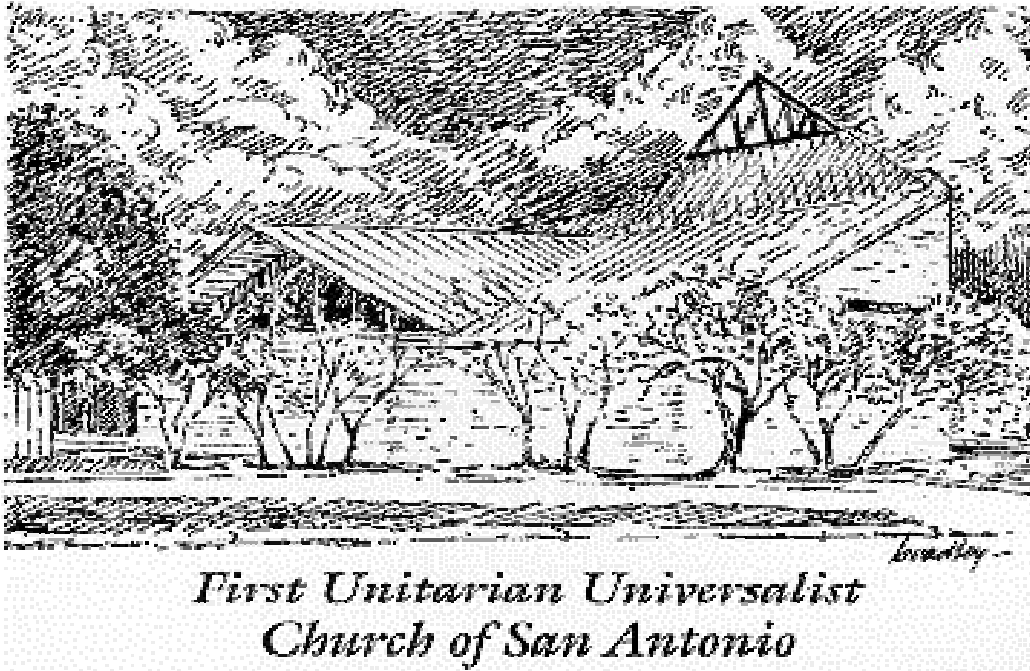


# First Unitarian Universalist Church Of San Antonio



Love is the doctrine of this church, the quest for truth is its sacrament, and service its prayer.  
To dwell together in peace, to seek knowledge in freedom, to serve others in community, to the  
end that all souls shall grow into harmony with creation.

THUS WE DO CONVENANT WITH EACH OTHER

**ANNUAL REPORT**  
**MAY 2007**

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## **First Unitarian Universalist Church of San Antonio**

Annual Report to the Congregation

by Rev. Eric Posa, Interim Minister

May 20, 2007

This interim year has been a time of transition for this congregation, as well as for me. This is appropriate; the ending of an earlier ministry, and preparations for a future ministry, are an ideal time for a church to take stock, and explore how to move forward together in different ways. This church has engaged that work well this year—there have been a few small bumps, and a couple of areas where there may be more work to do, but overall, I experience this congregation to be in much better shape than it felt itself to be when I arrived 9 months ago. I can take (at most) only partial credit for this; this church, and its lay leaders, have stepped up and done some wonderful things. Rather than compile a detailed catalog of ministerial tasks I've performed here (I'll happily provide copies of my previous Board and Council reports to those who want to see such info), let me focus here on how I experience this congregation's interim work: your strengths, areas where positive change has begun and continues, and your growing edges.

Strengths: Energy! This is an enthusiastic congregation, with passion and excitement about future possibilities. You have a strong core of lay leaders that engage the work of this church well, and with little exception work well with one another. Two of the program areas of this church's life that are particular strengths for you are your Religious Education programs for children and youth, and the Music program. Plus, you have large number of programs for church members—and potential church members—to engage.

Ongoing Work: Financial anxieties were high when I arrived, but I no longer hear the *same* anxieties around money that I've heard before, thanks to our most successful canvass ever last fall. That said, there's still a lot of work to continue in strengthening the church's finances. I do not think you need to do anything drastically different; but I urge you to keep up the positive changes you are making, and not become complacent or overly-confident about your financial situation.

Areas for Growth: There are aspects of this church's organizational structure that are not as clear or well-defined as we would like. For example, while we have clear lines of responsibility and accountability for committees, it's unclear how we can offer either oversight, or formal support, to our many small groups. Also, there are ongoing questions about how this church's facilities can or need to be improved to allow for better service and for welcoming more members and guests on Sunday morning, and throughout the week. Thankfully, the board is aware of these issues, and looking at steps to clarify matters.

It has been a real pleasure to serve this church over the last nine months, and for the two months time I will remain with you. On a personal note, as I've shared with some of you before, last year I was uncertain about the focus of my ministry—whether I wanted to serve a church, remain in chaplaincy, pursue campus ministry, etc. I honestly can say that my time with you has re-focused my commitment to “parish ministry,” the service of local churches. As I prepare to move on to my first called ministry in College Station, Texas, I know leave behind a warm, enthusiastic group of people, and hope all the best in your upcoming called ministry with Rev. Bret Lortie.

One other personal note: My fiancée Suzi and I wish to express our profound thanks to this congregation for the very generous contribution you have given us as a wedding gift, as well as the wonderful reception following service this past Sunday. The gift relieves a great deal of stress from us regarding wedding expenses. Just as importantly, the goodwill and generosity displayed by this congregation in giving such a significant gift speaks volumes about the hospitality of First UU Church. Our thanks to you all.

## Annual Report from the Director of Religious Education 2006-2007

Children and Youth Religious Education had a year filled with new experiences. In July 2006 the Youth Religious Education Council met to discuss current programming and how it could be improved. The result was an entirely new structure. Beginning in September the Kindergarten through Middle School children met together for a worship service on the first Sunday of every month. On second and third Sundays they met in their individual classrooms that were divided by age. On fourth Sundays they met all together for a social action project and on the fifth Sundays they again met all together to experience spirituality through art. These Sundays were tied together by theme. The theme chosen was the seven principles. One principle would be studied every two months with the seventh principle being studied every year. This set us up for a two year trial of the new structure. At the end of this year the new structure is overall successful. There were some kinks to work out and some changes that can be made for next year. The YRE Council will be administering a survey of parents and children on the new structure and hope to gain insight for next year based on that feedback.

The Pre-K class was again lead through “Celebrating Me and My World” by a wonderful team of teachers. The High School class spent the year studying the stories and history of the Bible through a curriculum called “What Does the Bible Say About . . .” written by myself.

Attendance overall was down this year compared with last. Average daily attendance was 36 compared to last year’s 43. I believe this is due to 2006-2007 being an ‘off’ year for the Coming of Age class, which is held every other year.

We strengthened annual programs through institution of the Parent Leadership Network which assigns groups of parents, based on the ages of children, to various social activities done through the RE program, such as Mystery Pals, the Halloween Party, the Holiday Party and Easter Egg Hunt. I am hopeful to have even more success with this program next year.

Our Whole Lives for 10<sup>th</sup> -12<sup>th</sup> graders was offered and successful. We anticipate training at least one more leader for OWL so that the Kindergarten/First grade level can be offered next year.

The Middle School youth group (Club M2U) has continued having successful meetings and activities. This group has helped strengthen participation from Middle School youth not only in the group and RE classes, but in wider church activities as well. The High School youth group (Young Religious Unitarian Universalists) continued their successful program and were active in social and social action events around the church.

The 6<sup>th</sup> Grade Coming Of Age program was offered again this year. While there were fewer participants than last year the program was again well received by youth and parents.

The Youth Religious Education Council was busy and ambitious this year. Along with changing the structure of programming for the K – Middle School youth, we also held a long-range planning meeting and a vision meeting; during which we modified the existing mission statement for the council and wrote a vision statement. These documents can be seen in the Manual of Operations.

In my continuing professional development I received special recognition from the Unitarian Universalist Association and the Southwest District for having completed 75 hours of training through the Renaissance Module program. I also attended and helped host (along with the entire church) the Unitarian Universalist Identity Renaissance Module in the fall. I continue to be a member of the Liberal Religious Educators Association and the Heart of Texas DREs Cluster group.

The accomplishment I am most proud of during this year is the increased interaction between the children and youth and the larger church; this was achieved by holding the once a month RE worship in the Fellowship Hall (I thank the Adult Education class for their flexibility in scheduling), producing engaging intergenerational worship services held every other month and increased publicity of RE social events to make them more inviting to the larger congregation. My goals for the upcoming year include increasing volunteerism in support of our new program structure, making mornings more visitor friendly and experimentation with “Spirit Play”, a new curriculum.

