Board of Trustees

At our Annual Retreat last June the Board of Trustees looked forward to the upcoming year, and concluded that it would be challenging and exciting. Boy, were we right.

In order to assist the Ministerial Search Committee, it was necessary for the board to draft a proposed contract for the incoming Minister. The efforts made by the sub-committee, headed by Dale Hibner, with the invaluable assistance of Reverend Maureen, saw its hard work rewarded when the draft contract was accepted by our new Minister without changes.

The board took a hard look at the governance structure of the church. We concluded that the church had organized itself somewhat differently than laid out in the Bylaws, and that the Bylaws and governance policies sometimes included references to older, abandoned mechanisms (such as the Policy Guidebook). Gale Morrow, Howard Berger, and Donna Reed took on the task of revising the Bylaws to match the board’s current governing structure and to regularize all of the references. The work was approved and the new set of Bylaws unanimously passed by the congregation at its Special Meeting in January.

Following the acceptance of the Bylaws, the governance policies of the church were revised by a sub-committee composed of David Ringer and Dale Hibner. Their hard work resulted in the new governance policies being adopted in March.

As always, one of the primary obligations of the board was the active management of our finances and their budgeting process. The Treasurer, Jennifer Johnson, performed invaluable service in managing the church’s finances.

In the midst of all of the administrative work, the board also faced the challenge of having the air conditioning in the sanctuary completely replaced, in dealing with the theft of electrical wire from the church grounds, and a variety of smaller maintenance and repair issues.

The board was highly pleased to provide all the support it could to our Ministerial Search Committee in their successful search. We look forward to working with Dr. Josh Snyder in the coming years in a long and fruitful partnership.

Two individuals in particular deserve special mention for our successful year. Reverend Maureen provided constant and invaluable support and guidance for the board. Her efforts were truly monumental. And finally, none of it would have been possible without the calm considerate and wise leadership of our retiring board President, Donna Reed.

The board sought to do all it did in furtherance of the goals of the congregation. The members of the board see themselves as servants of the congregation. All of the members of the board wish to express their deep gratitude for all of the confidence and support from the congregation.

Howard C. Berger
Board of Trustees President
Adult Religious Education

I. Classes

- **Dialogue with Fellow Seekers**: facilitated by Jeff Addington; ongoing
- **Religious Explorations**: facilitated by Mark Ackerman; ongoing
- **Newcomers Meet & Greet**: facilitators vary; ongoing
- **World Faiths Book Club**: facilitated by Terry Goddard; ongoing
- **UU Philosophy**: facilitated by Bruce Beck; ongoing
- **UU Bible Study**: facilitated by Sheri Phillabaum and Stacy Barnwell; ongoing
- **Young Adults**: facilitated by Megan Demers; ongoing
- **A Chosen Faith**: facilitated by Dorothy Wallace; 8 weeks beginning 9/8/2014
- **Articulating Your UU Faith**: facilitated by Terri Chadwick & Will Cook; 1/12/2014-2/9/2014
- **Wi$dom Path**: facilitated by Dorothy Wallace; 1/26/2014-4/27/2014
- **12 Steps to a Compassionate Life**: facilitated by Diane Duesterhoof and Maggie Roberts; Feb-Apr 2014
- **Searching for a Spiritual Path**: facilitated by Jerry Zimmermann; 3 weeks beginning 2/3/2014

II. Average Monthly Attendance 2014-2015: 210

III. Mauk Memorial Lending Library: 1,111 items

IV. Adult Religious Education, in collaboration with Social Justice and many other First UU congregants, sponsored "Selma to Ferguson: What have we Learned?" This discussion, open to the public, was composed of historians and community activists in observance of the 50th anniversary of the 1965 Selma march for voting rights; Black History Month, and of the publishing of "Selma Awakening" by Rev. Dr. Mark Morrison-Reed. This well attended community event also included the exciting voices of the Holy Redeemer Catholic Church choir.

V. Looking Forward

- **UU Philosophy: The Human Story**
We are half way through the course, and have covered history from the ‘Big Bang’ 13.75 billion years ago to the emergence mammals in the Cenozoic 65 million years ago. In the second half of the course, we will cover the human story from the emergence of Hominids 6 million years ago to the extensive globalization of the 3rd millennia. We will explore the biological foundations of our cultures and the effects of four ‘Revolutions’ — 1) the ‘Cognitive Revolution’, 2) multiple phases of the ‘Agricultural Revolution’, 3) the ‘Scientific Revolution’, and 4) the ‘Industrial Revolution’. We will be using the researches of David Christian, Jared Diamond, Charles C. Mann, Francis Fukuyama, Yuval Noah Harari, Ian Morris, Steven Pinker and Peter Turchin.

- **Religious Explorations**
Adult Religious Explorations started a new set of lectures, beginning on Sunday, April 5. The new course is titled The Passions: Philosophy and the Intelligence of the Emotions. The lectures are given by Professor Robert Solomon, from UT, Austin. We have watched lectures of his before and have found him to be a brilliant lecturer and teacher.
Celestial Celebrations Circle

Celestial Celebrations Circle (CCC) organized and led rituals for the 8 sabbats: Summer Solstice, Lammas, Fall Equinox, Halloween, Winter Solstice, Imbolc, Vernal Equinox, Beltane. Labyrinth Walks were held on the other months, sometimes in conjunction with a drumming circle. Around 15 people attend each ritual. Beltane and Samhain attendance was higher.

