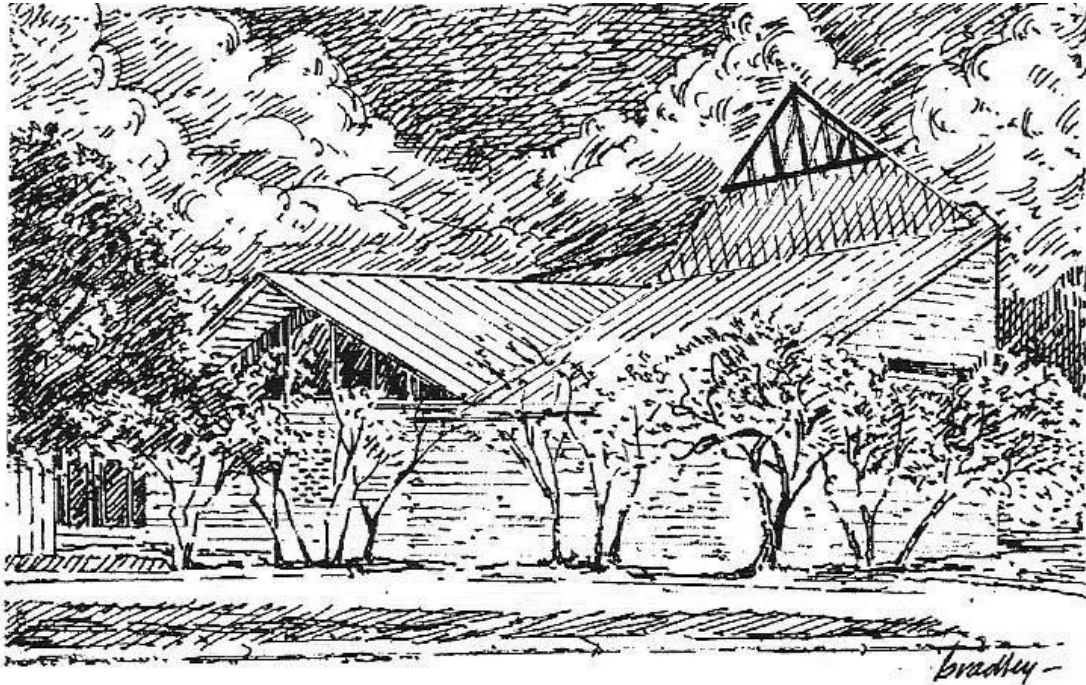


*First Unitarian Universalist Church
of San Antonio*



*Annual Report
of the 2017/2018 Church Year*

May 2018

Minister's Annual Report

It has been a tremendous year at First UU San Antonio! One of the most important roles I have is overseeing the implementation of the new strategic plan that the Board passed one year ago. Thanks to the fantastic leadership of the Coordinating Council, we have made significant strides in that regard. One of the most important cultural changes was just getting used to having a strategic plan in the first place. The Council has been focused this year on setting and evaluating initiatives that are aligned to the goals in the plan.

In addition to working with the Board in accomplishing their goals for the year, I also worked with the Stewardship Consultant and the new Stewardship Team in preparing for the pledge drive. I think the entire church should celebrate the hard work and great accomplishment of the Stewardship Team this year!

In addition to the usual round of pastoral calls and counseling sessions, I worked extensively with the Pastoral Associates in creating a process for visiting and staying in touch with members who are chronically ill. This included a formal training session with Rev. Peter Bauer in January.

While our Director of Lifespan Religious Education was on sabbatical, all of us had the chance to pitch in and do our part. I lead and assisted with intergenerational worship, and taught a new class on Process Theology. This was such a hit that it looks like I will be teaching an adult RE class in February next year as well.

We tried some new things in worship this year. I preached without notes for the first time in my career – once on purpose and once by accident! The Question Box sermon was another new thing for me last May that will be repeated this year. I also officiated at three memorial service and half a dozen weddings this year. We also redid the format for child dedications.

Of course the calling of ministry is not only for the church alone. I was pleased to join the board of Project Quest this year. I will be offering the prayer at their graduation later in the year. I also gave the invocation at City Hall last January. I received some great training in “Know Your Rights” through our sanctuary working group. And of course I was pleased to see First UU recognized for our leadership in COPS Metro, not just in the past but also the present. I participated in the benediction at the COPS delegates assembly last fall.

In the wider UU community, in addition to regularly meeting with my colleagues in the Heart of Texas Chapter and going to General Assembly in New Orleans, I continued my work in the UUMA's mentoring and coaching programs. I will wind up being a clergy coach this year. At the same time I will begin serving as one of the Good Officers for ministers in the Southern Region. It was my pleasure to serve as chaplain at the Men's Retreat at UBarU in April.

Finally, as many of you know this has been a difficult year for me personally. Sharon and I have made the hard decision to divorce, and the boys will be living with her a good bit of the time. This has been painful, and will continue to be painful for a long time. I want to express my deep gratitude to the

members and friends of this church who reached out to me through cards, emails, phone calls, and hugs on Sunday mornings. Your support and words of encouragement have buoyed me these past months. Thank you all so much. It is good to know that when I speak the words “I love you” after my sermons that many of you are saying it back to me, with words and actions.

Here is to another great year in the books! May next year be even better!