I want to thank the entire Youth Religious Education Council for all of their work on behalf of the children and youth of this community. Their enthusiasm, creativity and joy know no bounds. I also want to thank Polly Noel, Director of Worship and Education for her support throughout the year and Interim Minister Rev. Eric Posa. I feel very lucky to have worked with him during this transition period. It is also a continuing joy to work with Julie Lusk who is always ready with a smile.

Respectfully submitted,  
Mary Alice Partain

## **Minister of Music's Annual Report 2006-2007**

This has been a year of amazing milestones for me, thanks to the generosity and caring of our wonderful congregation. In the fall of 2005, the congregation had voted to honor me with the title of Minister of Music, and September of 2006 celebrated my service of installation. But leading up to the Installation was an elaborate series of events. A year ago the congregation honored me with a dinner hosted by the choir and the Installation Committee and the constant effort of Stanna Welch, Bruce Beck and many others, a gala affair attended by many church members, family members and friends, one of the purposes of which was to raise money for the Installation Service to be held in September. Enough money was raised to commission distinguished UU Composer Tom Benjamin to compose an anthem for the service to be sung by our choir. Tom finished his wonderful anthem, "O Sing a New Song," for choir, soloist Cheryl Lardy, and instruments and we flew him over from Maryland to attend the ceremony and conduct his composition, as well as to bring me a charge from Keith Arnold, President of the Unitarian Universalist Musicians Network. I also received charges from our church's Worship Committee, our Church Board, and the Choir, and Interim Minister Eric Posa delivered a charge to the Congregation.

In May we bid farewell to our Minister and friend, Art Severance, with whom I had enjoyed working the past thirteen years. Art had resigned to become Interim Minister in Boulder, CO, and has now become called Minister of a wonderful church in Cleveland, OH. In September we welcomed Interim Minister Eric Posa. I have enjoyed a wonderful year with Eric of creativity in planning worship and listening to good preaching. How grateful we all are to have had him here. Of course one of the biggest events of the year was the completion of the search process and the calling of our new Minister, Rev. Bret Lortie. We are all grateful to the Search Committee for their careful and devoted service.

During the past year there has been collaboration with many wonderful musicians from our congregation and from visitors. In addition to the constant devotion of our adult Choir we have enjoyed the music of Mark Ackerman, many times, of his Symphony colleague Brent Ross, of Steve Feinstein, Don Hymel, Carl Lobits, Mara Jewell, Karen Emerson, Doris Norton, and Larry Loden,. Vanessa Lucio appeared as vocal soloist and several times as percussionist. From time to time we have a visiting musician drop in such as trumpeter John Pelley. Amey Kadri was generous to bring us the artistry of the very original Lazlo Slomovitz from Michigan for a memorable service when he was visiting San Antonio for a convention. One of the most memorable services all year was with legendary Jazz Clarinetist Brad Terry, on January 14<sup>th</sup>. Brad flew down from Maine (enroute to San Francisco!) to stay with me and Frances for ten days, and while he was here did Jazz Improvisation workshops at Reagan High School, another at our church, an hour long Radio program at station KRTU in which he demonstrated his astonishing talent for whistling bebop! (Program manager Aaron Prado said to the audience, "Pardon me folks, while I pick my jaw up off the floor.") All of this was during the rare San Antonio Ice Storm, during which Brad drove my car for me. "This is nothing!" Easy to say if you're from Maine. I also participated in a number of services that were not a part of my contract. I was pleased to have a small Concert with Mark Ackerman and his very talented young students Danny Rios and Kelly Diaz in mid August of last year and to join with Danny in doing the music for Mark's service in July. Mark reciprocated by doing the music for the service at which I was preacher with Karen Emerson this spring. One of my special joys was to participate in the monthly children's worship services with Mary Alice Partain and Dee Cayson on the first Sunday of each month. We raised money during the year to pay for our new hymnal supplements, *Singing the Journey*, and these got good use, along with the new children's songbook that we used with the Youth Choir, which rehearses twice each month. The Youth choir participated in worship several times during the year. What an amazing congregation you are! I am privileged to be a part of you!

—William James Ross, Minister of Music

## Church Office Administration/Secretary 2007 Annual Report

Another year has passed and there have been changes. We said good bye to Rev. Art Severance In July and welcomed Rev. Eric Posa in August.

My beloved husband Jerry died in August. I had the wonderful support from this church. I am so grateful to the board for allowing me to take time off to care for him during his last months of life. (I used comp time accumulated in the last year and a half to care for him when he went into the hospital on June 12<sup>th</sup>.) I am so very grateful to all who helped with the office duties: Marilyn Stavinoha, Mary Alice Partain, Betsy Kropp, Martha Cooley and Markay Cheney, and Kathy Sheridan; to Bill Ross, Stanna Welch, and Susanne Rupp who visited Jerry in the hospital, stayed with him while I came to the office for short periods during the day, and especially to Bruce Beck and Trent Cheyney for overnight stays so that I could go home and rest;. to everyone who prepared and provided food; to Jack Melton, Allan Kropp, Nevin Rupp, Jan Realini, Marilyn Stavinoha, Joe and Ann Benson all came to stay with him while he was in hospice at home; to the member care committee for the reception at Jerry's memorial service and to Rev. Eric Posa for a wonderful service. What wonderful, lovely people – to all of you, thank you from the bottom of my heart.

Before Rev. Posa's arrival, new mini blinds were ordered for the minister's office and installed. Robert Kadanka, Jack Melton and Bill Pridgen repainted the office. Herlinda and Jose gave it a good cleaning and Mary Alice and I re-arranged book cases and furniture. 2 lamps, a chair, a rocker, and a rug were added to try and make the office cozier.

- ❖ I attended the Leadership Bridging meeting.
- ❖ I have attended all Congregational meetings.
- ❖ I have attended some, not all the UU Orientation meetings this past year.
- ❖ I have set up the payroll to go through direct deposit at Frost Bank for Rev. Posa, Mary Alice, Bill and I.
- ❖ Alarm system in office was checked, panic button moved into office, and some repairs/replacements made.
- ❖ Fire alarm in the sanctuary needed a pull station replaced. Also a short was repaired.
- ❖ New credit cards for the staff and minister were issued.
- ❖ Flu vaccination clinic this year for members and neighborhood.
- ❖ Herlinda had been using Marilyn Stavinoha's rug shampooer and sometime something was dropped on it and broken. A new one was purchased and Marilyn's repaired and returned to her.
- ❖ Two glass panels in the sanctuary had to be replaced due to vandalism.
- ❖ New back up procedures for MemInfo and for all data were implemented. Purchased the recommended 2 external USB 2.0 drives to back up data, and Howard Haradon set them up for Friday and Monday backups. The accountant, Tammie Jones, is given a diskette with MemInfo back up information every other Tuesday for transfer of data to her records.
- ❖ Office procedures updated for Manual of Operations and for Office Procedures notebook.
- ❖ New procedures for ongoing rentals were instituted. They no longer need to go through the board for approval, just consultation and approval by the Director of Administration.
- ❖ I now do the pick up of SCRIP cards after purchase order made by Marguerite Myers.
- ❖ With MemInfo now in its second year, I generate and send out all quarterly statements, end of year statements and reports to Finance, Treasurer, and council members.
- ❖ All new members and guests with emails are sent to Jim Noel to add to listserve.
- ❖ Requested report from Tammie on Emerson bookstore due to questions about coffee and cups reimbursement. Since it was started in 2003, it is in deficit but because it is listed as a budget item, it has been zeroed out at the end of each year and the deficit not carried over. I will generate a monthly report for comparison.
- ❖ Main telephone lines went down with the storm. Turned out to be Mary Alice's phone that had been damaged. In trying to replace her phone with one from the conference room, it was discovered that all phones are damaged due to batteries not being changed. New phones will have to be purchased, but for now, we are doing with what we have.
- ❖ On-going rentals: Codependents Anonymous; \*Spirit of Peace Church; Dana Clark; \*Beth Am Jewish Congregation; The Grace Group; Insight Meditation; SAI Group; and Texas Gems Tupperware and one new on-going rental scheduled for Thursdays – Enlightened Auctions by former member Brian Eckelberger. All

contracts are of six month duration. No rent increases at this time. (\*Contracts are negotiated by Board President).