Organization
The Planning Group continued using the format of a Covenant Group for our planning meetings and believes that it has improved our process.

Outreach in the community
Some of our members attended the Pagan Pride Day although we did not participate formally.

Other Services
CCC created the large labyrinth on the side of the Sanctuary. We continue to maintain and service it.

Communication
CCC has worked closely and consistently with the Green Team, Grounds Committee, SWIM covenant group, and with the DLRE to resolve issues regarding our shared space in the Jefferson Building, the playground, and the Labyrinth. We recognize with gratitude the efforts of everyone to discuss changes and problems with us.

Finances
We continue to keep our small treasury in a reserve account in accordance per the recommendations of the Finance Director. These funds are used to pay our annual dues to our national organization, the Covenant of Unitarian Universalist Pagans (CUUPs), occasionally for supplies, and to donate to First UU Church of San Antonio.


Joan Wells and Sylvia Wheeler
Celestial Celebrations Circle Planning Group
I was very happy to start off the church year in June by accepting the permanent position as church secretary. I have been working very hard over this church year to learn as much as possible about the duties of the position and to get to know as many people as possible.

The summer was a hectic one. I helped oversee the installation of a new air conditioning unit and control system for the Sanctuary. In the midst of that, the church was the victim of copper wire thieves. They broke into our electrical boxes and pulled out all of the copper wire which caused not only a loss of electricity, but also a power surge which shorted out some of our circuit breakers and computer modem. The thieves also climbed onto the roof of the Sanctuary and stole the copper wire out of our lightening rod. I coordinated with the insurance company, the police department, and various repairmen to repair all of the damage.

In the fall, the office moved to a different type of email delivery system called Mailchimp which allows for a smoother, more efficient way of sending emails to large groups of people. As a result, I was able to begin sending out weekly email announcements. These have, thus far, been well received.

We added one long term renter this year, bringing us to four ongoing renter groups – Congregation Beth Am, Insight Meditation, Codependents Anonymous, and Mostly Agnostic AA. We are in talks with another group, Helios Co-op, about possibly renting out space from us beginning in Fall of 2015. We also had eight short term rentals this year, which brought in added revenue.

I have continued to work with all of the committees and groups on campus whenever needed. I have also worked with the Ministerial Search committee and look forward to welcoming our new minister in the fall.

Mary Wright
Church Secretary

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 2014-2015 Church Year were: Steve Feinstein (Chair), Jordan Reed (Treasurer), John Garland (Secretary), Debra Loya, Ondrea Hermerding, and Peggy Lippert. The Trustees wish to remember with tenderness and thanks Theresa Addington, 2013-2014 Board Chair, for her contributions to CREF during her tenure.
Nominations for grants are open for the 2015-2016 year through June 30, 2015 and the acceptance of nominations and contributions is on-going. The awardees for the current year will be selected by October 2015. The amount available for grants to be awarded in October 2015 is approximately $14,000.

For 2014-2015 CREF awarded grants totaling $6,500 to:
- Healthy Futures - $4,000
- Roy Maas’ Youth Alternatives - $2500.

Donations for 2014 totaled $6,823, including Pizza Hut match of $3,150.

As of March 31, 2015 the balance of funds in the CREF Trust totals $227,667.

Steve Feinstein
CREF Chair

Denominational Connections

Prior to attending the General Assembly 2014 in Providence, Rhode Island, in June, an informal poll of the congregation was conducted to gather ideas from our members about changes which could be made to the UUA structure to make GA more accessible to UU congregations and whether or not UUA should divest of its oil and gas investments. This information was provided to the 9 delegates. At GA, delegates did vote to begin making divestments, and those attending signaled their desire to make major structural changes to the UUA.

The Ware Lecture was once again live-streamed to our congregation during GA. Sister Simone Campbell, Executive Director of NETWORK and of “Nuns on the Bus” fame spoke. Our members and guests from her order were as thrilled as the GA attendees, who gave her a standing ovation.

At the Joint District Annual Assembly held in New Orleans April 17-19, our delegates supported the recommendations leading to major structural changes in UUA. Instead of Districts as we know them, congregations will be arranged into clusters that have in common their geography, causes and issues, traits and leadership roles. An ‘Elderhood’ system will be set up to facilitate the sharing of recognized leadership within a congregation with other churches. Four Task Forces have been organized to deal with the details: Communications, Elderhood, Fiduciary, and Democratic Process.

And, as the District disbanded, it voted to gift its reserve funds to U-Bar-U.

In addition to attending various regional conferences, five of our members attended the week-long Dwight Brown Leadership Conference in August.

The Congregational Study/Action Issues for the past three cycles have been:
2014 – 2018 – Escalating Inequality
2012 – 2016 – Reproductive Justice: Expanding Our Social Justice Calling
2010 – 2014 – Immigration as a Moral Issue

I work with committees inside the church, such as Social Justice and The Green Team, and various organizations, such as The COPS/Metro Alliance, Planned Parenthood of South Texas, and Healthy Futures of Texas, to engage the congregation in activities which support UUA’s action items.