Rev. Dr. Joshua Snyder
Minister, First Unitarian Universalist Church of San Antonio

Board of Trustees' Annual Report

This past year saw an unusual level of turnover on the Board during the year. At-large member Betty Dabney moved to Florida late in the summer to be closer to family, and during the fall secretary Anne Peters said goodbye as she began a new, demanding job at UTSA. We were sad to see them go, but later welcomed Tess Bobo Fry and Justin Tullius to the Board. They have had a lot to learn and absorb in a short time, but we are glad to have them. Steven Stechschulte graciously agreed to take over Anne's duties as secretary through the end of the year and Jim Noël served as the liaison to the stewardship committee after Betty left.

As in 2017, the board set some goals for ourselves in areas we believed needed some attention.

They were:

1. Plan and implement at least three Board linkage activities

By this we mean making formal efforts to connect with the congregation to maintain communication, and I feel that in this area we fell short. We started with an easy item – making the new strategic plan available on the web site and seeing that people had some familiarity with it. Rev. Josh has made good use of it in working with the various committees, so there has been success there. As to other activities, we always have an information session late in the year to take questions about the latest budget, and there will be a similar one to talk about a proposed bylaw change, but we really had in mind one or more general information session in the middle of the year. These were never scheduled.

2. Implement monitoring of Governing Processes and Board-Minister linkage.

This was very successful. The Board followed a process similar to the way the minister analyzes and reports on compliance with ends and limitations policies, but we took turns looking at the different board policies related to our governing processes and our interaction with the minister and staff. The benefits of doing this monitoring are to make board members more familiar with the policies we operate under and to more easily recognize instances where policy language needs updating or board practices need to change. The board successfully reviewed all current policies and has a model for continuing monitoring in the future.

3. Secure the services of a consultant to gain stewardship momentum.

This was an area of early success, as the board quickly approved hiring Bill Clontz as our

stewardship consultant for the year and raised additional funds to help cover the cost. Bill worked with the stewardship team throughout the year to prepare for the spring pledge drive and encouraged us to try one-on-one visits by appointment as much as we could this year. We have not taken this approach in some time. While we did have some challenges implementing this and results are still coming in, they were good. The stewardship committee is looking at what went well and what might have gone better so that they can make adjustments for next year. The committee has positive energy as they look ahead to next year.

4. Analyze the feasibility of refinancing the mortgage

We continue to make steady progress on paying down our mortgage, but the payments are a drag on our ability to do other things we want to do. With that in mind we did initiate discussions with our mortgage holder, just to explore possibilities. They are not interested in refinancing, so no easy change is available there. Realistically, though, we are not that far from paying it off. Yes, several years remain, but we have shown that we can handle the payments, and the end is in sight.

5. Engage in self-education regarding the Board's role in policy governance

Since the terminology and some of the thinking behind policy governance are still somewhat new to us, and particularly to new board members, we decided that we should schedule a series of readings and discussions based on a series of concise pamphlets. We chose three to focus on and set aside time at three meetings during the year to go over the topics covered. We successfully incorporated those discussions and will continue the series next year. Many thanks to David Ringer for providing concise summaries of the materials we reviewed.

I want to thank everyone who served on the Board this year: Vice President David Ringer, Treasurer April Chase, Secretary Anne Peters and Acting Secretary Steven Stechshulte, and At-Large Members Heather Hedquist, Donna Reed, Tess Bobo Fry, and Justin Tullius. In addition, Rev. Josh continues to provide 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.

Adult Religious Education's Annual Report

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.

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

Courses included two on foundational Unitarian Universalist history, theology, and spiritual practice. Classes dedicated to this goal were A Chosen Faith and UU 101.

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

Short courses included Chinese Philosophy and Religion, Process Theology, and What We Choose: Ethics for Unitarian Universalists.

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 covenant group leaders. The response from the participants, Haven for Hope residents in a substance abuse rehab program, was overwhelming positive. A story about our ministry there was printed in the Fall edition of Inspire. WE hope to continue this program in the next calendar year.

Respectfully submitted by Pam Kirk, ARE Committee Chairperson

Celestial Celebration Circle's Annual Report

Celestial Celebration Circle is First Unitarian Universalist Church's Pagan Circle which is open to all who want to participate in an Earth-centered spirituality, as set forth in UU sources of our living traditions.

We had a function each month of this church year. We celebrated the 8 Sabats of the Magickal year starting with the beginning of the Pagan year and continuing around the Lunar calendar. The Sabats are: Samhain, Yule, Brigid's Day, Spring Equinox, Beltane, Summer Solstice, Lammas, Fall Equinox. We continue to hold these rituals on the grounds outside the Jefferson building, weather permitting & have reconsidered Lammas - which is beginning of August - as too hot outside for many people. The planning committee decided to hold a potluck with each ritual which provided social interaction for those who come for ritual; this appeared to allow people to linger for extended conversation afterward. On months in which there was no ritual, we provided an open, guided labyrinth walk which is on the church grounds. This appeared to draw a different group of people than the rituals.

This year, we were pleased to continue our contact with UU Church of the Hill Country. Celestial Celebration Circle has presented at their church & this year, several members came from Kerrville to experience one of our rituals. We have plans to bring a ritual to the wider Hill Country community.

In May, 2017, we hosted the second annual Maypole for children's Religious Education at the request of Director of Religious Education, Sherri Phillabaum. All children had their own ribbons which all participants wound around our pole in a somewhat specific process. We hope to continue this tradition which has deep roots in Pagan lore, not to mention older U.S. culture. For the younger children, it was just fun to run in circles. The older children seemed to like the process & be interested in the end result.

The planning committee now has a member who monitors our Facebook site & she reports that activity is strong & is picking up each month.

