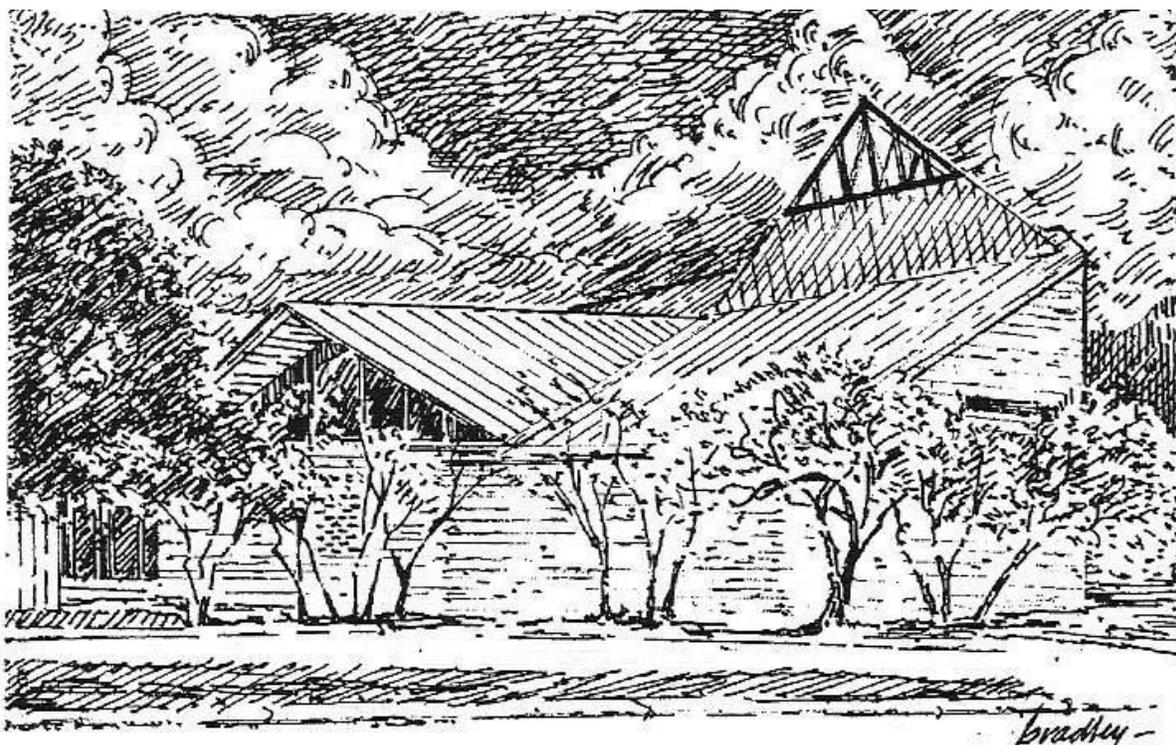


*First Unitarian Universalist Church
of San Antonio*



*Annual Report
of the 2016/2017 Church Year*

May 2017

MINISTER

It has been a joyful year full of many things to celebrate! As I look back at the year there are so many unexpected things that came our way. Some of them less than welcome and some of them very much welcome.

Obviously our country took a decidedly right turn this fall with the election. This has galvanized our work in social justice; particularly around immigration issues. Members of the First UU are active with the IWC, RAICES, and Sanctuary movement. We will be voting at this Annual Meeting on whether or not to become a Sanctuary Congregation that supports other churches housing immigrants. Both the UUSC College of Social Justice and then President Rev. Peter Morales, visited and publicly thanked our congregation for our work in this area. I supported this by participating in the TXUUM legislative day, and apparently I inspired their retreat last fall!

The church is called to do the prophetic ministry of social action and social change. We are also called to do the pastoral ministry of the “cure of souls” as it is traditionally called. Worship is one key way in which that is done. We saw a 20% increase in worship attendance following the inauguration. There were many highlights in worship this year including Friendship Sunday, the White Supremacy Teach In, and of course our first ever Spanish language service that Church of the Larger Fellowship picked up. We have also had an array of fantastic musical performance and a choir exchange. Slowpoke even performed in the sanctuary without lights, the sound system or the heat; until it all came back mid-performance. Susan Dill and I have been doing one on one focus groups to get feedback on worship services. The Board began stewardship testimonials, and I will give my first ever Question Box sermon later this month. Whew – that is a lot going on in worship!

Of course there are challenges along the way too. For various completely valid reasons, a good number of pastoral associates had to resign this year. But I tend to see things like that as opportunities. It gave me the opportunity to develop a training and orientation curriculum for pastoral associates, as well as a formalize recruitment process. We now have two new pastoral associates and they have brought great energy and ideas to the program.

My Dad likes to tease me that I only work one hour a day on Sundays! It is easy to get that impression about ministers since that is our most visible work. In my role as CEO, there are a number of responsibilities I have working with the Board of Trustees. Two of those major accomplishments this year was developing a process by which we can monitor our Ends policies. We also refined some of our limitations monitoring from last year. I was very active with the Board’s Strategic Planning Committee, and the work of that group has some exciting possibilities for the future.