I would like to note that our congregational polling on the 2014 – 2018 Study/Action Issues concurred with the congregational vote nationwide – Escalating Inequality was our top concern as well.
The Common Read this year was Paul Rasor’s *Reclaiming Prophetic Witness: Liberal Religion in the Public Square*. He dispels the myth that conservative Christianity is the only valid religious voice in the national debates on social policy. Showing that religious liberals are more numerous than many realize, he calls on them to embrace their prophetic heritage and bring their religious convictions to bear on the issues of our time. As a congregation which has an active social justice ethic, we concur.

June Kachtik,
Denomination Connections Chair

**Emerson Bookshop Plus**

Emerson Bookshop Plus offers First UU members, friends and visitors almost 500 book titles, hundreds of stickers, Unitarian Universalist jewelry and dozens of t-shirt designs with a range of perspectives and interests that reflect some of the diversity of Unitarian Universalist beliefs. In addition to the *Standing on the Side of Love* shirts and caps of the Unitarian Universalist Association, this year the bookshop added new rainbow UUA logo shirts and “Let your little light shine” onesies for infants.

The bookshop participates in the Unitarian Universalist Service Committee (UUSC) fair trade products program by offering year round a variety of fair trade bagged coffee, boxed tea, chocolate bars, chocolate chips, baking cocoa, and olive oil. In November and December UUSC holiday cards were also available at our bookshop.

As a general church fundraiser, HEB cards are available for purchase at our bookshop.

The shop’s stickers again attracted many to the church's booth at June's PrideFest San Antonio in Crocket Park.

Thanks to Elke Wilfong, Debra Budd and Sylvia Wheeler the bookshop is open in the sanctuary classroom most Sundays after the morning service.

Carol Collins
Emerson Bookshop Plus Manager

**Green Sanctuary Team**

This year we have established a new Covenant and Job Description and scheduled activities throughout the year, including:

- Partnering with Teaming with Wildlife, a statewide organization to develop ways to protect threatened species, on July 3;
- A presentation to the congregation on climate change by Darby Riley, local attorney and volunteer with 350.org, on August 17; the Green Team donated $350 to the organization;
- Participation in and provided snacks for the All Campus Work Parties on October 18 and April 4;
- Intentional decision to have an impact at an international level and sponsored a talk to the congregation by Rose Wamalwa Talk on “My Walk of Hope and Change”, on work she is doing to empower women of Kenya, Tanzania and Uganda to develop their own sources of water and income. Co-Sponsored by San Antonio Power & Light and Compassionate San Antonio. November 2;
- Showing the film *A Fierce Green Fire* as part of the Environmental Justice Film Series on November 23;
- Participation in the Virtual vigil for the UN Climate Conference in Lima on December 3;
- Betty Dabney attended the annual meeting of the Greater Edwards Aquifer Alliance on February 7.
- Presentation by Rev Sam Brannon from Texas Interfaith Power & Light to recruit Water Captains for planning a workshop to train people to provide input to the state water planning process on February 12;
- Organized the congregation’s participation in Basura Bash on February 21.
Leading the congregation’s activities for Commit2Respond from World Water Day March 22 to Earth Day April 22:
  o Daily Facebook posts
  o Paid for seven people to attend the workshop on Solar and Rainwater Harvesting at Cibolo Nature Center on April 21.
  o Publicized other events on gardening and native plants.
  o Planned and presented the worship service on March 29.
  o Planned and presented Family Worship and Children’s RE on April 5 with topics of recycling, sustainability, climate change and ethical eating.

Betty Dabney
Chair

**Grounds**

The Grounds Committee is committed to maintaining various beds, areas and trails for the beneficial management of wildlife and the education and enjoyment of congregants.

Trail maintenance along the Native Plant Trail continues on a weekly basis. The self-guided tour text has been amended twice to reflect the loss and acquisition of plants on the trail, as well as the discovery of new plants. The Native Plant Trail is a project approved by the Alamo Area Chapter, Texas Master Naturalist. Texas Parks and Wildlife Department has designated it a Certified Wildscape Habitat.

At various times, the congregation has been invited to walk the trail in the presence of certified Texas Master Naturalists, who are available to answer questions about native plants and landscaping.

A small, raised bed, herb garden is maintained on the children’s playground.

The annual campus Rose Pruning was held in February.

The Grounds Committee assisted with the annual Churchwide Maintenance Day in April.

Ron Tullius
Grounds Chair

**Leadership Development Committee**

Committee members: April Chase, Diane Duesterhoeft, Brian Lyttle, Bill Pridgen, Chara Rodriguez
Chair - Betsy Kropp

Meetings: June 16, 2014; July 14, 2014; October 20, 2014; November 24, 2014; January 26, 2015; February 16, 2015; March 23, 2015; April 20, 2015

Tasks:

- Recruited replacements for vacated positions on 2013/2014 Leadership Roster
- Hosted Board Bridging Retreat/Leadership Appreciation Dinner August 16, 2014
- Recruited 2015/2016 Leadership Roster
- Recruited/funded 5 attendees for Dwight Brown Extended Leadership Experience
### 2015 Leadership Roster

Board of Trustees, Committees of the Church, and Board Committees are **nominated** by the LDC and require a congregational vote. Coordinating Team and Facilities team positions are **recommended** by LDC and are provided for congregational information.

