as well as a number of other events around the church. We were able to maintain eight reliable volunteers throughout the year, with just one person moving out (through mutual agreement - to help with the video side), while another sound veteran re-joined the team. With this number of folks, we were able to keep the workload pretty well aligned to each volunteers' preferences.

The video side of the iMinistry team has seen a number of challenges this year. After a number of congregant requests, we have now added second service video technicians to provide a two-camera perspective for the video monitors in the side rooms. Renewed interest in the general Unitarian-Universalist community has led to several contacts with other congregations that seek to create similar video systems. The video side has seen a decrease in volunteers to record services, and is dangerously low in trained personnel. We need additional people to be able to continue to provide the video coverage we need for our branches, the users of our side rooms, and viewers over the Internet. Also, we are beginning to have problems with equipment failure and video quality. Money budgeted for the next year should start to address these problems, but more may be needed in the future.

In the coming year, we will be focusing on improving both audio and video, and replacing failing equipment. To better recognize the audio and video dual nature of iMinistry, Larry Alei and Arne Gullerud will co-chair the committee. We will also work toward finding more volunteers to fill required positions, and to keep our current volunteers on a training path that increases their knowledge, skills, and enjoyment in these critical roles.

Social Justice Council

Wendy Wintermute, Chair

UUSC Representative

Karen Carruthers

Membership

Open

The Social Justice Council (SJC) provides coordination and support for a range of programs and activities through which members and friends can volunteer their time and talents to work together toward social justice in our communities, in our nation and in our world. The SJC supports approximately 30 ***social justice outreach groups***, sponsored by congregational members. Information is available on website at the following web address: <http://www.uuabq.org/SJCO outreachprograms.html>, and also in a printed brochure.

Through ***Change for the Future***, the congregation learned more about and provided support (including \$8,067.80) for these local organizations: Erda Gardens; 1st Unitarian ESL Program for Adults; Cuidando los Niños; and Albuquerque Interfaith. Our Fair Trade project provides fair trade coffee for our social hour as well as for sale, and a new tradition of ***Reverse Trick-or-Treat*** for Halloween provided additional education on fair trade issues, as well as tasty fair trade chocolates. The SJC aligns its work and mission with the national ***Unitarian Universalist Service Committee (UUSC)***. Currently, approximately 30% of the First U Congregation are members of the UUSC.

Food Pantry

Ed Hanish, Chair

COMMITTEE MEMBERS

Ouida Anderson	Don Kellett	Mary Alice Waugh
Alene Bennett	Rebecca Gracey	Judy McDowell
Pam Bliss	Glorya Hale	M.L. Newburn
Nancy Costea	Ardis Hanish	Charlie Plough
Randy Diner	Ed Hanish	Rebecca Roth
Kim Fincher	Heather Hintze	

A total of 1,946 sacks of mostly nonperishable foods were given away this year with an average of 38.2 sacks per week. The average in 2009 was 34.8 sacks. This food is distributed each Wednesday afternoon from 1:15 to 2:00 to people who come to the church. We are prepared to hand out 45 sacks each week but on only nine occasions did we have 45 people or more and additional sacks of food were assembled on six occasions. The average cost per sack of the food distributed was \$2.64.

Beginning Balance	\$4,903.69
Breakdown of Income	
• Covenant Group	8.08
• Contributions	2220.00
• Holiday Dinner	562.74
• Sale of tomato plants	128.00
• Grower's Market	678.46
• Christmas Eve collection	1487.99
• Pagan Pride Day	152.00
• Freezer Rebate	30.00
Total Income	5,267.27
Expenses	5,148.37
• New Freezer	727.99
• Copies	4.00
• Food	4,416.38
Year-End Balance	\$5,022.59

Worship Committee***Marilyn O'Boyle, Incoming Chair******Mikaela Renz-Whitmore, Outgoing Chair*****Committee Members**

Anne Manning	Asia Negron-Esposito	Dawn Lunt
Jan Lee	Jeff Farren	Jessica Bennett
Jon Eldredge	Peter Costea	Vance Bass
Winona Fetherolf		

Ex-officio Members

Christine Robinson

The committee recruited and trained three new members, Asia Negron-Esposito, Jessica Bennett, and Peter Costea. We held a worship leader training session for all committee members and a second training session to prepare those interested in coordinating worship services, particularly during Christine's sabbatical in the spring.