Finally I also participated in some service to the wider denomination. In addition to regular attendance at retreats and cluster meetings with my colleagues, I also took on a ministerial mentee. I am the mentor to Rev. Chris Hockman who serves the church in Corpus Christi. Rev. Chris and I will be doing a pulpit exchange this summer, so you will get to hear her at the end of July. I am also a “clergy coach” for a colleague in California. Both of these programs are through the Unitarian Universalist Minister Association, and of course there were various training programs I did both online and in person.

I can’t tell you how happy I am to be able to serve you as minister of this congregation. It is truly one of the great joys in my life to be among such a high functioning congregation, and a truly loving group of people. I love you all.

May You Be Blessed Always,
Rev. Dr. Joshua Snyder

BOARD OF TRUSTEES

This past year was one of reflection and adjustment, as the Board began the year by revising its Ends, our operational goals, some review and discussion. As noted in last year's report, the Ends are aspirational, representing the vision we wish to work toward.

Here they are for your review:

- 1. We stretch ourselves and encourage each other to new intellectual and spiritual heights. We care for each other in times of joy and sorrow.**
- 2. We love and accept children and youth for who they are. We nurture and stimulate them to grow into their fullest potential.**
- 3. We welcome visitors and seekers with radical hospitality. We connect with them to create relationships of caring, transformation and spiritual growth.**
- 4. We are a force for love and justice in the greater San Antonio community. We proactively engage others to work for the common good.**
- 5. We support and challenge fellow congregations in the UUA. We strive to live our UU principles and values with excellence.**

In each of these ends we can point to some successes, but with just a little reflection we can also think of ways in which we can do better. While the implementation and hard work involved in working towards these ends falls to the staff and committees, the Board seeks to support their work and your experience here at First UU by soliciting feedback from you about your concerns and priorities, by reviewing regularly reports from Rev. Josh and various committees, and by providing guidance to the finance team when the budget is being planned. We keep these ends in mind when discussing the issues before us each month.

In addition to our ends, this year we set a few goals. These goals were admittedly a bit ambitious, since they were our first attempt to set measurable goals like this.

They were:

- 1. Create a plan to grow the endowment fund 10% by June 2017.**
The Board's planned steps toward this were to ensure that the Trust Fund Board is meeting regularly and to encourage them to explore new strategies to encourage giving.
- 2. Position First UU for a future capital campaign by developing a culture of stewardship at First UU, increasing annual fund pledges by 10% in 2017.**
After we received the Next Steps report from UUA consultant Bill Clontz last year, we considered whether to hire a stewardship consultant, but the consensus was that it was too soon. The Board does think this will be helpful in the near future, and did ask that some funding be put into the coming year's budget toward hiring a stewardship consultant. Throughout the year we sought to raise awareness of the importance of stewardship by having short testimonials from members of church leadership during church services, and Stewardship Chair Polly Noël

arranged with the Mara Jewell Players to present several humorous skits about church stewardship.

3. Expand the leadership base of the church by increasing the number of unique members serving on committees by 20% by May 2017.

The Leadership Development Committee has worked to address this by reviewing the ways that new members' interests and skills are brought to the attention of the various committees, by running a survey of member interests in different committees, and by reviewing available training opportunities.

Achieving each of these goals fell largely to a Board committee, so you will probably be seeing some information about these in their individual reports.

Even if the specific goals are not met this year, it will be helpful to review the results of the efforts at the end of the year to see how much was able to be done and what additional support is needed to meet them in the future.

Among the Board's other activities in the past year:

- We provided support for a Social Justice Committee application for UUA funds toward a "get out the vote" project. The application was successful.
- We voted to approve presenting a resolution at the annual congregational meeting to designate the church a Reproductive Freedom Congregation.
- We met with Committee on Ministry to update each other on our goals and processes.
- We provided feedback to the Strategic Planning Committee on their draft of the new strategic plan.
- We reviewed some of the existing liaison roles of the vice president with a view to reducing the amount of time they place on one person by delegating some of them to at-large Board members.

I want to thank everyone who served on the Board this year: Vice President David Ringer, Treasurer Jennifer Johnson, Secretary Anne Peters, and Members Gale Morrow, April Chase, Betty Dabney, and Richard Keith. In addition, Rev. Josh provides valuable guidance in our deliberations, and Mary Wright helps keep us on track. It has been a pleasure to work with you all.

Submitted by Jim Noël, Board President.

STEWARDSHIP

Committee's Mission

The primary mission of the Stewardship Committee is to invite and inspire members of the congregation to generously invest gifts of time, talents, and treasure within our congregation and the UU faith. In accordance with the church's by-laws, the Stewardship Committee has the authority to plan and conduct the stewardship campaigns of the church in consultation with the Board of Trustees.