<table>
<thead>
<tr>
<th>Position</th>
<th>Names</th>
<th>Term - Ending</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Board of Trustees</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>President</td>
<td>Howard Berger</td>
<td>2016</td>
</tr>
<tr>
<td>Vice-President</td>
<td>Jim Noel</td>
<td>2016</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Jennifer Johnson</td>
<td>2017</td>
</tr>
<tr>
<td>Board Secretary</td>
<td>David Ringer</td>
<td>2017</td>
</tr>
<tr>
<td>Trustee at Large</td>
<td>Dale Hibner</td>
<td>2016</td>
</tr>
<tr>
<td>Trustee at Large</td>
<td>Gale Morrow</td>
<td>2016</td>
</tr>
<tr>
<td>Trustee at Large</td>
<td>Terry Palin</td>
<td>2016</td>
</tr>
<tr>
<td>Trustee at Large</td>
<td>Anne Peters</td>
<td>2016</td>
</tr>
<tr>
<td><strong>Committees of the Church</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership Development</td>
<td>April Chase</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>Chara Rodriguez</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>Diane Duesterhoeft</td>
<td>2017</td>
</tr>
<tr>
<td></td>
<td>Bill Pridgen</td>
<td>2017</td>
</tr>
<tr>
<td></td>
<td>Tavis McGeachin</td>
<td>2018</td>
</tr>
<tr>
<td></td>
<td>Tess Bobo</td>
<td>2018</td>
</tr>
<tr>
<td>Trust Fund of Endowments</td>
<td>Claudia Glass</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>Marilyn Stavinoha</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>Will Hileman</td>
<td>2017</td>
</tr>
<tr>
<td></td>
<td>Richard Searles</td>
<td>2017</td>
</tr>
<tr>
<td></td>
<td>Joanne McGowan</td>
<td>2018</td>
</tr>
<tr>
<td></td>
<td>Larry Loden</td>
<td>2018</td>
</tr>
<tr>
<td></td>
<td>Rick Sutter</td>
<td>2018</td>
</tr>
<tr>
<td>Community Responsibility</td>
<td>Steve Feinstein</td>
<td>2016</td>
</tr>
<tr>
<td>Endowment Fund (CREF)</td>
<td>Jordan Reed</td>
<td>2016</td>
</tr>
<tr>
<td>Name</td>
<td>Year</td>
<td></td>
</tr>
<tr>
<td>--------------------------</td>
<td>------</td>
<td></td>
</tr>
<tr>
<td>Ondrea Hermerding</td>
<td>2017</td>
<td></td>
</tr>
<tr>
<td>Debra Loya</td>
<td>2017</td>
<td></td>
</tr>
<tr>
<td>Christine Chesnut</td>
<td>2018</td>
<td></td>
</tr>
<tr>
<td>Poonam Sharma</td>
<td>2018</td>
<td></td>
</tr>
</tbody>
</table>

**Board Committees**

<table>
<thead>
<tr>
<th>Committee</th>
<th>Chair/Member</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Committee on Ministry</td>
<td>Martha Cooley</td>
<td>TBD</td>
</tr>
<tr>
<td></td>
<td>Don Hymel</td>
<td>TBD</td>
</tr>
<tr>
<td></td>
<td>Maggi Joseph</td>
<td>TBD</td>
</tr>
<tr>
<td></td>
<td>Vanessa Lucio</td>
<td>TBD</td>
</tr>
<tr>
<td></td>
<td>Nancy Pridgen</td>
<td>TBD</td>
</tr>
<tr>
<td>Stewardship Committee</td>
<td>Chair - Polly Noel</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>Brian Asher</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>Rowena Rodgers</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>vacant</td>
<td>2016</td>
</tr>
</tbody>
</table>

**Coordinating Team**

<table>
<thead>
<tr>
<th>Team</th>
<th>Chair/Member</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denominational Connections</td>
<td>June Kachtik</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>Donna Harrison</td>
<td>2017</td>
</tr>
<tr>
<td>Member Care</td>
<td>Arlis Olson</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>Jeanne Morey</td>
<td>2017</td>
</tr>
<tr>
<td>Membership</td>
<td>Dorothy Wallace</td>
<td>2016</td>
</tr>
<tr>
<td>Rainbow Inclusion</td>
<td>Jennifer Crowe</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>Emily French</td>
<td>2016</td>
</tr>
<tr>
<td>Social Justice</td>
<td>Maria Bush</td>
<td>2016</td>
</tr>
<tr>
<td>Worship</td>
<td>Shannon Hawkins</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>Karen Davis</td>
<td>2017</td>
</tr>
<tr>
<td>Adult Religious Education</td>
<td>Diane Adams</td>
<td>2017</td>
</tr>
<tr>
<td>Youth Religious Education</td>
<td>Vacant</td>
<td>2016</td>
</tr>
</tbody>
</table>

**Facilities Team**

<table>
<thead>
<tr>
<th>Team</th>
<th>Chair/Member</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Green Sanctuary Team</td>
<td>Betty Dabney</td>
<td>2016</td>
</tr>
<tr>
<td>Grounds</td>
<td>Maggie Roberts</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>vacant</td>
<td>2016</td>
</tr>
</tbody>
</table>
Maintenance & Repair

Alan Chase 2017
Allan Kropp 2017

Betsy Kropp
Leadership Development Chair

**Maintenance and Repair**

Our just past fiscal Year has been a busy and difficult year for the Maintenance and Repair Committee. It seems that everything that could go wrong has gone wrong. Almost all of the church’s air conditioning broke down, we have had major trouble with the church plumbing, and thieves stole our electrical wiring. Toilets broke, faucets broke, the garbage disposal broke. Other than that we have had some problems. Both Peter and Gary broke.