Submitted by Sylvia Wheeler

Committee on Ministry's Annual Report

The Committee on Ministry (CoM) exists to strengthen and improve relations between the congregation and the minister, to ensure that the congregation is aware of the diversity of ministerial responsibility, to clarify expectations and priorities for both the minister and church members, and to advocate for the minister with the board on programs dealing with education, professional development, and funding. Throughout the church year, the CoM also works with Rev. Josh to monitor progress on ministerial goals, jointly established by Josh and the Committee each summer.

In November, the CoM met jointly with the board to review the ministerial goals for 2017/18.

In February, the CoM presented a testimonial skit during a Sunday service to remind members that we are happy to facilitate communication and feedback about the ministry of the church. More information on contacting the Committee can be found at <http://uusat.org/our-church-2/committee-on-ministry/>

This spring, we consulted with Rev. Josh as he considered taking on an additional leadership role within the larger Unitarian Universalist community. He has been nominated to become a Good Officer within the Unitarian Universalist Ministers Association, offering counseling and guidance to other ministers. His appointment to the position is likely to be confirmed at the UUMA meeting just before General Assembly.

More recently, we consulted with Rev. Josh about his plans for communicating with the congregation about his divorce. We are in ongoing dialogue about his journey through this complicated and difficult time.

The CoM is working now on the annual ministerial evaluation, which will also lead to the formation of ministerial goals for 2018/19.

Members of the Committee:

Troy Peters, chair

Martha Cooley

Nancy Pridgen
Vanessa Lucio

Submitted by Troy Peters, Committee on Ministry Chair

Community Responsibility Endowment Fund's Annual Report

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 2017-2018 Church Year were: Christine Chesnut (Chair), Bill Bush (Vice Chair), Debra Loya (Treasurer), Gale Morrow (Secretary), Corey Anderson and Jeff Barnes.

For 2017 CREF awarded grants totaling \$8400 to:

- **Assistance League of San Antonio - \$3000**
 - *With these funds, ALSA was able to purchase school clothing including coats, school supplies and books for children identified as those in need in San Antonio through their Operation School Bell Project.*
- **Planned Parenthood of South Texas-\$2500**

CREF funds helped PPST launch new services providing medication to lower the risk of HIV transmission, hormone therapy for transgender patients and fertility assistance.
- **UBarU Camp & Retreat Center- \$2400**
 - *With these funds UBarU was able to provide 4 scholarships to underprivileged youth in the area to attend summer camp.*
- **Hughes-Mendez Foundation- \$500**

HMF was able to purchase snacks and materials for group counseling sessions for LGBT Youth in the San Antonio area.

Donations for 2017 totaled \$8,100 including Wade Richmond Foundation match of \$3,835.

The amount available for grants to be awarded in September 2018 will be determined based on the June 2018 investment statement.

Respectfully submitted, Christine Chesnut, Chair

Denominational Connections' Annual Report

Denominational Connections serves as a liaison between First Unitarian Universalist Church of San Antonio and the Unitarian Universalist Association (UUA). It facilitates congregational and member participation in significant UUA issues and keeps members informed of current issues from the UUA (uua.org) and the Southern Region (sr@uua.org).

Denominational Connections contributed to the newsletter, "Inspire", with an article reporting the reflections from those who attended General Assembly (GA) 2017. If you want to get a sense of the "GA experience", read the article "Resisting and Rejoicing in the Big Easy" located on the church website.

General Assembly 2018 will be in Kansas City June 20th-24th, and detailed information can be found on uua.org. To date we have nine members attending GA 2018. This year we will have six delegates attending GA in Kansas City and one delegate who will be "off-site" and remaining in San Antonio. We plan to stream various GA sessions at the church. What goes on at GA is relevant to topics and activities we pursue at First UU. Look for more details in the near future and plan to attend.

At the "Time and Talent Opportunity Fair" we were successful in recruiting another volunteer for our committee.

We assisted with the church service "The Promise and the Practice" as part of the Black Lives Matter Work Group. We also helped to facilitate the chapter discussions covering the book, What Does It Mean to Be White? Developing White Racial Literacy, by Robin DiAngelo.

The Common Read is a book or books recommended by the UUA for member congregations to read, reflect on, discuss, and consider appropriate action. Denominational Connections facilitated Daring Democracy: Igniting Power, Meaning, and Connection For The America We Want by Frances Moore Lappe and Adam Eichen. There is reason to be concerned about the corruption of our democracy, however the authors are ultimately hopeful. They outline actions that individuals and groups can take, and have successfully taken, to strengthen our democracy.

With The Social Justice Committee we hosted a gathering where *Move To Amend* discussed their platform and plans to get corporate money out of our elections.

The second Common Read is Centering: Navigating Race, Authenticity, and Power in Ministry by Mitra Rahnema, Editor. This is a must read if you want to know what challenges are faced by people of color who are UU ministers or religious education leaders. This book was facilitated through the Black Lives Matter Work Group.

Denominational Co-Chairs: Mary Ringer and Kathryn Kunkel

Director of Lifespan Religious Education' Annual Report

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

This year the DLRE gratefully received the gift of a four-month sabbatical! I did some relaxing, and also wrote a curriculum & some other things, did some relevant reading, worked on a team to revise the UA's Religious Education Credentialing reading list, took an OWL training and some computer classes, and visited other UU churches and Buddhist houses of worship. With lots of help from the congregation, including a dedicated sabbatical committee and amazing RE assistant, all seemed to run smoothly in my absence.