Results of 2017-2018 Stewardship Campaign

	2015-2016	2016-2017	2017-2018
Total pledged any time between prior year's canvass & start of canvass		\$465,957	\$461,296
Pledges or autopay extensions around end of public campaign		\$436,162	\$411,626
Total amount reported in early May for Annual Report		\$447,128	\$449,491
Total pledges used in budget for subsequent year	\$447,594	\$452,000	\$462,000 proposed

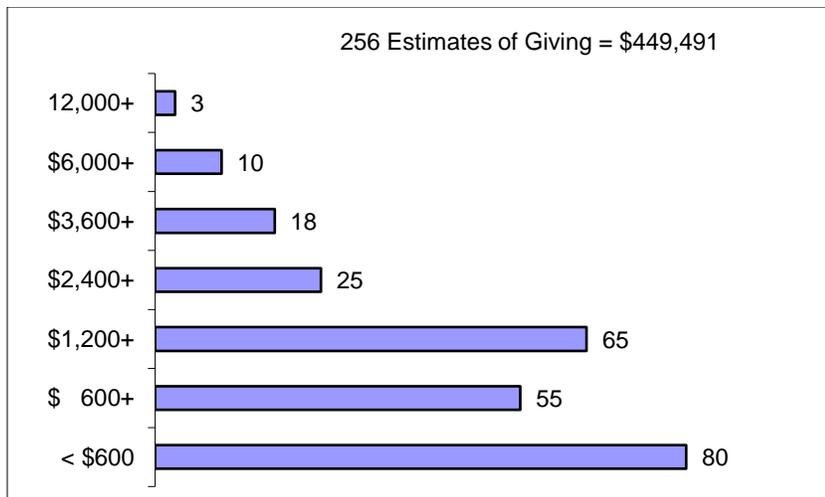
As of May 11, 2017, 256 of 363 member & friend households (70%) had returned estimates of giving totaling \$449,491 (97% of Board goal)

Of the 256 households (244 members & 12 friends) who have pledged:

- 129 increased their pledge (range from \$2 to \$5,000); 20 were 1st time pledgers
- ~102 remained the same (including all autopay who did not explicitly respond to increase or decrease)
- ~25 decreased (range from -\$20 to -\$4,800)
- Total overall increase among these 256 = \$28,340

Of the 110 households who have not responded as of May 11, 2017:

- 42 (31 members & 11 friends) pledged last year (combined total \$40,065), attempts to contact these are still ongoing
- 68 (29 members & 39 friends) who did not pledge last year



*Does not include 60 members & 50 friends who had not responded as of 5-11-2017

Stewardship Worker Bees

Polly Noël served as Chair of Stewardship. Although attempts to identify committee members who were willing and/or able to attend regular meetings were not successful, several individuals contributed to Stewardship (e.g., helping with special events, providing early feedback on plans, serving as stewards during the public campaign, or helping with follow-up contacts during the wrap up phase. These included:

- Dorothy Wallace (Membership) & Rowena Rodgers (Member Care)
- Arlis Olsen, Chara Rodriguez, & Shannon Hawkins

- Members of the Social Justice Committee (June Kachtik, Diane Duesterhoeft, Maria Bush, Ellen Remenchik, Lani Van Petten, Mary Grace Ketner)
- Members of the Board, including Betty Dabney (Official Board liaison), April Chase, David Ringer, and the others who assisted with follow-up phone calls
- Rev. Josh and Mary Wright were also considered to be integral members of the team.

Special thanks as well to the Mara Jewell players (Don Hymel, Eric Huang, Mary Lou Hymel, & Jeanne Morey) for their wonderful performances on “Dramas to Provoke Generosity”

Activities & Accomplishments

- Held interactive session on “Fostering a Culture of Stewardship” in October attended by over 20 members & friends
- Raised over \$700 to supplement budget with Chili Cook-Off FUUnd lunch in November
- Attended Finance Committee Meetings
- Held lead donor event in February
- Held “Finance Town Hall” in March with approximately 20 attending
- Developed tri-fold brochure with logo/slogan to “brand” stewardship campaign
- Created on-line pledge form
- Instituted monthly testimonials
- Included a series of stewardship-related skits (“Dramas to Provoke Generosity”) during March worship services that were well-received
- Using donation from members who wish to remain anonymous, included raffle for \$250 VISA gift card to incentivize early pledging
- Increased number of households using autopay to 103

Concerns

- Despite a \$28,340 net increase in those who did pledge, a substantial number of members have not returned Estimates of Giving
- Only a few small group instructors (e.g., covenant groups, classes) responded to requests to allow brief stewardship presentations
- Many of our older large donors are reducing their pledges as they enter retirement...we need to inspire younger members who are financially able to step up

Recommendations for Next Year (several were recommended last year)

- Acquire services of UUA Stewardship Consultant
- Continue efforts to clarify member status & financial expectations
- Periodic reviews with membership & member care to proactively identify & reach out to members who are drifting
- Include Stewardship in Coordinating Council meetings
- Plan appreciation/recognition for unsung volunteers in congregation
- Create on-line Stewardship Campaign video

ADULT RELIGIOUS EDUCATION (ARE) COMMITTEE

The Adult Religious Education program met our stated goals for the 2016-17 program year.