- ❖ Roof leaks reported in the sanctuary choir area, the patio roof has numerous leaks and there is one in Eric's office. Maintenance and Repair was informed and a roofer was contacted by Jack Melton and quotes have been obtained.
- ❖ Archive records from the Thoreau building have been moved to the office. From first inspection, there are records that need to be scanned and saved electronically and some that will need to be discarded. It may be a good idea to form a committee willing to go through these records and properly archive them in a safe manner. Some of these records are being destroyed by insects as well as time.
- ❖ In May memorial services for Michael F. Kelly, Josephine Larson and Scott Schmalhorst. In June for Pat Kelly, and in September for Jerry E. Lusk.
- ❖ In July, the Sikh Research Institute conducted their classes for two weeks on campus.
- ❖ In September, Olmos Ensemble had a concert and Bill Ross was installed as Minister of Music and the Stewardship drive kick-off. Two weddings in January and a memorial service for Dewey E. Wallace. In March, another wedding and UU Housing held their annual meeting on campus. In April a full week of candidating for Rev. Bret Lortie with a unanimous call as minister to First UU.

Our membership remains on or about the same as years past, (246 families with 337 members to date), but with a new minister and a very enthusiastic, involved church community this church can only grow better.

Respectfully submitted,

Elena J. Manzano-Lusk – AKA JULIE.

*[Long Range Plan page 1 goes here]*

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*[Long Range Plan page 6 goes here]*

## Annual Report from the Board President 2006-2007

To say that this was a year of transition for our Church would be an understatement. The most obvious transition was the resignation of our minister effective August 1. We said our good byes and wished Rev. Severance and his family the best.

We were fortunate to find an Interim Minister of the quality of Rev. Eric Posa. Eric provided us the stability we needed while we prepared and conducted our search for a new minister. The success of our transition was reflected by growth during this time.

On April 22 our Congregation unanimously called Rev. Bret Lortie as our minister and he accepted. This was accomplished because the recommendations of the Nominating Committee and a recommendation of an additional member during the Special Congregational Meeting created an excellent Ministerial Search Committee. After the Search Committee identified our Ministerial Candidate, they did a wonderful job of developing a schedule during candidate week that allowed an opportunity for each member to meet and have a discussion with our candidate.

There were also transitions that were not so obvious to the Congregation. With the growth of membership and the increasing complexity of our Church, the Board continued changing how it functioned. The Board was spending far too much time in dealing with day to day activities and insufficient time identifying and planning for the future needs of our Church.

We addressed these issues in part by insuring that the Council was more integrated into the decision process. When appropriate, policy formation began at the committee level, reviewed by the Council and then forwarded to the Board for approval.

A major change that will be incorporated during the next year is how the Church budget is developed. As noted by the Director of Finance, we ended 2006 with a surplus. This number is a little misleading, because in 2006 we had an unexpected increase in pledges and paid only 1% of our fair share dues to the UUA and Southwestern Unitarian Universalist Conference (SWUUC). The Board made a decision to set the surplus aside to insure financial support for the Ministerial Search.

We also had an extremely successful Stewardship Drive. For the first time, in a long time, when developing the Church budget the issue was not where to cut, but rather how can we best utilize our financial resources. With the increased resources we established a contingency fund for unanticipated expenses and savings, increased the Director of Religious Education hours by two, increase funding for YRUU and child care, made available UUA Medical Insurance for our employees and provided small pay raises for staff and contractors. However, we paid only 10% of our UUA and SWUUC dues.

Utilizing our financial resources is not a Board issue but a Congregational issue. We examined our budget process and made numerous changes. First, it was recommended that a Financial Committee be formed, in part, to prepare the proposed annual budget, in coordination with the Council, and present to the Board for approval before the Congregation votes on it.

Second, a Facilities Task Force was formed to develop an integrated 10-year plan for required and desired changes to the physical plant of our entire church campus. The first task to undertake is an initial assessment of the current status of the physical plant noting current and potential problems that need to be addressed by September 2007. Then enlarge the initial assessment by soliciting feedback from church committees, small groups, renters, and staff regarding the current status of the physical plant as they utilize it, as well as potential problems that need to be addressed. Finally, to integrate the data gathered, estimate costs, and produce an overall recommendation for physical plant improvement.

These actions, combined with the Long Range Plan, provide a budgeting process with increased Congregational participation before the proposed annual budget is adopted by the Congregation and a budget with an eye to the future.

I cannot close without thanking all of you. I thank the Board and Council for their support and hard work. I thank the Congregation for their support and enthusiasm. I thank all of you for the privilege of being the President of our Congregation.

**President Elect Annual Report**  
**Allan Kropp**  
**May 2007**

In addition to participating in Board meetings, my primary duties have involved chairing the Church Council and participating as a member of the Ministerial Search Committee and the Negotiating Committee.

Please take the time to read each Council member's annual report; you will be impressed with all that has been accomplished. The Council has been exceptionally strong this year, both in enthusiasm and accomplishments. Council meetings have been well attended and were buzzing with the excitement that comes from folks who care about what they are doing. The members of the Council bring a unique energy and enthusiasm to meetings and provide positive feedback to other members during the meeting. Under Lee Hampton's leadership, the Board has endeavored to give the Council more decision-making authority. The Council has used that authority well and will continue to grow into just the right spot in church governance.

Being a part of the search process has been a joy, thanks to the devoted folks on the Search Committee and the Negotiating Committee. Many, many hours have gone into the search, and everyone involved stayed focused and committed to the task. During the course of the search, the committee generated over sixteen hundred e-mails and met for two to three hours most every Sunday. We learned much about First UU and each other. You might think Search/Negotiating Committee members would be ready for a rest at this point; nevertheless, many have already volunteered for new roles in the church structure. There's a strong interest in doing whatever is helpful in supporting First UU and Bret Lortie's success as our new minister.

What a great year this has been; next year looks to continue in the same spirit!

Allan Kropp

## **Annual Report of the Immediate Past President, June 2006 – May 2007**

*by Diane M. Duesterhoeft*

### **Highlights:**

- Served as a delegate for our congregation at the UUA's 45<sup>th</sup> General Assembly in St. Louis, MO with other members of the congregation in June 2006.
- Served on Interim Ministry Task Force with Lee Hampton and Mark Ackerman, summer 2006.
- Attended several meetings of the Committee on Ministry and served as liaison with Chair of the Trust Fund for Endowments.
- Worked with Business Operations Chair Chris Boyle in updating the Manual of Operations (ongoing).
- Participated or attended New UU Orientation on June 29 and October 5, and attended several Membership Committee meetings.
- Worked with Polly Noël, Shannon Hawkins, Barbara Rhymes, and other leaders in developing a booklet of ongoing adult small groups, religious education, and other involvement opportunities.
- Outreach Initiatives:
  - Brian Lyttle, Sylvia Wheeler, and I staffed an information table at the Satyagraha: A Moment of Truth Peace Concert on September 11 at St. John's Lutheran Church downtown.
  - Melanie Constantinides and Brian Lyttle staffed an information table at St. Mary's University's 3rd Annual Interfaith Resource Fair on September 13.
- Attended Social Action Committee meetings.
- Participated in numerous actions with COPS/Metro leaders from our congregation and other institutions in the city and state.
- Assisted with our Community Music Festival on October 14.
- Mike Phillips, Peggy Lippert, and I worked with the UU Volunteer Network during our stay in New Orleans from March 19-23.
- Worked with the Stewardship Pledge Drive Committee Co-Chairs, and other leaders on the re-vamped Stewardship Pledge Drive. Special thanks to April and Alan Chase for their work and diligence in guiding a successful pledge drive.
- Gathered input from the Council, Board, and Growth Task Force for the Long Range Plan update (see attached).

***Vision Statement:*** *First Unitarian Universalist Church of San Antonio is a welcoming community, promoting free thought and spiritual development while searching for truth and meaning in a liberal religious environment.*

### ***The Mission of the First Unitarian Universalist Church of San Antonio is to:***

- *Provide a nurturing environment for worship, religious exploration, and spirituality.*
- *Offer religious education and opportunities for personal growth and development for all ages.*
- *Support one another in a community of love and fellowship.*
- *Engage in outreach and service to the wider community.*
- *Be stewards of our heritage, perpetuating this church by applying our time, talents, and financial resources.*

## **Treasurers Annual Report May 2007**

Greetings,

Due to strong collections, we are currently experiencing a fairly sound financial status. Cash that is committed to either reserve accounts or for operations is just over \$191,000. This money is invested in a Money Market account (\$160,000) and in 3 conservative mutual or index funds (\$31,000). Current operating cash adds another \$27,000 to the total. We expect to see around \$8,000 in annual earnings for the church from our investments.

Thanks to the work of Julie Lusk and Tammie Jones (our accountant) we have moved a number of accounts to automatic pay status. This has helped to reduce accounting costs and to make better use of office time.