The committee’s year began under the more than able leadership of Kelly Timmons who had to leave because of family emergencies. Her able leadership set a high example for our work for the remainder of the year. Gary Ross took over leadership with some assistance from Peter Hyatt and others. We have partnered with other members of the facilities group in sponsoring well attended work parties. These Saturday morning gatherings have done an amazing amount of clean-up, fix-up, and beautify jobs. We opened the drains of the central mall areas, regraded much of the central mall, filled between the walking stones in front of the Sanctuary with decomposed granite to make walking in the area much easier. We filled the areas of the mall with rock where water drains off of the roofs and made big pot holes. We fixed the locks on Jefferson house so the front entry could be locked from the outside but open from the inside. Fixed the gate. Added a watering station for the rose garden. We cleaned away much of the overgrown brush from the playground, cleaned RE rooms and windows, repaired and cleaned lighting fixtures. We cleaned the leaves and debris from the roofs. And many other small but badly needed tasks. We thank everyone for their help. These twice yearly work parties are a lot of fun.

The committee contracted to fix the water fountains, repair leaks in the sanctuary roof, improve the drainage from the flat roof over the restroom area, reseal the sanctuary skylight, repainted the Fellowship hall and replace the podium carpeting, installed new louvered window shades in the Fellowship hall, repaired the broken water pipes to the church complex and fixed the leaking restroom facilities in Jefferson house. We contracted to replace, with aluminium, the stolen wiring from the main electrical feed to the church complex and replace the copper wiring stolen from the sanctuary lightning rods. We repaired four of the broken safety lights for night time elimination of the campus and installed two new safety lights that illuminate the central mall area adjacent to the entry to the Sanctuary. And we had the main air conditioning compressor replaced and three phase wiring was completed to the west side of the sanctuary, in anticipation of moving the six ton AC unit there to service the choir room. And just at the end of the fiscal year we have had to replace the wiring and the relay switches for the heat pump that heats and cools the Fellowship hall.

Recently a significant water leak was found and repaired under the childrens’ playground. The resulting excavation was then leveled with wood chips. More recently the AC condensate tray was leaking into the office complex. Blockage was removed and drainage reestablished. This and other small AC maintenance concerns will be further addressed during the upcoming annual maintenance.

The committee has replaced the broken garbage disposal in the kitchen along with the associated plumbing and faucets, replaced or repaired the smoke detectors in all classrooms, improved the drainage from the central mall, installed new lighting in the minister’s office and repaired lighting in Jefferson. We have labeled all circuit breaker boxes in all buildings. And repaired the drain lines for the sinks in the lounge, Jefferson and the nursery.
We have tightened or repaired the locks and door handles on four of the RE rooms, installed new shelves in the lounge, replaced all the old and faded directional signs and cleaned out the air handler rooms on both sides of the sanctuary.

Future Concerns:

We have kept ourselves busy but there remains much to do. The circuit breaker for the heat pump for the fellowship hall is seriously oversized and for safety sake needs to be replaced. The main water supply pipe that delivers water to all the campus is old corroded and will give sporadic trouble until it is completely replaced. The pavement in our parking lot needs some minor repair and should be resealed in the near future. The air conditioning equipment for the Choir room and the Sanctuary lobby is still broken and completely non-functioning. Something is wrong with the lighting for the outside illumination of the building. We have been unable to locate the problem.

Despite extensive volunteer efforts some of what has been achieved this year has been extremely expensive and had to be contracted out. As a result, we have seriously over spent our budget. Nothing we have done could be avoided. But much that lies ahead for this committee is also expensive and cannot be avoided. It is our urging that these expenses should be made known to the congregation that they might know that their generosity is very much needed by their church.

In conclusion: A great deal of work has been completed this year. We feel proud of all that has been achieved. The reality is that there was much that needed doing. But, Gary Ross’ two year tenure as chair is ended and Peter Hyatt will be moving away this summer. They have now entered UU sainthood. However; there is light at the end of the tunnel and the recommendation that M&R be a co-chair has been accepted. Allan Kropp and Alan Chase will take up the M&R co-chair in June 2015.

Peter Hyatt and Gary Ross
Maintenance and Repair Co-Chairs

Member Care

Arlis Olson and Karen Davis chaired the member care team for the 2014-2015 church year.

These are some of the specific activities that were performed during the year:

- Several volunteers sent birthday and care cards.
- We found rides for people, primarily for medical appointments.
- We helped with memorial services for Steve Garrett, Don Norton, Amey Buchanan, Theresa Addington and James Stewart
- We made calls to inquire on illnesses of our members or members we have not seen for awhile.
- We kept members informed by updating the bulletin board and sending out announcements.
- We provided food to families who had loved ones suffering serious illnesses.