With the guidance and partnership of our Lifespan Religious Education Director, Dr. Sheri Phillabaum, we continued to offer a wide range of classes and covenant groups of interest to Unitarian Universalists, all of which help to strengthen us in Unitarian Universalist identity, foster spiritual growth, and build community.

These courses include at least two per year covering foundational Unitarian Universalist history, theology, and spiritual practice. Classes dedicated to this goal were A Chosen Faith and UU One-0-One.

Ongoing classes included the World Faiths Reading Group, Spiritual Seekers, Religious Explorations and UU Philosophy.

Short courses included Western Religious Traditions, Income Inequality, Eastern Religions, and Accessibility and Inclusion Ministry, A Chosen Faith and UU 101.

Our programs are publicized to the church community through an attractive brochure, our web site, weekly e-mail announcements, and other means.

Through monthly meetings of Covenant Group Facilitators and training of volunteer class facilitators, the Adult RE program provides our class and covenant group facilitators the support they need including the latest online publications from UUA, supplies, and administrative support.

Adult RE maintains a lending library of books and other materials available to the church community. This library serves as a resource for building Unitarian Universalist identity, spiritual growth, and religious knowledge.

Outreach to the greater community was served by a four hour workshop at Haven For Hope. Small group sessions were facilitated by our current covenant group leaders. The response from the participants, who were Haven For Hope residents in a substance abuse rehab program, was overwhelming positive. The future plan is to continue this program three times per calendar year.

Respectfully submitted by Pam Kirk, ARE Committee Chairperson

COMMITTEE ON MINISTRY

This past year was the first “routine” year for the re-constituted Committee on Ministry (COM). Unlike the previous year our focus was on the day-to-day operations of the church as it affected Rev. Snyder.

As the committee had been dormant for a few years, it was necessary for us to “re-introduce” ourselves and to clarify our purpose to the church at large, which we did with individual testimonials and newsletter information, as well as changes to the church website.

During the year, Rev. Josh took on additional duties. He became a certified “clergy coach” assisting candidates in the final fellowship stage of their careers. He has also assumed the role of mentor to Rev.

Christina Hockman in Corpus Christi. Finally, he was a featured lecturer at the annual Prairie Group. His paper on African theologies was well received.

On our own campus, the COM supported Rev. Josh in creating two new committees. One deals with IT – upgrading the church website and facilitating enhanced use of social media. The other is the Interfaith Outreach Committee, which will represent First UU in local interfaith functions.

There have been several changes in Sunday worship in the last year. Testimonials have been used to explain roles and to enhance focus on projects. Membership, social action, and stewardship have all used this method which has been well received. There have also been Sundays with a single focus: Friendship Sunday called upon members to bring a friend to church and get an introduction to Unitarian Universalism. We have just enjoyed our first church service conducted completely in Spanish, and we're looking forward to a "question box sermon" on Memorial Day.

Finally, we've established a protocol with the board dealing with an exchange of accomplishments, ongoing tasks, and goals. Our first meeting was in March 2017, and we've tentatively agreed to meet formally twice a year.

Maggi Joseph departed the Committee on Ministry last spring with thanks from all of us. She was ably replaced by Troy Peters. Here are the Members of the Committee:

Don Hymel, chair
Martha Cooley
Nancy Pridgen
Vanessa Lucio
Troy Peters

Submitted by Don Hymel, Committee on Ministry Chair

COMMUNITY RESPONSIBILITY ENDOWMENT FUND

The CREF Trustees hold, manage, and administer the Community Responsibility Endowment Fund (CREF) as directed by our Trust Agreement. CREF objectives are as follows:

1. Donate funds to worthy community projects which meet the Fund's criteria.
2. Make the CREF aware to the First UU Church community, including an award ceremony during a church service and a reception afterwards for the awardees.
3. Educate our membership about CREF's need for nominations of worthy programs for awards, and the need for Fund contributions.
4. Manage the investment of the body of the Fund.

Trustees for the 2016-2017 Church Year were: Christine Chesnut (Chair), Debra Loya (Treasurer), Ondrea Hermerding (Secretary-partial year, now resigned), Bill Bush (Vice Chair) and Jeff Barnes. We have an unfilled position from a resignation from the previous year.

For 2016 CREF awarded grants totaling \$12,500 to:

- **Child Advocates San Antonio/CASA - \$5000**
 - *With these funds, CASA is on track to recruit 8000 volunteers to serve 2500 children in the San Antonio area. CASA provides advocacy for neglected/abused children in the foster care system.*
- **Children's Bereavement Center of South Texas-\$5000**
- *With these funds CBCST was able to establish a new peer support group exclusively for teens; establish a second Sibling Support Group due to increased demand; expand center's hours to 6 days/week.*
- **San Antonio Youth Literacy - \$2500**
 - *With these funds, SAYL cover printing costs for the volunteer Reading Buddy manual; assist in hosting volunteer appreciation luncheon and awards ceremony.*

Donations for 2016 totaled \$7,661 including Wade Richmond Foundation match of \$3,350.