Best regards, Howard Haradon, Outgoing Treasurer

## **Annual Report of the Director of Administration 2006 - 2007**

The main activities for the year were as follows:

- \* Maintenance and Repair did an extraordinary job with several large projects including making over the minister's office, installing church direction and location signs, and contracting electrical work for needed lighting improvements. These major projects were in addition to the standard painting, maintenance and repair activities undertaken to keep our physical plant in good shape.
- \* Grounds maintained the formal beds near the Sanctuary, new landscaping was added to the Wade Richmond bed, and Ornamental wall around the Peace Pole was started, and the Rainwater Harvesting initiative was begun. Grounds also undertook the general weeding and watering to keep our campus beautiful.
- \* Efforts were made to make the kitchen operations more environmentally beneficial. We moved away from the use of Styrofoam to biodegradable products. UUSC coffee and tea is now used regularly on Sundays.
- \* In terms of Communications, we moved to a monthly newsletter and initiated a banner policy.
- \* UUA Health Care Plan was adopted.
- \* The church Office Procedures guidelines were revised and expanded to include specific information on financial matters.
- \* Rental policies for memorial services for former members was shifted to align with non-members.
- \* We became a Red Cross Shelter
- \* Facilities Plan Task Force was initiated.

## **Annual Report of the Finance Director**

The most significant result for our church finances in 2006 was the 2007 Stewardship Drive (see stewardship report).

Other items of importance are as follows:

- Organized reserve accounts and created a reserve account form that needs to be filled out to open and maintain a reserve account. The Treasurer will review all reserve accounts twice a year to maintain efficient management of our reserve accounts
- Closed all bank accounts except for the Church's Operating Account at Frost Bank. Currently the Church has three brokerage/investment accounts; CREF is held at Vanguard, Endowment is also held at Vanguard and the Church funds are held at Frost Brokerage
- With the assistance of Howard Haradon, Treasurer, we have all our church funds invested except for one month's operating funds in our Frost Bank Operating Account
- With the assistance of Howard, we passed a revised church investment policy
- Analyzed the use of our CPA and bill paying process. With the assistance of Julie, all payroll checks are on direct deposit and we are in the process of adding internet bill payment services
- With Julie's assistance, we applied for and received a church credit card for our employees' use
- Our church ended 2006 with a \$52,000.00 budget surplus. The year-end total values of our church's cash holding are in excess of \$200,000.00 (excluding CREF & Endowment Funds). Although much of our church funds are reserved for different objectives, it is still nice to have this type of cash holdings.

I am excited about numerous happenings at our Church and am looking forward to next year, building on the many improvements that have been started in 2006. As Finance Director, it is my goal that we as a Church begin to see ourselves as an organization whose finances are in order! Stay tuned!!

Alan M Chase  
Director of Finance  
May 3, 2007

**FELLOWSHIP DIRECTOR**  
**ANNUAL REPORT**  
2006

I spent most of my time on Ministerial Search Committee. As evidenced by their reports, committees under my directorship functioned well and the church is grateful for their many accomplishments.

An initial foray into starting small groups was made this year, thanks to volunteer Jeff Addington. We have had two small groups started and Jeff has had several meetings to bring small group leaders together for help and coordination.

A luncheon for past presidents was held as part of the Ministerial Search Committee Candidating Week activities. It was well attending, well received and consequently, an activity we hope to repeat on an annual basis.

Arlis Olson  
Fellowship Director

## 2006-2007 Annual Grounds Committee Report

Co-chairs: Doug Yost ('08)  
Patrick Kendrick ('07)

1. A water brigade was established with volunteers selecting individual beds to water during the drought. The co-chairs would like to recognize the following individuals that volunteered their time during the watering restriction period: Eric Benson, Shawn Cayson, Sandy Barnwell, Rob Hines, Pat Cummins, Jordan Reed, Jeff Addington, Charles and Jane Tuck, and Melanie Constantinides.
2. Church members Helen Mauk, Shawn Cayson, Sandy Barnwell, Stacy Barnwell, Melanie, Phivos, and Yannis Constantinides, Jordan Reed, Diane Duesterhoeft, Scott Loden and non-member Curtis Holman have participated in stewardship of the grounds.
3. Karen Emerson, Arline Terrell, Pat Cummins and Jordan Reed have donated much needed mulch, landscaping supplies, or irrigation equipment.
4. A successful Soup Lunch was hosted that provided funds for plants, landscaping materials, irrigation equipment and mulch.
5. During the drought two Holly trees that were planted next to the Sanctuary A/C unit perished. A living screen around the A/C unit will be planted in the future.
6. Three-cubic yards of Colorado River rock were added to the Buddha garden to adjust for settling of the earlier rock bed.
7. Work is underway to beautify the Wade Richmond Memorial Garden. Pink Verbena will be planted and trellises constructed to support coral vines and hyacinth beans. A Texas mountain laurel is also being considered for the bed.
8. A friend of the church in honor of her father donated the plants and the materials for the landscaped wall around the Peace Pole. The Grounds Committee did the installation.
9. Grounds Committee sponsored a meeting of a Rainwater Harvesting committee. Shawn Cayson has agreed to chair the committee along with Grounds. The participants included Bill Stavinoha, Sandy Barnwell, Dianne Rahm, Mike Brand, Polly Noel, Tess Bobo, Shawn Cayson, and Doug Yost. Items discussed included what has transpired to date, and what requirements FUUCSA would want from a Rainwater Harvesting system. An architecture Professor from UTSA and two senior students looked at our Sanctuary for Rainwater Harvesting possibilities. Members of the Rainwater Harvesting committee met at the UTSA downtown campus to view samples of student rainwater collection models.
10. A Grounds Committee co-chair will serve as a member of the Facilities Plan Task Force.

## M&R YEARLY REPORT

FUUCSA - May 2007

Tri Chairs: Bill Pridgen, Robert Kadanka, Jack Melton,

### BIG PICTURE:

- MINISTER'S OFFICE MAKEOVER
- CHURCH DIRECTION/LOCATION SIGNS
- MORE CHURCH DIRECTION/LOCATION SIGNS (50% done)
- CONTRACTED ELECTRICAL WORK
- CHURCH MEMBER and/or COMMITTEE WORK
- ROUTINE WORK

### ASSISTANCE:

- Patrick Kendrick – help with a programmable A/C control

### DONATIONS:

- Mike Brand – 2 door closers
- Church Signs – Chooses to be anonymous
- MORE Church Signs – (Same anonymous donor)

### RESEARCH:

- Dorthea Dix (office) – Roof leaks research for church action(s)
- Sanctuary - Inspected for a 2 different roof leaks in the back of the church – no obvious reason, will recheck with roof contractors
- Sanctuary – Standing water on the bathroom's and choir room's roofs. Talked with a roofing contractor about building up and/or sloping of the existing roof

### GENERAL PLANS FOR NEXT YEAR:

- Complete the Church Direction/Location Signs
- Focus on Roof and Roof Repairs
- Find Volunteers for simple and/or quick mini-projects
  - Painting &/or Touch-up Painting – Women's Bathroom @Sanctuary, Fellowship Hall's Podium, Fellowship hall, Sanctuary's Skylight ...
  - Minor Electrical M&R and Upgrades – Timer switch for Sanctuary's Porch Lights, Move light switches at Men and Women's Bathrooms/Sanctuary ...
  - M&R – fix Wheels for Mystery Pals cart, storage shelves ...
  - Doors/leaks/drainage research/repair at A/C units at Sanctuary
- Research Parking Lot – patch, reseal, and repaint the lines, handicap signs ...
- Research Contractors to Paint the Exterior of the buildings
- Research Tree Trimming for trees at and/or over the buildings
- Research (and/or install) Commercial Door closers
- Research replacing House grade locks with commercial grade locks
- Accept Donations of one ½ round table, floral arrangements and paintings

### MINISTER'S OFFICE MAKEOVER

WEST Wall – drapes removed, all holes filled, phone wire secured to the wall and off the floor, WINDOWS - scratch paint sanding, primed, painted, locks fixed, windows pre-cleaned, Mini-blinds installed

NORTH Wall – all holes filled, A/C filter cleansed, A/C cover cleaned, WINDOWS - sanding & trim painting, windows pre-cleaned

DOOR exterior & frame (inside only) - all holes filled, scratch paint sanding, painted

EAST Wall – all holes filled, calking at the rafters and the paneled wall, wall and A/C vent painting, trim painting

SOUTH Wall & DOOR (both sides) – all holes filled, wall painted and touch up painting

MISC. - Removed Nails, Hooks, old Labels/Stickers, etc., patched a hole

### CHURCH DIRECTION/LOCATION SIGNS: (15 signs)

Planning and Purchasing

Backer boards (cut and painted)

Installation (Postholes dug, posts erected, signs installed)

MORE CHURCH DIRECTION/LOCATION SIGNS: (21 signs±)

Planning and Purchasing – 100%

Backer boards (cut (100%) and painted (0%))

Installation (0%)

CONTRACTED ELECTRICAL WORK:

SANCTUARY – Light fixture installed in the choir room, 2 GFI plugs in the choir's bathroom, Light fixture installed in the hallway between the bathrooms

EAST PARKING LOT & WALKWAY – Exterior lights for the East Parking Lot and walkways (lights are on a timer to turn off around midnight to save \$)

CHANNING-MURRAY – Fixed base plug in the center of the floor & fixed the broken set of stage spotlights.