In September, I spent some time in Transylvania learning about some Unitarian history, visiting Unitarian churches and historical sites, and rubbing elbows with modern-day Transylvanian Unitarians. Upon return, I presented a Story Wisdom and two after-church informational sessions. Several church members will be taking a similar trip this fall.

This year we had some turnover in our nursery. Two new attendants were hired in the fall, Paloma Brand and Stephanie Menendez, and they are both doing great!

This summer, our high school youth will go to Boston to visit UU sites, historical and modern. Fund-raising efforts included several breakfasts and a service auction.

Programs and activities, June 2017-May 2018

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

Special programs

OWL, grades K-1, 5-6, and 8-9

Week-long summer camp (Fantastic Beasts!)

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 in Corpus Christi and monthly social/service activities

Denominational service

Off-campus family activities:

MLK march
Basura Bash
UBarU Family Camp

Community service

Collecting and wrapping toys for Family Service Association
Elementary RE bake sale raised over \$200 for Black Youth Project 100

Fellowship

Halloween party
Easter potluck/Easter egg hunt
Mystery Pals program

Worship

Christmas program
Easter program
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; YRE Sunday. April 8 sermon on “consent.”

Attendance Averages, September 2017- March 2018:

Youth RE hour: 50
Playground: 29 (Some days this included the 5th & 6th grade OWL class.)
Adult Sunday-morning RE: 51
Number of active Covenant Groups: 7

DLRE Denominational Involvement

- Heart-of Texas religious education cluster small-church outreach
- UUA religious education credentialing program mentor
- UbarU Director of Camps and Programs (thru August), occasional volunteer thereafter)

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

Green Sanctuary Team's Annual Report

- The Team organized and promoted *From the Ashes* film screening on June 25. About 30 people attended, including six guests from outside our congregation. Gary Ross led a discussion following the film, noting the coal industry's policy influence in Kentucky.
- On August 13, Green Team member Paula Pebsworth organized a **worship service** about climate change, insights from her attendance at the UN climate change conference (COP-22) in Marrakech in November 2016, and actions we can take to reduce carbon emissions.
- Alison Hom and the Green Team organized a **plant-based** (vegan/vegetarian) **fund lunch** on August 13. The funds raised are reserved to go toward energy-efficient LED lighting in the sanctuary.
- For that luncheon, many Team members brought our own **reusable dishes and cutlery** to reduce waste generated by the use of disposables. **The Team encourages you to help reduce landfill waste by bringing your own reusable dishes and utensils to church meal functions.** We are working on making reusable dish kits available for sale to members through the Emerson Bookshop.
- We also launched a survey on August 13 to determine interest in a **community garden**, either on the church grounds or distributed geographically where several interested members are co-located. We had 18 paper and online survey responses. At our October meeting, Chip Thompson (owner/farmer), Rebecca Harrison, and Isaac Esquivel (who teaches at Hector Garcia Middle School where he has helped establish a community garden) from the Happy Earth Garden discussed lessons learned in community gardening and from their community supported agriculture (CSA) enterprise. We had several meetings with those who had indicated interest in a community garden, but no one emerged who was willing to lead the community gardening project.
- The Team arranged for a presentation about **green or natural burials** by Susan Everidge, manager of Countryside Memorial Park Natural Burial Cemetery (currently the only green burial site in the greater San Antonio area) on February 4. Thirty-five members and guests attended.
- On March 7, Greg Harman, Clean Energy Organizer with Lone Star Sierra Club and Facilitator of the Climate Action SA coalition presented about "**A Justice-Focused Environmental Movement in Texas**" and the **Climate Action SA** coalition.
- At our April 4 meeting, the Green Sanctuary Team of First UU voted to join the Climate Action SA coalition as a Supporting Organization.
- On February 17, we launched what we hope will become a series of **Get Outside** activities with congregational members participating in the **Basura Bash**. This was followed up on April 28 when five of our members explored Confluence Park and strolled along a portion of the Mission Reach next to the San Antonio River. Representatives from Southern Wildlife Rehab had

educational displays at the Park. We hope to collaborate with our youth advisors for future intergenerational outdoor activities.

- At our May 2 meeting, we plan to provide input into the City's **SA Climate Ready** process that is developing a climate action and adaptation plan. June Kachtik has also been surveying individuals for their input.
- We coordinate with the Facilities Team. Ongoing facilities goals for the Green Team include: Increase ceiling insulation in our campus buildings; Install an electric vehicle (EV) charging station on campus; Increase the educated use and availability of recycling receptacles on campus; Encourage the use of reusable dishes for church meal functions; and Contribute to efforts to provide new LED lighting in Sanctuary.
- In the next year, we plan to work on our **Green Sanctuary Re-accreditation** (original accreditation was earned in 2013).
- Finally, we want to thank **Lorelei Lambert** and **Gary Ross** for serving as our Co-Chairs from June through February. At the February meeting, Russell Crosier and Diane Duesterhoeft were elected as Co-Chairs through June 2018.

Respectfully submitted by Russell Crosier and Diane Duesterhoeft

Grounds Committee's Annual Report

The Grounds Committee's primary responsibility was to maintain flower beds, remove dying trees and potentially hazardous branches as well as tree pruning. We had the large Red Oak in the courtyard trimmed and pruned by the Tree Surgeons, but otherwise did the remaining pruning ourselves.