The amount available for grants to be awarded in October 2017 will be determined based on the June 2017 investment statement.

Respectfully submitted by Christine Chesnut, Chair

DENOMINATIONAL CONNECTIONS COMMITTEE

The main concern of the Denominational Connections Committee is to keep the congregation informed of issues that our Unitarian Universalist Association (UUA) deems significant.

This past church year we focused our efforts on the following areas:

1. We encouraged and assisted members to attend General Assembly (GA). This year Denominational Connections partnered with Sheri Phillabaum (Religious Education) and Dorothy Wallace (Membership) to form a "GA Planning Team". After many informational meetings and 2 FUUnd lunches our church has 34 adults and 3 youth attending GA this year. Several were given financial assistance to offset the cost of GA. The board authorized 9 of the 34 to be delegates, and they will be able to vote on certain issues at GA.
2. We showed and discussed the documentary "Defying the Nazis: Sharps' War". The Sharps were Unitarians, and this is a story of commitment and courage in the face of immense danger as they assisted dissidents to escape the Nazis. The congregation of Beth Am was invited to attend this event.
3. We discussed the book (referred to by the UUA as the "Common Read") which is The Third Reconstruction: How a Moral Movement Is Overcoming the Politics of Division and Fear by Rev Dr. William J. Barber II. This activity was also part of the program of "Sacred Conversations about Race" (Dorothy Wallace), and how we might be allies in the Black Lives Matter movement.

4. We showed a video of the UUA presidential candidates' forum to help inform congregants, especially those who are GA delegates, since delegates will be voting on a new UUA president at GA 2017.
5. We assisted the Social Justice Committee to facilitate the RE class discussion series about Escalating Inequality which was a 2014-2018 Congregational Study/Action Issue (CSAIS). More information about CSAIS at www.uua.org.
6. We contributed to the monthly newsletter as appropriate and maintained the bulletin board outside Fellowship Hall.

If you would like to serve on a committee where you will meet interesting people and be exposed to a wide variety of topics affecting our denomination, this is a great committee to consider joining. It's fun, educational, and will deepen your understanding and appreciation for this beautiful faith.

Denominational Connection Co-Chairs: Donna Harrison and Mary Ringer

DIRECTOR OF LIFESPAN RELIGIOUS EDUCATION

(Adult religious education report is submitted separately, so this report will cover religious education for children and youth.)

This year we were pleased to add a new position to our Sunday morning staff: a lead preschool teacher/lead playground monitor position. Faith Rathman, who filled the position, is a life-long UU who is wonderful with children! We also welcomed a new nursery attendant, Angela Pardo.

We continued many of our standard activities, and added a few special new ones. Highlights include our high school youth mission trip to the Center for Ethical Living and Social Justice Renewal in New Orleans, hosting the Heart-of-Texas Middle-school youth conference, and an Un-birthday party, which brought people of all ages together to meet new friends.

Programs and activities, June 2016-May 2017

(These are in addition to our regular Sunday-morning programs and activities)

Special programs

OWL, grades 11 & 12

Coming of Age class, grades 9 & 10

High school New Orleans social justice trip

Week-long summer camp (Jedi!)

Children's Choir (K-5) and Circle Singers (Middle school)

High-school youth group: monthly lunches out, # rallies, misc. social/service activities

Middle-school youth group, weekend CongrUUity conference and monthly social/service activities

Internal service

Fundraising for UBarU scholarship

Two campus workdays

Wade Richmond scholarship

Annual parent meeting/potluck

Meals for Moms

Denominational service

Hosted southwest Middle school "CongrUUity conference"

Off-campus family activities:

MLK march

Basura Bash

Food Bank (ages 12 and up)

UBarU Family Camp

Community service

Caroling at San Antonio AIDS Foundation

Collecting and wrapping toys for Haven for Hope/ Giving Tree

Project Quest Bake sale

Fellowship

Halloween party

Easter potluck/Easter egg hunt

Spring family picnic

Mystery Pals program

Un-birthday party

Worship

Christmas program

Easter program

Coming of Age Sunday

Youth-group Sunday

Religious Education Sunday

DLRE Activity

Committees/Meetings: Weekly staff meetings, Coordinating Team, Youth-Adult Committee (YAC), Youth Religious Education Committee, Adult Religious Education Committee, Listening Ministry at Haven for Hope, and Covenant-Group Facilitators

Worship: Story Wisdom presentations throughout the year; Christmas and Easter services, Coming of Age service, and YRE Sunday. New-year's day sermon.