CHURCH MEMBER and/or COMMITTEE WORK DONE:

SANCTUARY: Painted the Book Cart and bolts added, Paint Touch-Up in the hall, the 3 hall bathrooms, and the lobby, Slamming interior doors - Adjusted the door closing speeds, Replaced the Patio Lights "Timer Switch" with a std "On/off" switch, Choir Bathroom – installed a low energy florescent light over the sink, Fire Alarm short finally fixed (Thank you Julie and other)

CHANNING-MURRAY (Fellowship Hall, Library, Kitchen): Restarted main A/C (suggestion by Patrick Kendrick and action by Julie Lusk), Movie screen moved to back wall, Tool Room organization and storage box addition, 2 Auto door closers installed (see donations), Ice Maker Removed, North exterior Door replaced, Fixed bottom latch on the parking lot exterior door, Reprogrammed the thermostat in the Library, Moved the new Church SIGN on the parking lot side so the sign is now illuminated by the security light at night, Moved the new Church Sign over the door at the parking lot entrance to the north side of the building, Cleaned the Roof and Gutters of Leaves, Chained Sawn branches both ON and near the roof, Installed 2 locks for the storage rooms behind the fellowship hall – one lock for the tool room to secure the tools and another to secure the tables as needed, Insulation installed for the Hot Water Heater pipes (from the hot water heater to the wall, Reattached the door closer from the hallway to the patio, Researching fixing Channing-Murray screen door screens Replaced the Front Porch Light "On/off" switch with a "Timer Switch from the Sanctuary, Replaced the parking lot halogen light (south / sanctuary flood light)

DORTHEA DIX (Office): Re-hung the Fire Extinguisher, Replaced a broken 8' light fixture with an 8' high energy fixture, Inspected the roof for where the leaks are occurring – researching patch vs. replace options, Fixed the North Parking security light, Re-Fixed the North Parking security light (bulb replaced), Talked with a roofing contractor re-leaks

THOREAU: Worked with the security light facing the Sanctuary

LONGFELLOW (Nursery): Fixed the security light to turn off, and fixed the North Parking security light,

JEFFERSON: Removed the broken door closer hinge, replaced the Porch Lights with compact florescent lights, replaced the broken porch light globes

PATIO, PORCHES, WALKWAYS & ROADWAYS: Removed extra Roofing Material, Chained Sawn branches near the roof, re-calked a walkway gap between Channing-Murray and the main parking lot, Ordered and Received 12 porch light globes

MI SCELLANEOUS: Re-glued a Hymnal, Tool room organization and storage boxes (Hardware - organized loose screws, bolts, nuts, etc, Organized Copy Paper Boxes as containers), Purchases: 2 Telescoping Ladders, stenciled & engraved, Moved the Jefferson Refrigerator for the Music Fest and back, Wrote Church's Chicken requesting a donation for M&R's Fund Lunch in February, Remove Graffiti from the cities Electrical box on IH-10, Made a jig to assist cutting with the 7 inch circular saw, Straightened the nursery's chain-link fence between Longfellow and Jefferson, Adjusted the chain-link gate by Jefferson, Straightened the chain-link fence between Longfellow and East parking lot

ROUTINE WORK

GUTTER & ROOF CLEANING (Jan/Feb): Channing-Murray, Dorthea Dix, Longfellow, & Patio

## **Denominational Connections Annual Report by Carol Collins, May 2007**

This committee encourages greater participation of FUUCSA members in the activities and concerns of the broader Unitarian Universalist movement, for the enrichment that it will bring to them personally and for the benefits that their participation will bring our church, our community, the Southwestern Unitarian Universalist Conference, and the Unitarian Universalist Association.

We have especially worked to promote our members' support for Unitarian Universalist Service Committee (UUSC) efforts, General Assembly (G.A.) resolutions, our district's Chalice Lighter program, and attendance at UU events away from our campus. A list of almost 80 UU-related organizations is posted in the sanctuary classroom.

Among off-campus events members of our congregation attended were YRUU youth weekend rallies, a young adult worship conference, an Interweave Convo, our UU Southwest District meetings, the annual June General Assembly in St. Louis, and the Southwest Unitarian Universalist Summer Institute (SWUUSI).

In May, 2006, our congregation approved a name change for this committee to one at the top of this report.

After two years of study in congregations, in late June General Assembly (GA) delegates passed a statement of conscience on the "Threat of Global Warming/Climate Change."

The full text of this statement and other resolutions approved by the General Assembly are available at <http://www.uua.org/actions/chronological/2006.html>

GA delegates selected Peacemaking as the UUA Congregational Study/Action Issue for 2006-2010. We were invited to discuss over this period, "Should the Unitarian Universalist Association reject the use of any and all kinds of violence and war to resolve disputes between peoples and nations and adopt a principle of seeking just peace through nonviolent means?" We welcome people to organize some study of this topic at our church.

The same General Assembly's Actions of Immediate Witness included End Mountaintop Removal Coal Mining, Endorse "The Declaration of Peace" Campaign, Pass the Stem Cell Research Enhancement Act, Stand Up for the United Nations Human Rights Council, and Support Immigrant Justice. To allow congregations to better implement resolutions, June's GA delegates voted to slow the process for selecting study/action issues.

With the help of Sylvia Wheeler, and Debra Budd, our Emerson Bookshop was open after almost every Sunday service this past year. Our bookshop continues to support the UU affiliates Beacon Press and Skinner Press through our sale of their publications. In an effort to make available high quality materials on a wide spectrum of spiritual and activist concerns, the bookshop also sells books from other sources and currently has over 300 titles in stock. We are very grateful to Julie Lusk for donating new shelving for the bookshop. The new lighting over the bookshop area is another great enhancement!

In support of the UUSC's human rights work, our Bookshop has sold holiday cards and fairly traded coffee, tea, chocolate, almonds and dried cranberries. With the support of bookshop proceeds, in September the church began offering fair trade coffee and tea during the fellowship coffee hour. We transitioned from Styrofoam to paper cups with optional hot cup jackets. The bookshop purchased one new percolator and Stacy Barnwell donated another.

UU jewelry from three vendor, over 300 sticker designs and a UU all-purpose note card are now available at Emerson Bookshop.

In January Carol gathered and offered our Council information on Listening Ministry, a program being used by some Austin, Dallas and Houston UU churches and based on the Befriender Program ([www.befrienderministry.org](http://www.befrienderministry.org)). Since minister support is important to the program, it was decided to wait until we have a new minister in place. Roman Catholic churches across the country are also using program and we might train with some local churches at a later date.

**This year's General Assembly will be in Portland, OR, June 20-24.** Video highlights of last year's General Assembly and information on this year's are available at <http://uua.org/>

In addition to the printed issues of the UU World, more information is available online at <http://www.uuworld.org/http://www.uuworld.org/>

Listen to UU radio at <http://www.live365.com/stations/uuplinkhttp://www.live365.com/stations/uuplink>

**MEMBER CARE COMMITTEE  
ANNUAL REPORT  
2006-2007**

The Member Care Committee has made every effort to address the needs of the church membership this year.

Arranging visitation has always been an important activity of this committee. Markay and Trent Cheyney, Rowena Rodgers, Susanne Rupp, Jane and Woody Tuck, Bill and Marilyn Stavinoha, Marian Swellander, Melanie Constantinides, Arlis Olson, and Marion Moss were some of our UU members who visited in homes, in hospitals, and in facilities for seniors. Bouquets of flowers were delivered, birthdays celebrated, and transportation provided.

The Committee organized aid for a church family whose home had burned.

Susanne Rupp and Marion Moss made arrangements for 3 receptions held after memorial services. Church members were always generous in furnishing the refreshments.

Petie Rickabaugh sent get-well cards, and Susanne Rupp and Nan Sheaffer sent birthday cards.

Goodie packages, filled with homemade cookies and treats, were mailed to 5 college students from our church family.

Marian Swellander faithfully sent in news of our congregation for publication in the newsletter and the Sunday bulletin. News such as projects, deaths, illness, as well as joyful events was included.

The highlight of our year was probably the Sunday worship service that we sponsored on July 16. Markay Cheyney arranged the program, and six of our senior members provided the music and their own "Words of Wisdom".

Works of this committee continue bringing pleasure to each of us that serve.