The roses are being pruned and nourished regularly, flower beds are being weeded as is the playground. In the past year, we held five Grounds Days, two in the Fall (October and November, 2017), and three this Spring, in March, April and one coming up in early May, the last for eliminating brush. Our events enjoyed increasing support over the course of the year.

Other projects included raising the rainwater barrel and sharing the cost with Maintenance to set up a bench for VIA customers.

We have also invested more time in landscaping, transplanting plants to new beds, planting new trees, including fruit trees and crepe myrtles, re-establishing the rock garden, which included tree and brush removal, as well as replanting of flower beds. We re-established the rock garden around the Buddha.

Akos Szabo and Chris Gillis, Grounds Co-chairs

Leadership Development Committee's Annual Report

The LDC is an elected committee. It has the primary responsibility for preparing a slate of qualified members for leadership positions in the Church each year.

The LDC meets monthly throughout the church year. Current members of this committee are: Tess Bobo *ex officio*, Eric Huang, Dexter Katzman, Polly Noël, Marianne Ross, and Cassie Villela.

In addition to preparing the leadership slate, the LDC planned and executed a bridging event for prior and current year leaders in October and hosted a Time & Talent Fair in November to make the general membership aware of volunteer opportunities.

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

Board of Trustees: David Rodriguez – Secretary, Continuing: Tess Bobo – At Large, Heather Hedquist – At Large, Donna Reed, At Large, Justin Tullius – At Large, April Chase – Treasurer, David Ringer – President, Steven Stechschulte – Vice President.

Leadership Development: Annaliese Cothron. Continuing: Eric Huang, Dexter Katzman, Polly Noël, Marianne Ross, Cassie Villela.

Trust Fund of Endowments: Emmanuel Garrido, Sal Lopez, Michele Willhelm. Continuing: Carolyn Ellis, Arlis Olson, Bonnie Pope, Rick Sutter.

Community Responsibility Endowment Fund (CREF): Ruth Castillo-Dean, Esperanza Danweber, one open position. Continuing: Bill Bush, Debra Loya, Gale Morrow.

Committee on Ministry: Rob Mahon, Cassie Villela. Continuing: Vanessa Lucio, Troy Peters, Nancy Pridgen.

Adult Religious Education: Jennifer Courtwright.

Denominational Connections: One open position. Continuing: Kathryn Kunkel.

Green Sanctuary Team: Continuing: Russell Crosier, Diane Duesterhoeft.

Grounds: Continuing: Chris Gillis, Akos Szabo.

Maintenance & Repair: Continuing: Ron Pena.

Member Care: Two open positions.

Membership: Megan Janzen.

Rainbow Inclusion: One open position. Continuing: Carol Collins.

Social Justice: Mary Grace Ketner. Continuing: June Kachtik.

Stewardship Committee: Continuing: Terri Chadwick, Donna Pereira.

Worship: Shannon Hawkins.

Youth Religious Education: Sarah Silva.

Submitted by Polly Noel

Maintenance and Repair Committee's Annual Report

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

Committee members are: Ron Pena and Roy Ellzey

COMPLETED PROJECTS:

1. Stoned patio in the front entrance of church (paid half last year and half this year for about \$5,000)
2. New sheet metal roof on the sloped part of the Sanctuary, tar & gravel roof on the flat part of the Sanctuary, thermoplastic polyolefin (TPO) roof in the color gray on the Dix/Channing-Murray/Longfellow buildings, and gutters in the color gray with sand colored downspouts, all covered by our insurance.
3. A joint project with Grounds to provide a bench by the VIA Pickup point (\$700)
4. Provided 120V electrical power to the south side of Sanctuary for presentations.
5. Replaced A/C unit in the Music Room (\$7,600) and 440V power connection (\$2,100)
6. Service all A/C units (\$1,000)
7. Bathroom refurbishments in the Channing-Murray building (\$2000).
8. Hung the Black Lives Matter banner.

POTENTIAL PROJECTS DEFERRED TO NEXT FISCAL YEAR

- 1) Contract a Facilities Manager to manage the day-to-day buildings and grounds campus-wide needs. ~\$15,000/year
- 2) Replacement of Sanctuary Lights with LED lighting (possibly coordinated repainting of Sanctuary beams). ~\$17,000
- 3) Waterline replacement (starting with the Longfellow - Jefferson waterline). ~\$4,000/year for 3-4 years
- 4) Additional outside security lighting - starting with the Jefferson building. ~\$3,500

Submitted by Ron Pena

Member Care Committee's Annual Report

{none submitted}

Membership Committee's Annual Report

Membership report for the 2017-2018 church year. Membership had another great year! We added 30 new members this year, WOW! As of this report, our membership stands at 417 members (408 regular & 9 emeritus) and 84 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 church secretary, 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 class on Sunday mornings.

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 Conference Room 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 several members and friends pass away since last year's report (John Cepek, Richard Teitz, Ann Benson, Jane Tuck, and Don Swellander) and 5 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!

Submitted by Dorothy Wallace

Rainbow Inclusion Committee's Annual Report

Many people learned about our church at the June 3 City of San Antonio Family Pride Fair in Market Square downtown. About 15 church members volunteered to staff our church booth. Plans are underway to participate in this year's June 2 event.

After several of us toured LGBTQ history materials at the University of Texas at San Antonio Library Special Collections, we invited archivist Melissa Gohlke to speak on "Local LGBTQ history IS San Antonio History" on June 10. About 40 people enjoyed Melissa's photo-rich presentation and additional historical exhibits by our church, member Nancy Russell, and Dignity San Antonio (Roman Catholics LGBT people and their friends).