The member care team received lots of help from many members of the congregation. They are too many to name, but we owe a great deal of gratitude to the ongoing goodwill of our congregation.

Arlis Olson and Karen Davis
Member Care Co-chairs
Membership

The church was without a Membership Chair for the 2013-2014 church year. To fill the gap, Rev Maureen and the staff implemented a Sunday morning Meet & Greet for newcomers, managed greeters and did 2 New Member ceremonies. The program was skeletal but better than nothing without a chair and others to help out with the church Membership function.

For this church year, Membership has been a very busy area of our church! We added 54 new members, with the help of more people and a few more focused events which connected guests, new members, and members.

We continued the Sunday morning Meet & Greet during the RE hour which really helps with visitors who have brought their children for RE. This time was pretty “free flow” for the person facilitating but toward the end of the year we developed some helpful guidelines which will be implemented for the summer and next church year.

Yellow ”Guest Connect Cards” with clipboards were continued for guests to complete in the sanctuary which included several areas of interest that could be checked and followed-up on by various church groups. Between September 2014 and April 2015 approximately 120 cards were completed by guests. Guest can now request nametags which are mailed to them when the church office sends guests more information about the church. This is an improved system from the stick on version or having guest nametags sitting at the Welcome Table. Our Welcome Table continues to be staffed with trained and wonderfully friendly Greeters.

We made some modifications to the membership process and added two new classes required to become a member. The first is First UU 101, a lay led class that mostly talks about our church specifically and the second, is a minister led class called What’s a UU? that provides an introduction to Unitarian Universalism as a faith tradition. We offered First UU 101 every other month and What’s a UU? twice. We also asked guests to participate in at least one activity other than the Sunday service. ”Tour & Talk” was discontinued as a stand-alone event but integrated into the Sunday morning Meet & Greet.

Guests and New Members were invited to participate in monthly Welcome Potluck dinners and those who attended greatly enjoyed them. New Member Recognition Sundays with a cake reception were held in November and April. New Member names were posted on the Membership section of the church bulletin board.

We developed the Membership Charter and Job Description and updated the Member Interest form this year to make it more user friendly.

We added a Member Remembrance Sunday during All Souls Day to honor members who had passed away during the previous year. And we coordinated a Member Appreciation event with the choir called “Pop Goes the Choir” – which was very well received!

I look forward to tweaking our membership processes with the new settled minister next church year in order to sustain and continue our congregational growth.

Total members (including emeritus): 417     Total friends of church: 84

Members lost in the last church year: 29 (resigned 5, moved 13, and passed away 11)

Dorothy Wallace
Membership Chair
Ministerial Search Committee

In April 2014, the Leadership Development Committee of First UU-San Antonio nominated and the congregational membership approved nine members for the Ministerial Search Committee, tasked with selecting the candidate for our church’s next settled minister. The members were Mark Ackerman, David Rodriguez, Martha Cooley, Mike Phillips, Terry Palin, Megan DeMers, Maria Bush, Steven Stechschulte, and Karen Davis. Shortly thereafter, Mark Ackerman stepped down due to family reasons.

The committee began their work by compiling a survey to find out the wishes and concerns of the congregation. That was followed by a series of “cottage meetings” with various committees and groups in the church to discuss the future of the church and what qualities they would like to see in our next settled minister.

The committee then compiled a Congregational Record that was disseminated by the UUA to prospective ministerial candidates to give them detailed information about our church. Around the end of 2014, we received a number of Ministerial Records from ministers interested in our church.

From those, the committee chose seven to interview by telephone in January 2015. And from those seven, the committee chose three pre-candidates to interview in person and hear preach at “neutral pulpits” in Texas UU churches of similar size to our own. Those visits took place in February and March 2015.

After those visits, the committee held a series of meetings to decide upon a single candidate. On April 5, 2015, the committee announced to the congregation the Rev. Joshua Snyder, senior minister of First Unitarian Church of Wilmington, Delaware as the candidate for our senior minister position. Rev. Snyder accepted our invitation to come to First UU-San Antonio for a “candidating week” on May 3-10, 2015. The Congregation in special session on May 10 will vote on Rev. Snyder's candidacy. (Martha Cooley already gave me the ok to change this to reflect the outcome of the May 10 meeting.)

Karen Davis
Ministerial Search Member

Music

The music program’s goal is to provide a wide variety of music in a manner that respects the special feelings people have as both listeners and performers. This past year we had our spirits lifted by artists performing Western European art music by such diverse solos and ensembles as a string quartet, tuba quartet, trumpet, oboe, clarinet, flute and voice. We also enjoyed the nostalgia produced by the Tim and Bob show, traditional New Orleans style jazz provided by Bad Banjo Brown, Latin music delivered by Jaime Ramirez and friends and Country music provided by Jim Chesnut. In addition, our meditation was aided by the Native American Flute and Ocarina.

The choir's membership has continued to grow and the members have continued to enthusiastically embrace a variety of styles. Our anthems have been composed by leading Unitarian Universalist composers, the classics from a variety of eras, Spirituals, jazz and the blues. Singing in the choir is a huge commitment of time and energy and our church is blessed to have so much talent and dedication to draw on.