Markay Cheyney, Marian Swellander, Marion Moss  
Committee Tri-chairs

## **Membership Annual Report**

Submitted by Shannon Hawkins and Betsy Kropp, Co-chairs

Church Membership total as of April 2007: 246 families, 337 members

Since June 2006, we have:

\*worked closely with the Growth Task Force to establish and begin implementing goals for making our church a more welcoming place for all

\*presented 3-part “Caring and Feeding of Potential, New, and Chronic Members” as part of the Welcome at Sunday services in Fall 2006

\*increased the greeter core from 2 to 4 per Sunday (thanks to Pat Beck’s recruiting efforts)

\*held New UU Orientation classes in June 2006, September 2006, December 2006, and March 2007

\*changed the format of New UU Orientation classes from one session to two (Explorations and Connections)

\*changed the New Member Recognition Service to coincide with the semi-annual Congregational Meetings to create a sense of community

\*initiated receiving lines at the end of the New Member Recognition Service to increase visibility of new members

\*changed the format of New UU Orientation classes from one session to two (Explorations and Connections)

\*assigned 27 mentors to new members

\*thanked Bill and Marilyn Stavinoha for their self-initiated monthly new member dinners

\*changed the Membership Application to a more friendly Membership Form

\*met with YRUU to firm up expectations for youth membership. Agreed on a “youth-friendly” New Member Orientation twice a year in addition to existing orientations.

# **Social Action Committee Annual Report for 2006-1007 Submitted by Lisa Peterson, Chair**

Mission: The Social Action Committee initiates and coordinates outreach activities of First Unitarian Universalist Church in the larger community.

## **Unitarian Universalist Service Committee**

### UUSC Week

- August 27-31, David Riley from UUSC's national office in Boston came to us to help bring exposure to UUSC and human rights issues.
- August 27, lunch with David Riley was auctioned off at SalsAuction
- August 28, Social Action ran the Sunday service, with David Riley giving a powerful sermon. Lisa Peterson conducted the service, Jim Chenault provided music, and Arlis Olson gave Words for All Ages. On the evening of August 28, 18 church leaders had dinner with David Riley at the home of Bill and Marilyn Stavinoha. Issues that were looked at for the future included membership, encouraging generosity, coordinating Guest at Your Table so it is an event for all ages, and making our church more eco-friendly.
- August 29 and 31 David Riley did workshops on Gulf Coast relief efforts and living wage reform, which were attended by around 15 people total.

### Guest at Your Table

- Guest at Your Table was held November 19<sup>th</sup>. The RE teachers used curriculum provided by UUSC to engage the children, and Rev. Eric Posa and DRE Mary Alice Partain created a service for all ages.
- A total of \$1763.24 was raised for UUSC. \$768.24 was given in donations, and 28 memberships were renewed or started for another \$995.00

### Justice Sunday

- Rev. Eric Posa gave a sermon on finding hope in the genocide in Darfur. Green ribbons were passed out and information was included in the order of service.

## **COPS/Metro Alliance**

- For the summer, the focus was on recruiting students for Project Quest
- On October 22, an accountability session was held at St. Leonard's Church, which was attended by US representatives, state

representatives, and city council members. It addressed key issues such as immigration, teacher retirement, and the May 2007 bond. 40 members of our church attended

- COPS/Metro worked hard on the November elections, helping elect Ciro Rodriguez in his runoff.
- 64 postcards were collected on February 25 to support state CHIP legislation.
- A series of house meetings were held in the spring on city issues.
- An ad book was created as a way to increase visibility and raise money. Our church had 55 donations, with over \$1100 raised.
- An accountability session was held April 29 at St. Paul's Community Center. This session focused on the city council and mayoral elections, as well as the city bond. Around 50 members attended, and Debra and Serenity Budd spoke about the After School Challenge program.

### **UU Housing**

- UU Housing raised \$3,000 from our congregation for their informational video, which was matched by the Richmonds. The video has been produced as is being shown to residents of areas where UU Housing may be of help.
- HUD gave UU Housing \$800, which was used on three houses on Flores St. A celebration in honor of the finished homes was held November 3.
- On March 18<sup>th</sup>, First UU held a soup lunch to raise money for UU Housing. We collected \$499, which was combined with \$366.75 from another soup lunch and presented at the annual meeting on March 30<sup>th</sup>. The meeting was well attended, and a raffle was also a success.

### **Other Congregational News**

- Social Action prepared to begin a Share the Plate program for the 2007-2008 church year. The proposal was approved by Council and the Board in February. Nomination forms and information will be presented to the congregation on May 6, with recipients selected in June for the coming year. This project will be a major focus of the committee.
- The Growth Task Force included a section on social action in their plan, which will be looked at by the committee for the coming years.
- Under the Bridge continues to be a successful program under Bill and Pam Holler.
- Interweave continues as a group for all of our GLBT members.
- We have continued our connection with the Greater Edwards Aquifer Alliance. Our representative resigned in October, but has been replaced with Susanne Rupp (with Bill Stavinoha helping out).
- Co-chair Len Wheeler resigned in the fall. I have to thank my committee for all of the help and support.
- It has been an amazing year! I will miss everyone, but feel confident in the group of leaders that will be here at First UU.

## **Social Activities Report 2006-2007**

Two of the missions of the First Unitarian Universalist Church of San Antonio are:  
Support one another in a community of love and fellowship;  
Be stewards of our heritage, perpetuating this church by applying our time,  
talents, and financial resources.

Social activities for 2006-2007:

- A. Game Night--Sept. 16th
- B. Helping with the Fall Festival--Oct. 14th
- C. Thanksgiving Dinner--Nov. 23rd
- D. Week of Caroling--Dec. 3rd-9th
- E. Holiday Party--Dec. 16th--thank you, Melanie Constantinides and all of her wonderful helpers!
- F. Game Night--Jan. 19th
- G. Mardi Gras Party--Feb. 24th
- H. Variety Show--Mar. 24th
- I. Spring Fling--week-end of May 5th--thanks to Jim Reiff for spearheading this!

In addition to the above, Marianne and Gary Ross and then Arlis Olson made sure the circle dinners went on as planned--thank you!

The Thanksgiving dinner was once again headed by Jessie Dominguez with lots of delicious help from many others. Thank you, thank you!

Most of our activities involved food and our church kitchen, so we once again thank Eva Gonzales for her amazing organizational skills. Our sincere gratitude also goes to Cliff Lee Gulley, who keeps that organized kitchen well stocked.

Again, our gratitude to ALL who made this year's social activities a success!

Sincerely,  
Heather Hedquist and Stanna Welch

## Stewardship/Fundraising 2006-2007 Annual Report

The Special Fundraising Committee hosted an auction 26 August 2006. The auction raised ~\$5,700.00, which exceeded our expectations but fell short of a \$10,000 goal. Upon completion, we held a debriefing to capture lessons learned and strategize for the next auction. Minutes from the debriefing are as follows:  
Efforts are underway to host a second auction on Sat. 19 May 2007. To my knowledge, donations are very low, and the goal is to raise at least \$2,000.

Lee Hampton and Meg Kutac are planning a fundraising cruise in January 2008 that shows a lot of promise. Details are as follows:

Fund Raiser Cruise  
January 21, 2008  
5 Night Western Caribbean Cruise  
Roundtrip Galveston; Carnival's "Fun Ship" Ecstasy  
Visiting Cozumel and Progreso;  
**Inside Cabin: \$392 Per Person**  
**Ocean View Cabin: \$452 Per Person**  
**(based on double occupancy)**  
**3 sharing an inside cabin: \$369 per person**  
**3 sharing an ocean view cabin: \$415 per person**  
**4 sharing an inside cabin: \$357 per person**  
**4 sharing an ocean view cabin: \$397 per person**

Unfortunately, I did not follow through on planning the annual Rummage Sale. My apologies to the Board, the Council, and to the UU Congregation. I believe it did not happen because I did not plan, or provide leadership to create the event.

Finally, Mara has done an absolutely stellar job coordinating many soup lunches.

Thank you all for affording me the opportunity to serve on the Special Fundraising Committee these last two years. I'm honored to have been a part of such an august group!

Warmest regards,  
Jeanne Morey

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Soup Lunches were quite successful this year. Most of the Soup Lunches made over \$400 each. One lunch was cancelled due to lack of food donations. The May Soup Lunch made just over \$200 - we were a small but mighty group.

Thanks so much for the opportunity to serve, Mara Jewell

Stewardship Committee  
Annual Report  
2005 –2006

The 2007 Stewardship Campaign kicked off October 1<sup>st</sup> and officially ended on October 22<sup>nd</sup>. By November 1<sup>st</sup>, the results of the drive were as follows:

Total Pledges	\$ 314,118.00	Members Pledged	88%
Increase over 2006	31,018.00	Members Who Increased Pledges	47%
		Average Increase	15.5%

We ended the fiscal year with total pledges of \$319,138.00. Six (6) members of the congregation made no pledge at all and 12 members were moved to Emeritus status (no pledge is required).