Attendance Averages, September 2015- March 2016:

Youth RE hour: **50**

Playground: **31**

Adult Sunday-morning RE: **61**

Number of active Covenant Groups: **8, approximately 71 attending members**

DLRE Denominational Involvement

- Secretary, Heart-of-Texas religious education cluster
- Chair, Committee on Mentoring, Liberal Religious Educators Association

- UUA religious education credentialing program mentor
- UbarU Director of Camps and Programs

Faithfully submitted,
 Dr. Sheri Phillabaum,
 Director of Lifespan Religious Education

GREEN TEAM

1. A FUUnd lunch was done in July 2016. Proceeds went to the Greater Edwards Aquifer Alliance.
2. Environmental Defense Fund – San Antonio Monarch Challenge
 Planted a garden to attract Monarch butterflies, garden was unsuccessful due to transition in club member and changing duties.
3. Participated in Basura Bash, picking up trash along the San Antonio River and Missions.
4. Re-certification was discussed. Talked about volunteer work that could be done.
5. Took a trip to Bulverde about new trails walk and discussed volunteer work we could do for them.
6. Paula Pebsworth went to Marrakech, Morocco for Nations Climate Change Conference as an observer.
7. We discussed possibly installing double pane windows throughout the facility – was too costly (\$1000-\$1300 per window) to do now.
8. Planted a test trial community garden. Will hand out tomatoes to congregation to see how many would like to participate in a large garden and the vegetables would go to the participants.
9. Will do children RE on Earth Day about the importance of trees for the environment.

Submitted by Lorelei Lambert, co-chair

LEADERSHIP DEVELOPMENT COMMITTEE

The LDC has three primary roles: to provide opportunities for growth and training in leadership, to recruit nominees for the board and various committees, and to arrange for and carry out a Bridging workshop and dinner where new board and committee members can meet with former and continuing members to exchange ideas and information. This past August 6 we met with the majority of current leaders present.

The Leadership Development Committee meets monthly without fail during the church year. Current members of this committee: Howard Berger, Tess Bobo, Diane Duesterhoeft, Dexter Katzman, Bill Pridgen, Marian Ross, and Dave Ringer *ex officio*.

The LDC developed and administered a survey to the congregation in November 2016 asking about committee interests, what would make participation in congregational activities easier, and open-ended comments. There were 53 respondents.

These are the board and committee nominees and continuing members for the coming term:

Board of Trustees: April Chase-Treasurer, Heather Hedquist-At Large, Betty Dabney-At Large, Steven Stechschulte-At Large. Continuing: Jim Noel-president, David Ringer-vice president, Anne Peters-Secretary.

Leadership Development Committee: Polly Noel-Chair and Eric Huang. Continuing: Howard Berger, Tess Bobo, Dexter Katzman, and Marianne Ross.

Trust Fund of Endowments: Carolyn Ellis-Chair, and Libby Barnette. Continuing members: Will Hileman, Bonnie Pope, Larry Loden, Rick Sutter, and Arlis Olson.

Community Responsibility Endowment Fund (CREF): Gale Morrow, Corey Anderson. Continuing: Christine Chesnut, Bill Bush, Debra Loya, and Jeff Barnes.

Committee on Ministry: Phoebe Smith. Continuing: Martha Cooley, Vanessa Lucio, Nancy Pridgen, and Troy Peters.

Adult Religious Education: Continuing: Pam Kirk.

Denominational Connections: One open position. Continuing: Mary Ringer.

Green Sanctuary Team: Continuing: Gary Ross and Lorelei Lambert,

Grounds: Continuing: Akos Szabo and Maggie Roberts.

Maintenance & Repair: Roy Ellzey-Co-Chairs and Bill Pridgen. Continuing: Ron Peña.

Member Care: Continuing: Jeanne Morey, Rowena Rogers.

Membership: Continuing: Dorothy Wallace.

Rainbow Inclusion: Brian Asher. Continuing: Carol Collins.

Social Justice: Vicki Tullius. Continuing: June Kachtik.

Worship: Continuing: Karen Davis.

Submitted by Bill Pridgen, Leadership Development Committee Chair

MAINTENANCE AND REPAIR COMMITTEE

The responsibility of the Maintenance and Repair Committee is to keep our buildings in operating condition. We work closely with Mary Wright, who has done an outstanding job.

Committee members are: Alan Chase; Ron Pena

Maintenance and Repair project needs outran the funds available this year. In fact, some projects completed this year are carryovers from the previous year.

1. Awarded the A/C replacement (for the choir area) contract for \$15K to Polar Bexar. They will let us know when equipment arrives for installation. (Total ~ \$17,000, paid from Capital Improvement Fund)
COMPLETED
2. Awarded the quarterly A/C maintenance contract to Polar Bexar (\$1.2K for initial, then \$989/service thereafter) for all existing A/C units. (Total ~ \$5,000/yr)
COMPLETED