The Pride Center San Antonio invited us to cosponsor William Rudolph, chief curator for the San Antonio Museum of Art, and his lecture "A Proud History: An Introduction to LGBTQ Art & Artists." The presentation featured LGBTQ art and artists that are part of the local collection at the San Antonio Museum of Art. About 40 people enjoyed the June 20 program.

Singer songwriter Kiya Heartwood of Austin spoke at First UU's June 25 Pride service.

In late November June Kachtik informed us that the Texas Freedom Network had a social media campaign scheduled to start on the first day of oral arguments in the *Masterpiece Cakeshop v. Colorado Civil Rights Commission*, a.k.a. "the cake case." A baker refused to make a wedding cake for a gay couple. TFN wanted a photo of our congregation showing its welcome for all. Debra Loya provided the wedding cake and many people at the church's Thanksgiving Dinner stepped up to be in our photo with the slogan "At Our Congregation...Have Your Cake and Get Married Too!"

A Rainbow Inclusion representative attended monthly meetings of PRO San Antonio, Progressive Religious Organizations of San Antonio. In October we co-sponsored an interfaith pot luck picnic for "LGBTQ people of faith and their families." Other sponsors were University Presbyterian Church and Dignity San Antonio, Roman Catholic LGBTQ people and their friends. Members of Metropolitan Community Church of San Antonio and Madison Square Presbyterian Church also attended.

In January a church member and friend of award-winning Canadian folk singer-songwriter Lucie Blue Tremblay told us Lucie was touring the country and wanted to have a local program in February. We had a full house for a great Fellowship Hall coffee house Saturday, February 10.

In late January Mary Grace Ketner of our Social Justice Committee's Sanctuary Congregation Task Force told us about Sadat Ibrahim, a gay man from Ghana who was being detained in Dilley, Texas, and who faced a certain death if he were deported to Ghana. Starting in February several Rainbow Inclusion members communicated their support of the man.

Rainbow Inclusion co-sponsored an April 13 "Inside Out Faith Event" with Grammy nominee and Dove award winner Jennifer Knapp, a Christian singer who was ostracized when she came out as Lesbian. Northwood Presbyterian Church produced the event.

Starting this spring the Robert Wood Johnson Foundation is funding a research project to study “Integrative Action for Resilience.” The goal is to understand the factors that help American communities develop resilience, which is the capacity to prepare for, withstand, and recover from adversity. April 18 our church representative attended the first meeting of San Antonio’s 15-member Community Advisory Board for the local LGBTQ Resilience Project. Community-partnered research over the next year will generate evidence that will inform decision-making about policies and projects needed to build resilience in our LGBTQ community.

Alice Gomez, former Composer-in-Residence with the San Antonio Symphony, the Guadalupe Cultural Arts Center and others, attended the February Lucie Blue Tremblay program and told us that evening that she would like to have a similar coffee house with her Native American flute music. She agreed to perform with her sister as the Flute Dreams Duo May 12.

Thursday evening pot luck socials were held in June, September, November, January, and March. The next will be June 28 as a Pride month celebration.

Report by Carol Collins

Social Justice Committee’s Annual Report

Our congregation has responded to the need for social justice in a myriad of ways this church year. The Social Justice Committee generally meets the third Sunday in the month after church to initiate and coordinate outreach activities of our church and within the larger community. All are welcome.

To act on our pledge to be a **Reproductive Justice Congregation**, we are laying the foundation for other churches in San Antonio to follow our lead. We provide financial support and volunteers for activities by reproductive justice organizations. And, this year, thanks to Tony Luvara and Mary Wright, a thorough review of our policies and practices to make this space a safe and welcoming one was conducted; and there will be a few ‘tweaks’ in the following months.

First UU Church of San Antonio has also become a **Sanctuary Congregation**. Under the leadership of the Sanctuary Task Force (Grupo Operativo Santario), our church remains the most active member institution of the San Antonio Sanctuary Network.

The Network’s Accompaniment Program is directed by Moon Brand of First UU. Members of our church and of other congregations in the network regularly accompany undocumented immigrants to their ICE check-ins, their ankle bracelet monitoring appointments and their court dates. Training for this accompaniment work has been provided by RAICES.

RAICES has also offered Know Your Rights (KYR) trainings at our church for our congregants. Our members can now give KYR presentations themselves. In addition RAICES has trained members of our congregation to do reproductive health accompaniments. We work in partnership with the Austin Sanctuary Network. We are forming partnerships in the community to continue this work.

We have placed sanctuary signs on our campus as a statement of our faith's commitment to the safety and well-being of our immigrant brothers and sisters. Particularly active with this committee have been Moon Brand, Ricardo Espinoza, Rosa Evans, Nancy Howard, Alison Hom, Linda Nash, and RAICES Associate Executive Director Justin Tullius and Jenny Hixon, Director of Education and Outreach.

In May of 2017, our Fellowship Hall was the site of the founding of the citywide San Antonio Sanctuary Network and has hosted two subsequent meetings. Mary Grace Ketner was instrumental in its formation. We have also hosted a planning meeting of the Interfaith Welcome Coalition (selected last year for a Share the Plate offering, which will take place in June) and we've exhibited IWC's refugee art exhibit. We awarded Sr. Denise LaRock our Courageous Love Award for her tireless welcoming of released detainees at the San Antonio Bus Station.

Last summer, nine First UU families shared their homes and vehicles with volunteer lawyers and Spanish interpreters sent here by the UU College of Social Justice. UU-CSJ Director Rev. Kathleen McTigue spoke from our pulpit in January.