This year’s drive saw changes over those of recent years, and was fundamentally conducted in the following manner:

- The name became “Stewardship Campaign”
- The focus for giving shifted away from the budget; instead, members were urged to assess the importance of the church in their lives and encouraged to give accordingly
- In September, every church member received two letters (from our board president and interim minister, and from the campaign co-chairs) announcing when the campaign would begin, and asking their support in helping to “Fund the Vision” of the future of our church
- Each letter contained a copy of UUA’s new “Suggested Giving Guide”; this guide was used as a reference throughout the campaign
- A leadership dinner was held the evening before the campaign began; all in attendance were asked to pledge before they left; 100% of our board members and 77% of our leadership were pledged before the campaign officially began
- On Kick-Off Sunday, and on every Sunday throughout the campaign, members were given a brochure with messages (case statements) from the interim minister, the board president and the campaign co-chairs; also in the brochure was a copy of the “Suggested Giving Guide”
- On several Sundays during the campaign, short “testimonials” were given by members of the congregation, discussing the value of the church in their lives
- “Potluck Pledge Dinners” were the center of the campaign; they were well attended and generated enthusiasm in the congregation; a board member and a trained stewardship facilitator were present at each dinner
- Thank you letters, signed by the board president, the interim minister and the campaign co-chairs, were sent to every pledging member

Numerous volunteers assisted with this year’s campaign – far too many to name individually. Volunteers hosted dinners, made phone calls, facilitated dinner discussions and assisted with the design of campaign materials.

This year’s campaign success is directly related to the work of our volunteers and we are *extremely grateful* for each and every person who helped in this important effort!

Respectfully Submitted,  
Alan and April Chase  
Stewardship Co-Chairs

# **Annual Report of Adult Learning Classes for 2006-2007 With Long Range Plan Update and Growth Task Force Report**

April 3, 2007

## **Report on Goals and Objectives**

**Mission Statement:** Offer religious education and opportunities for personal growth and development for all ages.

### **CONTINUING EMPHASIS:**

- Offer "Build Your Own Theology" Classes on a Periodic Basis
- More classes during week--short courses by Minister & a more in-depth course for those who want to work and stretch harder than most of our offerings require
- Develop plan for Lifespan Education under a full-time DRE

### **3 YEARS:**

- Develop more space so can have more adult classes on Sunday morning

### **5 YEARS:**

- Offer weeknight course(s) taught by local professors/experts & invite community

## **2006 LONG RANGE PLAN**

### **Strategic Objectives**

**Meeting Activity/Space** – As membership increases, need for fellowship space will increase

**Adult Religious Education Offerings** – Continue varied adult topics as interest develops and space provides

**Full Time DRE** – As finances permit strongly pursue full time DRE

## **THE CHURCH OF OUR DREAMS**

### **Promotion of Participation in Adult Education Programs in Accordance with the Interests of the Congregation**

The following are the specific accomplishments for adult learning.

The Religious Explorations class is studying the lives and philosophy of Emerson and Thoreau. Jeff Addington is conducting a weekly class on the great religions of the world. Jesse Dominguez has resumed a quarterly class on "Simplicity." Bruce Beck has been conducting a bi-weekly seminar on "Moral Values of a Pluralistic Society." The Buddhist group continues to meet under the direction of Brian Lyttle. The Young Adult group and Men's group also provide opportunities for adult education to their members each week. Chalice groups, especially the Crone's Circle, have continued to be very active in the past year. The Parenting Group continues to meet on a weekly basis to discuss effective parenting. The minister has been conducting periodic classes on an introduction to Unitarian and Universalist principles for new members. There has not been a class by the minister on "Building your own theology" for several years.

Several attempts to delegate the responsibility to lay members of the congregation for this course have had varying degrees of success. A group is now meeting weekly for bridge instruction and for opportunities to play under the direction of Robert Kadanka. The Book Club meets once a month to discuss books of interest.

In regards to developing a plan for Lifespan Education under a full time DRE, our part-time DRE, Mary Alice Partain continues to work on Lifespan Education as opportunity permits.

In regards to developing more space so can have more adult classes on Sunday Morning, this goal envisions a building plan which is outside the purview of this committee. However, we are using space on Sunday morning to the fullest extent possible and are working together to share space when necessary,

In regards to offering weeknight courses taught by local professors/experts and to invite the community, the course by Bruce Beck is clearly a course of this quality. We are expanding courses in the middle of the week to more fully utilize educational opportunities. These courses are still primarily directed toward members and visitors of the church.

Respectfully submitted,

Bryant Mauk  
Co-chair, Adult Learning Classes

## 2006-2007 Youth Religious Education Annual Report

YRE is a huge program with a growing number of families. We have so many people to thank for a successful year.

Milestones: Congratulations to the following teachers and volunteers who have been involved for consecutive years in the RE activity listed:

- 7 years - Sue Williams, pre-K teacher
- 5 years - Jannessa Manning, pre-K teacher
- 5 years – Honor Phillips, all elementary levels from pre-K through 5<sup>th</sup>
- 4 years -- Maris Van Heynigen, pre-K teacher
- 4 years – Debra Loya, RE Council member
- 4 years – Donna Harrison, YRUU advisor
- 3 years – Bart Brzozowski, OWL classes

Thank you to the people who committed to teaching two weeks per month for the whole year. They did a wonderful job!

- Pre-K -- Sue Williams, Janessa Manning, Honor Phillips, Maris Van Heynigen
- K/1 -- Theresa Addington
- 2/3 -- Eric Benson, Tammy Wong-Benson
- 4/5 -- Aloise Miller, Nancy Pridgen
- Middle School -- David Rodriguez, Debra Budd, Peter Myers
- High School -- Michael Brand, Moon Brand

Accomplishments and acknowledgments:

- Summer RE went to Peace Camp. Whether in Green Peace, the Peace Corps or the United Nations, our children and youth thought about the issues of peace within our church, our community, our world and ourselves. Many thanks to Mary Alice Partain and Moon Brand for the development of this curriculum.
- Religious Education as a program was entirely revamped this year to follow the "Way Cool Sunday School" model as a way to study the UU principles. Each first Sunday of the month was Family Worship, held in the Fellowship Hall, drawing 33 participants in the early fall and expanding to more than 55 participants, children and adults, in the spring. *Thank you so much to Dee Cayson who led and organized the worship programs!* Thank you also to members who supported the services, including Bill Ross, Arline Terrell, Steve Feinstein, Dale Moore, and Tim Keene. The second and third Sundays of the month were classroom based. The fourth Sundays focused on Social Action with our children, youth and adult volunteers working to have the church designated as a wildlife habitat by the National Wildlife Federation. The Fifth Sundays, when they occurred, were devoted to spirituality through art.
- OWL (Our Whole Lives) -- High school level OWL sexuality classes were available this church year thanks to the husband and wife team of Robin and Bart Brozozowski.
- COA (Coming of Age) – Our 2<sup>nd</sup> Annual 6<sup>th</sup> Grade COA Retreat was held at U Bar U based on the curriculum developed by Melanie Constantinides. Thanks go out to our 6<sup>th</sup> grade COA advisors, David Rodriguez and Janessa Manning for serving as advisors and carrying out the weekend long program.
- Youth Groups - Our wonderful youth advisors have continued to give the needed support, structure and guidance for our middle school youth group, Club M2U, and for the UUA established high school program, YRUU. Middle school advisors are Chara Laureles and Steve Stechsulte. High school advisors are Donna Harrison and Daron Sachs (Community UU).

- Camp UU, Me Too is our UU answer to vacation bible school. In its second year (and back for a third in 2007), camp was filled with activities from woodworking to yoga for ages 5 – 12. Thanks to Polly Noel for the development of this innovative program and thanks also to the many volunteers who made the experience fun and inventive.
- The Playground equipment was fully paid for and the environment around the play structure was completed and enhanced this year with the grassing of the berm, the addition of a flowered path and maintenance of the fall zone.
- The Parent Leadership Network was developed and placed into operation this year to meet the social needs of our children, increase connection among parents with same age children and meet the program's need for volunteers. Responsibility for the various activities carried out by RE was assigned to the parents of different age groups. We'd like to thank these wonderful parents who took the lead in their groups. Chara Laureles started off the year by heading the committee of 2<sup>nd</sup>/3<sup>rd</sup> grade class parents to coordinate games and activities in the children's area for the Church Fall Festival. Patrick Kendrick and Jesse Allen stepped forward next to lead the middle school class parents and youth in the haunted house design and construction and Halloween Party. Melanie Constantinides led the 4<sup>th</sup>/5<sup>th</sup> grade parents in throwing one of the best Holiday Parties ever, by inviting and encouraging all ages to join in the fun. Ann Hidalgo took charge for parents of 2<sup>nd</sup>/3<sup>rd</sup> graders and once again brought us the fun, intergenerational activity of Mystery Pals. Tori Carson, the parent of a high school student, coordinated parents in bringing the Annual Easter Egg Hunt to our playground. Dee Cayson led the 4<sup>th</sup>/5<sup>th</sup> grade parents in organizing the volunteer appreciation brunch. Thanks go out also to all the parents who participated in the network.
- Playground monitoring -- Moon and Mike Brand refined their system with weekly reminders, acknowledgements in the Orders of Service, and online sign-ups. Thank you to the Brands for their hard work and to our parents for their consistent support in creating a well-supervised playground environment.
- Parenting class – Thank you to Stacy Hoffer for taking charge of and leading the parenting class. The class explored ways for parents to model and teach Unitarian Universalism at home.
- Food Bank Soup Lunch – Our November soup lunch raised \$625 for the San Antonio Food Bank. We plan to repeat this event this year and hope to surpass last year's total.