I would also like to commend the members of our youth choir and their parents who get the children to church for 9 am rehearsals on Sunday mornings. Getting up extra early on the weekend is not an easy task for anyone yet we have a small but enthusiastic group of children who continue to provide pleasure with their singing.

Susan Dill
Music Director
Rainbow Inclusion

Rainbow Inclusion Committee (RIC) sponsored six events this year which were open to the public and widely advertised, through a variety of community resources:

- Photo Exhibit: *Love Makes a Family*, which was on display the entire month of June and was viewed by church members and members of the general public
- Film Screening: *Hannah Free*, and reception with food and drinks, attended by ~50 people (6-8-14)
- Pride Service. Mark Ackerman delivered the homily, “Being a Gay Man.” (6-29-14)
- Film Screening: *Gen Silent*, attended by ~75 people, with 35-40 for discussion (10-19-14)
- Community Engagement Session, in partnership with San Antonio Pride Center, attended by 41 people (on a Wednesday night, 2-18-15)
- Film Screening: *Before God We Are All Family*, in partnership with Human Rights Campaign, Equality Texas, Texas Believes, and Texas Catholics for Inclusion, attended by 45 people (on a Thursday night, 4-9-15)

We sponsored 3 fundraising events within our church community, with help from allies:

- FUUnd Lunch to raise funds for our November film, “Gen Silent.” (9-21-14)
- FUUnd Lunch to support our spring events, (10-19-14)
- Design contest for a 2015 First UU Church of San Antonio Fiesta Medal, to support our 2015 Pride activities, (January, 2015)

Committee members participated in 3 outreach events in the San Antonio community:

- The grand opening of the San Antonio Pride Center (6-7-14)
- Pearson Assessments’ Pride event for over 300 employees (6-18-14)
- Pride Booth at the city-wide Pride Festival, along with several allies from the church (7-5-14)

Community support:

- Sponsored the venue for Fiesta Youth’s Back-to-School Dance in August, provided some of the chaperones, and arranged for the security. 8-30-14
- Served as liaisons for Share the Plate recipients, PFLAG-SA and Fiesta Youth
- Nominated 5 LGBTQ community organizations for the upcoming year’s Share the Plate

Rainbow Interweave Chapter: During the months of June, August, September, October, November, January, February, March, and April, we held a total of 7 Interweave gatherings over lunch and one evening dinner, with attendance ranging between 5-24 people

Church business: Participated in 2 short videos to be included in the packet for the prospective ministers to see, wrote the charter for our committee, and provided revisions for Rainbow Inclusion Committee’s web page

Maintained the dedicated Facebook account, First UU Church of SA - Rainbow Inclusion and launched and maintained the Twitter account Rainbow Inclusion SA @FUUCSAinclusion.

Janet Byrnes
Rainbow Inclusion Chair
Religious Education

Once again this year, our religious education program offered a full complement of classes, special activities, and opportunities to serve.

In addition to our regular Sunday-morning classes for children and youth, we offered a Coming of Age class for grades 9 and 10. This class will culminate in a special worship service in May wherein participating youth will present their statements of faith. This past summer, our youth who participated in last year's heritage trip program enjoyed their fruits of their fund-raising labors with a fun and educational trip to Boston and its environs.

As always we offered a week-long summer camp. We also offered a one-day winter camp with a New-Year's theme.

Outreach efforts included caroling and handing out Christmas stockings for the San Antonio AIDS Foundation hospice, wrapping gifts for Family Service Association, making gifts for the apes at Primarily Primates, and making Valentines for special members and graduates of our high-school religious education program. Our youth helped at the Food Bank (2X), picked up trash at Basura Bash, and ushered for the “From Selma to Ferguson” event.

Adult Religious Education

Adult religious education chair Diane Adams has shepherded our programs and will submit a separate report. Possibly the most notable of Diane's accomplishments has been organizing the community forum, “From Selma to Ferguson – What Have we Learned?” Our library continues to be ably organized and run by Pam Kirk.

Young Adults

Our young-adult leader Megan DeMers has worked hard this year to keep the young adult group active. They met after church for lunch once a month and also had a well-attended game night.

DLRE Activity

Committees/Meetings: Youth-Adult Committee (YAC), Youth Religious Education Committee, Adult Religious Education Committee, and Covenant-Group Facilitators

Worship: Story Wisdom presentations throughout the year; Thanksgiving service, Water Communion, and YRE Sunday. Christmas program co-leader; two sermons.

Classes: With Stacy Barnwell, co-facilitated bi-monthly Bible study group.

Attendance Averages, September 2014- February 2015:

Youth RE hour: 54
Playground: 21
Adult Sunday-morning RE: 47
Number of active Covenant Groups: 9, approximately 85 attending members
DLRE Denominational Involvement

- Secretary, Heart-of Texas religious education cluster
- Chair, Southwest UU Conference chapter of the Liberal Religious Educators Association & midwinter Conference Planning Team
- Nominating Committee, Liberal Religious Educators Association
- Committee on Mentoring, Liberal Religious Educators Association
- UUA religious education credentialing program mentor
- UbarU Director of Camps and Programs

Dr. Sheri Phillabaum
Director of Lifespan Religious Education

Social Justice

Members of the Social Justice Committee:

--organized two First Saturday Volunteer Days at Haven for Hope and the Food Bank

--participated throughout the year in COPS/Metro events including bringing members of our congregation to a Living Wage and Economic Security Assembly in the fall and an Accountability Assembly in April.