We took to heart the UUA challenge of **Being White in Black Lives Matter**. It's hard – absorbing the reality that white people have privilege because of the prevailing system. And, it's just as hard to realize that the first people we need to work on and work with are other white people.

Significant events this past year included continuing to have a big church presence for the annual MLK march. 65 people marched this year! We also had a church booth in Pittman Park at the end of the march – providing more visibility of our denomination to the Black community.

We continued to support our local version of Black Lives Matter, known as SATX4, especially their bimonthly reading group. We offered a 10-week class based on the book by Robin DiAngelo called **What Does It Mean to Be White?** We had a solid weekly class attendance of 25 people. Lastly, we raised \$1000 during a FUUnd lunch to send to our own denomination's Black Lives of Unitarian Universalism. We will conclude the church year by hosting a documentary film screening in May called *Walk On The River - Black History of San Antonio* (trailer only).

<https://www.youtube.com/watch?v=9YwNmK9gFFQ&feature=youtu.be>

Our congregation continues strong participation with **COPS/Metro** (www.copsmetro.com), an effective organization where we work with other churches and unions citywide on a range of local and economic issues of concern to San Antonio families.

The emphasis this year has been on:

- Ongoing leadership training: an economic summit, “Reviving the American Dream” was held in September, and a training to launch a house meeting campaign in April at Our Lady of the Lake University. Frequently leaders read and discuss relevant readings.
- In January, we hosted a civic academy targeted to our members who live in Texas House District 121. Several of our members interviewed candidates for this office in February at MacArthur Park Lutheran Church. Block walking in this District for the May 22 runoff election is planned for May 19.

- On February 12, members participated in an Accountability Assembly in Helotes, prior to the March 6 primary elections.
- During January, COPS/Metro signed up more than 500 families who were eligible for City of San Antonio owner-occupied housing rehab funding.
- First UU members funded a table at the 25th Anniversary Project QUEST Luncheon on November 8. Project QUEST is a long-term job training program started as a collaboration between COPS/Metro leaders, local businesses, government, and the community college district to get low-wage workers into skilled professions.
- Rev. Josh Snyder is now one of the COPS/Metro members on the Project QUEST Board.
- During 2017, Debra Budd and Mike Phillips served on the COPS/Metro Steering Team. Scott Emerson-Price is serving on the Steering Team in 2018.

On the statewide level, our congregation is a leader with the **Texas Unitarian Universalist Justice Ministry** (<http://txuujm.org/>) or **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 during 2017/18 has been on Immigration/Refugee Justice, Income Inequality/Economic Justice, and Reproductive Justice.

A few highlights:

- TXUUJM received a grant in 2017 from UUSC to support other Texas UU congregations in becoming Sanctuary Congregations. In April 2018, UUSC awarded TXUUJM another \$15,000 grant to support immigration organizing and advocacy. Our congregation’s leadership in becoming a sanctuary congregation and working to develop a sanctuary network in San Antonio have been contributing factors to receiving these grants.
- TXUUJM Executive Director, Rev. Chuck Freeman, was a pulpit guest in August.
- June Kachtik and Vicki Tullius serve on the TXUUJM Advisory Board and Mike Phillips is TXUUJM Board Chair.

Share the Plate - This year the congregation gave a total of \$9,400 to the following organizations as recipients of the cash-plate offering: Lillth Fund, Child Safe, ACLU of Texas, The Bridge Collective, Center for Refugee Services, Planned Parenthood of South Texas, PFLAG, Healthy Futures of Texas, and Child Advocates of SA. In addition, in August 2017 we gave \$3,870 in special Hurricane Harvey assistance through the San Antonio Area Foundation. Maria Bush prepared the ballot of organizations that the congregation voted on at its May congregational meeting.

Joern Steinert volunteered to be the liaison between our church and **The Unitarian Universalist Service Committee**, which advocates, educates, and partners with grassroots organizations 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.

The City's Faith-Based Initiative, 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, is in its second year. It hosts quarterly forums and special events, some related to **Compassionate San Antonio**. Mary Grace Ketner and Moon Brand are members of its Immigration Working Group, and June Kachtik attends the one on generational poverty.

In addition, the Social Justice 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) organizes sponsorships for Planned Parenthood, Healthy Futures, Project Quest, and RAICES; and (5) produces our annual Social-Justice-themed worship service at which we present the Courageous Love award to local Social Justice Leaders in the community. This year awards were given to Mehmet Oguz, executive director of the Dialogue Institute San Antonio; Sister Denise LaRock, Interfaith Welcome Coalition services to asylum-seekers; and Marissa Bono, Mayor Nirenberg's Chief of Policy.

June Kachtik and Vicki Tullius, Co-Chairs

Stewardship Committee's Annual Report

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.

The Stewardship team, consisting of Chairs Donna Pereira and Terri Chadwick and members Chara Rodriguez, Gail Reinhardt, Polly Noel, Lee Hampton, Lana Sund and Board representative, Jim Noel, worked closely with consultant Bill Clontz to strategize and manage the 2018-19 pledge drive.

After much discussion, we embarked on a plan to utilize Visiting Stewards to visit as many households as possible to discuss the role of First UU in the lives of our members and to have a conversation about the importance of making a financial commitment. We recruited members to act as Visiting Stewards who were asked to visit approximately four households. Many of the Stewards reported that these conversations were rewarding and informative. We hope to be able to recruit additional Stewards for the drive next year so we can hold such conversations with more households.