3. Security system replacement. ~ \$650 in upfront costs (new sanctuary panel, 2 cellular phones) recommended to come from M&R budget. Will be accompanied by a reduction monthly security/telephone costs.
COMPLETED
4. Waterline replacement. Estimated cost ~ \$7,000 – 40,000.
DEFERRED TO NEXT FISCAL YEAR
5. HVAC repair/replacement due to damage caused by vehicular accident.
COMPLETED
6. 2017 - Window blinds for YRE rooms (safety during campus lockups) ~ \$2,000
IN PROGRESS – Robby Vance installation
7. Campus-wide review of FUU electrical circuitry blue prints and labeling of breakers.
PENDING – DEFERRED TO NEXT FISCAL YEAR
8. Replacement of Sanctuary lights
PENDING – DEFERRED TO NEXT FISCAL YEAR
9. Remediate Mold /Repaint Sanctuary beams
PENDING – DEFERRED TO NEXT FISCAL YEAR ~~Boundary/Topographic Survey/Parking Lot Expansion/Resurfacing~~

MEMBERSHIP COMMITTEE

Membership had another great year! We added 48 new members this year, WOW! As of this report, our membership stands at 435 members (428 regular & 7 emeritus) and 92 friends. Our membership continues to be relatively diverse, with young adults, young families, folks in mid-life and seniors finding a church home with us.

We discontinued the Sunday morning Meet & Greet during the RE hour because Mary, our Office Manager, now has a table on the patio where she helps both members and guests with information and directions. We have been intentionally getting guests into an existing adult RE classes on Sunday mornings instead.

We also began offering our First UU 101 classes the second Sunday of every month – normally also a FUUnd Lunch Sunday. Guests get their “free” lunch and meet in the Jefferson Building for the 1 hour class about our church.

We continued to offer two sessions of the A Chosen Faith class, one in the fall and one in the spring. This class really deepens people’s overall understanding of Unitarian Universalism, and the majority of attendees became members.

Likewise, we continued our fall and spring New Member Ceremonies with cake reception following. Our format is brief but meaningful – and new members continue to sign our official membership book. New Member names and photos are posted on the Membership section of the church bulletin board.

We did try something new this year – Bring a Friend to Church Sunday. We had about 50 guest attend. We'll try it again next year!

I never miss an opportunity to brag on our church Greeters! We added some new Greeters this year and everyone gives 110% to ensure our visitors are warmly welcomed when they enter our sanctuary. Stop by the Greeter table and tell them “thank you” for their tireless, but joyful efforts Sunday after Sunday.

Two goals we are looking to achieve next year: bringing back people who have stopped coming to church and getting our very large “friend” group to become members. We are still reaching for an ultimate membership goal of 500 active adult members!

Maybe three goals? I'm looking for more people to join the membership team – if you've read through this report and gotten to this point – give me a shout – it is YOU I'm looking for!

On a somber note, we had eight members pass away since last year's report (Gail Day, Sandra Barnwell, Imke Streuding, Edgar “Doc” Willhelm, Wesley Krause, Joey Nieves, Toby Caris, and John Cepek) and four who moved away. Our congregation is diminished by their loss.

Looking forward to next year and remember: everyone in our congregation is on the membership team!

Dorothy Wallace, Chair

RAINBOW INCLUSION COMMITTEE

Thanks to many kind volunteers we had a church information booth at the San Antonio Family Pride Fair at Market Square June 4.

In support of our LGBT members and visitors, during the year we gathered about every other month for lunch at church or at one of several local restaurants. For convenience and personal economy, we plan to continue meeting at lunch on FUUnd lunch days in even-numbered months.

At our September 11 FUUnd lunch, generous donors gave \$600 to support the Thrive Center for homeless LGBTQ youth at Haven for Hope.

As a member of PRO San Antonio (Progressive Religious Organizations), we celebrated birthdays at the San Antonio AIDS Foundation July 17 and December 17.

We are now planning another church information booth at the June 3 city Family Pride Fair and a June 10 exhibit and speaker: *Local LGBTQ History Is San Antonio History – An Introduction to Archived Treasures at UTSA*.

Carol Collins, Chair

SOCIAL JUSTICE COMMITTEE

The Social Justice Committee initiates and coordinates outreach activities of our church within the larger community. These activities are primarily determined by the interests of our members and reflect the social action initiatives of the UUA.

In 2016/2017, they focused on:

Being White in Black Lives Matter – an educational series that helped the participants understand how our congregation might support our black (and other ‘minority’) neighbors and **Black Lives of UU**, culminating in recommendations to the board for basic change.

Compassionate San Antonio – partnering with the Compassionate City Network to make San Antonio a more responsible and loving community. This effort has led to a new **City for Good**, a coalition of the City of San Antonio and faith-based and secular organizations to leverage efforts and build capacity to improve the quality of life of vulnerable residents and distressed communities.

COPS/Metro Alliance – Communities Organized for Public Service/Metropolitan Alliance works with other churches citywide on a range of economic issues of concern to San Antonio families in cooperation with an interfaith community.

Interfaith Welcome Coalition and RAICES – Volunteers from several denominations work with the Refugee and Immigrant Center for Education and Legal Services to help families being released from detention in Karnes City and Dilley, as well as help asylum-seekers, refugees, and at-risk immigrants with assistance, education, and advocacy.