--held a Civic Academy at First UU Church on Economic Justice in San Antonio as part of the COPS/Metro living wage campaign.

--participated in the first TXUUJM Legislative Action Day in Austin.

--sponsored a restructured and highly successful Share the Plate program under the expert leadership of Mary Grace Ketner. A total of $10,441.52 was collected for the non-profits selected by the congregation by a vote at the Congregational Meeting.

--organized members of the congregation to participate in the MLK March and Basura Bash.

--provided a presentation at First UU Church about the Religious Freedom Restoration Act and drew up a resolution in opposition to amending the present act.

--organized significant financial support for and participation of our congregation in the Healthy Futures Lunch with the Mayor.

--participated in Healthy Futures Legislative Day in Austin.

--planned and participated in the Social Justice Worship service.

--sponsored two FUUnd Lunches with profits going to TXUUJM and COPS/Metro.

--provided meal and discussion of this year's Common Read.

--worked with the UUSC in their partnership with RAICES.
--along with the local organization of Citizens United for the Separation of Church and State, sponsored talk by that organization's director, Barry Lynn, at First UU Church.

--assisted Adult RE with the Selma panel discussion at First UU Church.

Maria Bush and Vicki Tullius
Social Justice Co-chairs

Stewardship

Stewardship members were: Dorothy Wallace and Julie Manzano Lusk – Co-chairs, Margarita Lara, Jeff Ketner, Polly Noel and Mary Wright, Church Secretary. Jim Noel was our Board representative.

Stewardship Committee theme for this year was: **Are You In?** focusing on the arrival of a new settled minister. With a reply: **I’m In!** The idea was Betsy Kropp’s from a focus group we held early in the church year.

Goal for this year was roughly $500,000, which would have been the most money ever raised by any stewardship campaign, and would have provided a great budget foundation for the first year of a new minister. **The final pledge total used for next year’s budget was $447,594.00.** While this number was more than last year’s stewardship total of $442,642, it fell far short of goal. Had all things remained equal, the number of people (120 pledge families) who raised their pledges accounted for an almost $52,000 increase – we could have easily made our goal. But a very large group of people (81 pledge families) kept their pledges the same as last year. More detrimental, were the number of people who lowered their pledges – only 21 pledge families lowered their pledges but the lost amount was almost $24,000. These factors, coupled with the 8% of people who failed to pledge at all pretty much kept the final numbers about in line with last year – without the desired increase we had wanted to achieve this year.

To meet our goal, we had monthly meetings starting in August 2014. We took these specific initiatives:

- Prior to the official campaign Kick Off, the committee asked everyone who had matched the previous year if they would consider raising their pledge by that amount. Result: about 50% did.
- With the assistance of Polly Noel, we conducted a poetry competition that ran concurrently with the campaign. Poems were about the church, being UU and giving. Winners read their poems on every Sunday during the campaign period. Readings were in lieu of testimonials.
- Updated stewardship brochure and included co-chairs stewardship letter.
- Ministerial Letter and Presidents Letter sent out on Feb 24th introducing the 2015/2016 pledge campaign.
- Hosted a Lead Donors event in a private home on February 28, 2015.
- Official Kick Off and Ministerial sermon on pledging given by Rev Maureen Killoran on March 1st. Catered fellowship lunch provided after church.
- Did “Pledge Fairs” on Sundays after church starting March 1st through March 22nd. This involved recruiting and training twenty volunteers to talk to members and collect their pledges.
- Sent “Thank You” postcards to each member when their pledge was received.
- Sent follow-up letters to those whose pledge was not received at the “pledge fairs”. Sent different letters to friends, families with children, and other members.
- Advertised through the church bulletin, newsletter and Facebook.
- Sent final letters of Thank You after the Stewardship follow-up campaign.

Dorothy Wallace
Stewardship Co-Chair
Worship

Our new year started with a new chair as Shannon Hawkins took over that role. Committee members Tavis McGeachin, Maggi Joseph and Arline Terrell as well as staff resources Susan Dill and Rev. Killoran made the transition an easy one. In March we welcomed Kelly Timmons to our team and are looking forward to working with her in the coming year. In addition to our ongoing duties, we developed our Committee Charter and Protocols for Lay Led Services and Events Communication.

One of our focuses this year was to increase the amount of lay participation in our services. We used a mix of recent and long-term members, genders and ages. They occasionally do readings; introduce Joys & Concerns and the Offering; prepare and read the Invocation; light the Chalice; do the Welcome and present Story Wisdom.

To run smoothly, weekly worship services rely on a quality team of paid staff working together with many volunteers. Rev. Killoran, Susan Dill, Jaime Ramirez, Sheri Phillabaum, and Gary Evans have worked tirelessly this year alongside our wonderful volunteers: Choir members; Worship Associates, headed by David Rodriguez; Ushers, headed by Jim Dauchy; Welcomers, headed by Arline Terrell; lay service leaders; readers; actors and musicians. Thanks to all!

Shannon Hawkins
Worship Chair