Letters, brochures and other materials were sent via snail mail and email to those members who we were not able to match with a Visiting Steward. Members of the Stewardship Team set up tables before and after services during the canvass to encourage members and friends to speak with us about First UU and the importance of their pledge.

A generous grant from an anonymous donor was used as an incentive to encourage new and non-pledging members to pledge at least \$120 which will be matched. We are extremely grateful for this gift.

Results of 2017-2018 Stewardship Campaign

	2016-2017	2017-2018	2018-19
Total pledged any time between prior year’s canvass & start of canvass	\$465,957	\$461,296	\$460,982
Pledges or autopay extensions around end of public campaign	\$436,162	\$411,626	\$460,155
Total pledges used in budget for subsequent year	\$452,000	\$462,000	\$472,000 proposed

As of May 11, 2017, 238 of 344 member & friend households (69%) had returned estimates of giving totaling \$460,155 (92% of Board goal). The canvass is ongoing and we anticipate another \$12,000 in pledges will be confirmed.

Concerns

- Despite an 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
- The bylaws are unclear on the requirements of membership; this is being addressed with a proposed revision.

Recommendations

The committee is compiling and will provide a post-canvass assessment to the board shortly

Trust Fund of Endowment’s Annual Report

The Trust Fund of Endowment fund had a balance of \$124,602.50 on March 31, 2018, which was an increase of \$18,679.83 from March 31, 2017. The increase in balance was the result of \$5,621.05 in contributions during the year and \$13,058.78 gain in value from investment activities. During the past year no funds were distributed from the fund and all net investment income was reinvested.

Submitted by Carolyn Ellis

Worship Committee's Annual Report

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. In 2017, an added wrinkle was that Christmas Eve fell on Sunday, so we had a service in the morning with a talk by a local imam and our regular candlelight service in the evening by Josh.
- 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.
- Each month, we reviewed what did and did not work well in services to serve as a pattern for the future.
- We worked with the worship associates, ushers and lay readers to ensure the services went smoothly. We also worked with Mary Grace Ketner, Glenna Kachtik and others to make sure youth participation in services went well while our DLRE, Sheri Phillabaum, was on sabbatical.

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

- We took part in the Time & Talent Opportunity Fair in November, hosting a table on the patio and telling people what our committee does.
- We planned a FUUND lunch for May 13, 2018, to raise money to create a committee reserve fund.

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

Guest speakers: Budgeted \$2,400, spent \$2,640

Worship supplies: Budgeted \$300, spent \$258.97

Sound system: Budgeted \$100, spent \$8.41

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. Our goal for the 2017-18 year was to "think outside the box," and we did that in a variety of ways in worship services.

The following people are on my committee:

Chair: Karen Davis (Term: 2015-2017; extended one year to 2018). There was no co-chair this year.
 Members: Shannon Hawkins, Maggi Joseph, Kelly Timmons (resigned), Jade Wood (youth member),
 Philisse Barrows, Amanda Poplawsky (resigned).
 Staff: Rev. Josh Snyder and Susan Dill, Director of Music

Respectfully submitted, Karen Davis

Strategic Plan Update

Strategic Plan Goal - Radical Hospitality

Goal #	Initiative Description	Responsible Party	Timeframe	Status
1	Recruit more greeters	Membership	Fall 2017	DONE!
1	Provide greeter training on regular basis	Membership	18-19	Next Year
1	Assign greeters to new places on campus	Membership	18-19	Next Year
1	Host workshop for whole congregation on tips for chatting with new people	Membership	18-19	Next Year
1	Recruit people to form a Membership Committee	Membership	Ongoing 17-18	In process
1	Bring a Friend Sunday	Rev. Josh & Membership	Feb-18	In process
1	Welcome Back to Church Sunday	Rev. Josh & Membership	Oct-17	DONE!
2	Train and recruit new covenant group facilitators	Rev. Josh & Sheri	18-19	Next Year

Strategic Plan Goal - Leadership Development

Goal #	Initiative Description	Responsible Party	Timeframe	Status
3	Committee and Opportunity fair	LDC	November-17	DONE!
4	Find regional or national training in multiculturalism	LDC	18-19	In progress

Strategic Plan Goal - Stewardship

Goal #	Initiative Description	Responsible Party	Timeframe	Status
5	Establish year-round meetings of the Stewardship Committee	Stewardship	Fall 2017	DONE!
5	Develop a timeline of the work of the Stewardship Committee	Stewardship	Fall 2017	DONE!
6	Recruit members onto the Stewardship Committee	Stewardship	Fall 2017	DONE!
6	Designate chairs/co-chairs for the Committee	Stewardship	Fall 2017	DONE!
6	Canvasser Training with Bill Clontz	Consultant	March 3 2018	DONE!

Strategic Plan Goal - Community Outreach

Goal #	Initiative Description	Responsible Party	Timeframe	Status
7	Create "Inspire" quarterly newsletter	Office Admin	Aug-17	DONE!
8	First UU Booth at MLK March	Membership	Jan-18	DONE!
8	First UU Booth at Fiesta Events	Membership	Apr-18	In Process
8	Support Trinity campus ministry	David R.	Ongoing 17-18	DONE!
8	Create team to reach out to military bases	Rev. Josh	18-19	Next Year
8	Create team to participate in interfaith events	Rev. Josh	Winter 18	In Process
8	Promote church events in the broader community	Karen Davis	Ongoing 17-18	In Process