Throughout the year, we assisted the ministers as worship leaders during each sanctuary service by providing the chalice lighting, reading, offering, and greetings and announcements. On mornings when a minister was either not present or did not conduct the prayer/meditation, worship leaders assumed this responsibility. We also coordinated services with guest speakers and conducted two services as a committee.

We have continued to follow a meeting model that encourages and promotes participation and responsibility among members, and committee morale remains high.

The committee formed a task group to identify and confirm guest speakers for seven worship services during Christine's sabbatical. Members of the worship committee have volunteered to coordinate these services, and all seems to be adequately planned to cover the sabbatical smoothly.

Part IV—Program Reports

After School Tutoring Program—Alta Monte Neighborhood

Alicia Hawkins, Co-Chair

Diane Massey, Co-Chair

Dusty Callahan, Wednesday afternoon Chair (PE and Storytelling)

This is the tenth year of a program founded to increase the educational commitment and achievement of students by one-on-one tutoring. We have served 16 students this year from Montezuma Elementary School with a group of 27 tutors and subs. On Mondays we tutor from 4-5:15 and on Wednesdays, when the children have only half a day at school, we tutor from 1-2:30. During the rest of Wednesday afternoon we have PE activities, art activities and story telling for the children until 5:15. The program runs from September through March. Our goal is to be a positive force for social, environmental, and economic action by providing educational services to low-income children and families in our church neighborhood.

A special thanks to our tutors:

Chris Addis, Linda Bairstow, Margey Bernstein, Paralee Berry, Dusty Callahan, Chris Feil, Dan Ford, Rebecca Gracey, Roger Hartz, Alicia Hawkins, Lottie Horn, Barbara Johnson, Sam LaBelle-Feil, Byron LaBelle, Dawn Leach, Diane Massey, Angus McPherson, Paul Shank, Linda Solomon and Eric Sorenson. Subs include: Nancy Francis, Sue Spaven, Babs Garrison, Karen Byrne, Glorya Hale and Virginia Kilsuskie. Kate Harrington is our storyteller.

We currently operate with no funding other than donations from individuals and from Gifts of Hope. We extend an invitation to drop in on Monday and Wednesday to observe this wonderful outreach program at work. We strive to educate, inform and invite our church members to learn more about the lives of this community of Hispanics in our church geographical neighborhood. We provide opportunities to our church members to interact, share talents and support for this program. Please call Alicia Hawkins at 797-5298 or email her ahawkabq@comcast.net with any questions.

Albuquerque Interfaith

Charlie Plough, Coordinator

In 2010 Albuquerque Interfaith (AI) became active in Immigration matters as well as in education and job training: On the education front, after helping APS to pass the School Bonds, we advocated that school bond monies should go directly to children's classrooms; we conducted a number of Immigration Academies in member institutions; we continued building support for a new workforce training intermediary.

We held an Accountability Assembly with the candidates running for federal, state, and county offices with more than 450 people in attendance. We committed one another and the candidates to working with legislators in the sessions to minimize budget cuts in public schools and also to continue immigrant access to higher education. We worked with our congressional leaders to try to get the Dream Act passed and got a majority to support the Act in both branches only to be defeated by the Republican filibuster.

We welcomed the Partnership for Community Action (formerly the Albuquerque Partnership) as the newest institution to become a member of Albuquerque Interfaith.

We continue to achieve important victories over this year:

- In January we held three Get-Out the-Vote walks for the APS Bond election that passed overwhelmingly. AI then worked to make sure the money was spent in classrooms first.
- AI worked with AFSCME 624, during the time of City budget cuts, to reduce the impact of those cuts to the lowest paid city workers, including transit workers.
- More than 450 attendees at the October 24 Accountability Assembly got candidate commitments from State candidates to minimize cuts in state funding for education; commitments from the candidates for sheriff to refrain from immigration enforcement at schools, places of worship, and when not relevant to any crime being investigated. County Commission and Congressional candidates agreed to convene employers to discuss workforce training strategy and support start-up funding.
- More than 1000 people attended AI leadership training and educational seminars during the year. This included almost 300 people at "Know Your Rights" and College Bound workshops for immigrant families.

Albuquerque Interfaith is now focusing its energy on the upcoming NM legislative session with emphasis on adequate revenue and funding for education and maintaining the Bridge and Lottery scholarships for all students. We will be active in the School Board elections in February and the City Budget discussions later in the year, as well as any other issues our members believe are important. More history making ahead!