Share the Plate - This year the congregation chose the following organizations as recipients of the cash-plate offering: Center for Refugee Services, Children’s Shelter, Family Detention Defense Fund, Healthy Futures, PFLAG, Rape Crisis Center, San Antonio Food Bank, Therapy Animals of SA, UBarU,

TXUUJM (“Tex-oo-jum”) – A coalition of UU churches throughout Texas. It raises the voice of UU values in the public arena and seeks to have those values enacted into state legislation and public policy. The focus this state legislative session has been on Immigration/Refugee Justice, Income Inequality/Economic Justice, and Reproductive Justice.

UU College of Social Justice – providing housing and welcome for UUCSJ volunteer interns, Spanish interpreters and lawyers sent to San Antonio to work with RAICES.

UUSC - The Unitarian Universalist Service Committee advocates, educates, and partners with grassroots organization to advance programs and policies that empower women, defend the rights of children, and support the struggles of indigenous people and oppressed racial, religious, and ethnic groups.

UUA Study/Action Issues – studying, reflecting, and acting on issues selected by delegates to the UUA general Assembly. Recent topics: Escalating Inequality, Reproductive Justice, Immigration as a Moral Issue, Racial Justice, and Corruption of our Democracy.

About 40 members attended the UUA study course in Escalating Inequality in January during the adult education hour. Facilitators were Mary Ringer, Mark Ackerman and June Kachtik.

In addition, this committee (1) works on certain projects with the Green Sanctuary Team, the Rainbow Inclusion Committee, the Denominational Connections Committee, and religious education; (2) presents educational programs for the congregation on justice topics; (3) joins in local actions that affirm our values, such as the Martin Luther King, Jr. March; (4) assist local groups such as Haven for Hope, SA Food Bank, and the Center for Refugee Services; (5) organize sponsorships for Planned Parenthood, Healthy Futures, Project Quest, and RAICES; and (6) produce our annual Social-Justice-themed worship service at which we present the Courageous Love award to local Social Justice Leaders.

June Kachtik and Lani Van Petten, Co-Chairs

TRUST FUND OF ENDOWMENTS

The Trust Fund For Endowment fund had a balance of \$105,922.67 on March 31, 2017, which was an increase of \$14,395.31 from March 31, 2016. The increase in balance was the result of \$5,055.89 in contributions during the year and \$9,339.42 gain in value from investment activities. In early 2016, Management of the fund was moved to the Unitarian Universalist Common Endowment Fund (UUCEF). This is a professionally managed fund available to UU congregations, which has the objective of providing income and growth for church funds while following UU socially responsible investment goals. For more information on this fund please go to UUCEF.ORG. In April, the Trust Fund, renewed a lease for oil drilling rights on a mineral lease that is owned by the Trust Fund. While it is not expected to generate oil royalties in the near term, the Fund received \$2,098 in consideration for renewing the lease, which was received in April. During the past year no funds were distributed from fund and all net investment income was reinvested.

Will Hileman, Chair

WORSHIP COMMITTEE

What were the regular “business as usual” programs of activities that your committee accomplished?

- We supported the minister as needed for worship services, both the weekly services and special services such as Christmas Eve.
- Committee members served as lay coordinators for guest speakers when the minister was not in the pulpit. This included working with them on the format of the service, sermon theme, and so forth.
- We reviewed what worked well and what did not work so well in services. During the year, Rev. Josh agreed to set up interviews with various church members after services when he is in the pulpit to discuss how the service went. The goal was to begin this before the end of the 2016-2017 church year.
- We worked with the worship associates (led by David Rodriguez), ushers (led by Jim Dauchy) and lay readers (led by Karen Davis) to make sure the services went smoothly.
- We recruited a youth member for our board so we will have that perspective in our meetings

What special accomplishments or projects took place with your committee this church year?

- We spearheaded a campaign to get members to purchase new hymnals to replace those that were getting worn. This was successful, with 32 hardback hymnals and 13 teal paperback hymnals being purchased.
- We updated the committee “job description” and set goals for our committee – mainly thinking “outside the box” when coming up with new ideas for services to engage the congregation.

How much did it cost (in terms of time, money and volunteer resources) to accomplish these things?

Guest speakers: Budgeted \$2,400, spent \$1,420

Worship supplies: Budgeted

\$300, spent \$361.11 (including the unanticipated expense of buying two large-print hymnals)

Sound system: Budgeted \$100, spent \$52.92

What do you wish you could have accomplished this year?

I wish we could have had an usher training session/program.

How are your accomplishments connected to your committee’s mission?

We fulfilled our purpose of assisting with worship throughout the year.

The following people are on my committee:

Chair: Karen Davis (Term: 2015-2017). There was no co-chair this year.

Members: Shannon Hawkins, Maggi Joseph, Kelly Timmons, Tavis McGeachin (resigned in December), Jade Wood (new youth member)

Staff: Rev. Josh Snyder and Susan Dill, Director of Music

Respectfully submitted, Karen Davis