A special thank you and big hugs to Mary Alice Partain, our wonderful Director of Religious Education, for the dedication, creativity and knowledge she brings to our RE program. The service she provides to the Church and our children (the future of our Church) is invaluable.

Thank you to the members of the YRE Council who make volunteering such a joy: Moon Brand (Curriculum), Dee Cayson (Library and Worship), Shawn Cayson (Physical Environment), and Melanie Constantinides (Youth Programs), and to our Director of Worship and Education, Polly Noel.

And finally, we want to thank the amazing people in this church for all your help and support throughout the year.

Joyfully submitted,  
Debra Loya, Co-chairperson  
Stacy Barnwell, Co-chairperson

## WORSHIP COMMITTEE REPORT FOR 2007

### Implementation of Recommendations of Growth Task Force and Long Range Plan

1. We have endeavored to make the rituals more meaningful by introducing group readings to accompany the lighting of the chalice (sometimes the extinguishing as well) and the offertory. Our minister of music composed a new song for us to "sing the children out" which has been well received. We have revamped the order of service so the children can remain with us longer and hear the anthem. We are discussing alternatives to Joys and Concerns such as a silent ritual where congregants can light candles apart from the altar upon entering the sanctuary.

2. We are endeavoring to create a more reverent atmosphere by having meditative music offered as we enter the sanctuary. We have all but eliminated applause during the service save for the spontaneous and of course we encourage hearty applause for performers following the postlude. Services are regularly more nearly an hour in length. Announcements are limited to those from the pulpit and occasionally from the welcomer.

3. We are bringing greater variety to our musical offerings and pursue diversity in other aspects of our services. We are looking forward to organizing a group of Worship Associates this year to help implement many of our new ideas which would include lay leader training. We are incorporating more social action emphases in our services and will shortly have a monthly collection for that purpose. The sound system is under review and we already have a new lavalier-type microphone in use.

4. Yet to be addressed:

Art for the wall behind the choir;

A survey to determine if the needs and preferences of the congregation are being met;

Reviewing the printed order of service and announcements.

5. For future consideration:

A. Support the RE Council in developing a lifespan worship service in the Fellowship Hall, at present once a month, as working toward a second Sunday morning worship service.

B. Consider steps to becoming a teaching church.

C. Make a more assertive effort in enlisting minorities and youth in our services.

D. Rethink our approach to summer services and the once a month slot when our minister is not present.

Do we wish to have an annual theme or series of discussions.

E. Provide a budget item (long missing) for new choral music and assist our minister of music in developing children's choirs.

AGT 4/7/07

# **Committee on Ministry Report for 2007**

Bill Pridgen

## **Minister**

It has been great working with Eric Posa during the past year. He has done his interim minister duties well, and contributed a great deal to these committee meetings by his presence and guidance.

## **Congregation**

This is a repeat of last year's comment: "I am impressed with how active this congregation is in the life of the church community and the community at large. People are great in ministering to each other and helping out in all sorts of ways."

Sunday services have improved over the past year.

## **Community**

This church has continued to reach out and has found new ways to bring people in. The CREF and Flower Power program seemed to go better this year.

Personal plug: I would like to see more participation in the blood drives!

## **Suggestions for the Future:**

*Minister:* We need to work with the new minister in any way we can. He would like feedback as he goes along so that he can do the best job possible.

*Congregation:* Continue to grow. Make sure new people are made welcome, and make sure we have enough programs at services!

Help members find their niche in contributing to the life of the church in leadership and service roles.

*Community:* Maintain outreach, help where we can, and let people know we're here.

I think we need to look at the best design for the banner on the side of the church.

Sunday services are the first place most people encounter us, and as the old saying goes, you only get one chance at a first impression!

Bill Pridgen

## **Community Responsibility Endowment Fund 2006-2007 Annual Report**

This year CREF received 8 nominations from the congregation for potential recipients of grant money. The trustees awarded two Flower Power Grants: \$1000 to the Child Guidance Center for equipment to establish a Parent Resource Library, and \$875 to peaceCENTER to formulate a library of on-line non-violence booklets.

As of April 30, 2007, CREF received \$3044 in contributions from the congregation; the entire amount was matched by Pizza Hut, making a substantial addition to the body of the Fund: \$6088.00. The trustees wish to thank the congregation and Pizza Hut for their continuing generosity which enables CREF to contribute to the San Antonio community in the name of the First Unitarian Universalist Church of San Antonio.

In addition to granting the awards, the trustees focused on transferring the Fund investment from Merrill-Lynch to Vanguard. Alan Chase, the Director of Finance, was instrumental in helping us accomplish this goal.

The trustees also reviewed and updated the Trust Agreement to include a quarterly review of investments and to correct and/or clarify some statements in the body of the work. Any amendment to the Trust Agreement requires a vote of 40% of the congregation, so we hope to vote on these changes at the next congregational meeting.

Respectfully submitted,

Donna Reed

## **Annual Report for Celestial Celebrations Circle May 2007**

Celestial Celebrations Circle (CCC) organized and led rituals for the 8 sabbats: Summer Solstice, Lammas, Fall Equinox, Halloween, Winter Solstice, Imbolc, Vernal Equinox, Beltane. Beginning in the fall, drumming circles with a labyrinth walk were held on the months which do not include one of the sabbats. These were better attended than our previous “workshops” in those months. Some maintenance was done on the labyrinth to make it easier to find without having to be painted. Rocks are gradually being added as markers.

### **Worship and Other Services at FUUCSA**

A guided labyrinth walk was made part of the church's Music Festival and Dale led an RE labyrinth walk one Sunday.

CCC presented two worship services for FUUCSA during this church year: a service on the theme of gardening in September and a service on the pentacle in May.

### **Outreach in the community**

CCC provided the opening ritual at Pagan Pride Day in September. The ritual celebrated the Fall Equinox and was well received.

CCC presented a ritual honoring adult victims of domestic violence at San Fernando Cathedral in October. This was attended by people who work with victims of domestic violence and also the relatives of some of those victims.

We fell down on the job in terms of being consistent in making contributions to the Food Bank. We probably need to revisit this and determine how to make it work better in the future.

### **Communication**

CCC has provided representation at all Council Meetings since last August. This year responsibility for attending and reporting has been shared by three of us—Dale Moore, Joan Wells, and Maggi Joseph. Maggi Joseph agreed to send an monthly email report to the Council and the representative who attends the meeting has reported back to the CCC Planning Group from the Council. These reports are now posted on the CCC web site. We have worked more closely with the Grounds Committee and with RE to try to resolve issues regarding our shared space in the Jefferson Bldg and in the playgrounds. CCC has really appreciated the commitment shown by RE, especially, to keeping us “in the loop.”

### **Finances**

CCC has about \$340 in cash. Out of donations received we make regular contributions to FUUCSA and pay annual dues to our continental organization, the Covenant of Unitarian Universalist Pagans (CUUPs). We are also prepared to contribute to the creation or purchase of a goddess statue or plaque attached to a boulder on the campus. That project hasn't come to fruition so far. Our web domain is donated by Dale Moore. There was dissatisfaction with the previous web address of [ccc.objectis.net/](http://ccc.objectis.net/) so Dale changed it to the more user-friendly <http://www.CelestialCelebrationsCircle.org>

Respectfully submitted,

Maggi Joseph for the Celestial Celebrations Circle Planning Group  
maggijoseph @ gmailUU, com

*[2007-nominating report file goes here]*

# Church Leadership 2006-2007

(updated 04/05/2007)

Church Office: (210) 344-4695, [fuuca @ sbglobalUU, net](mailto:fuuca@sbglobalUU.net)

[www.firstuusanantonio.org](http://www.firstuusanantonio.org)

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## Board of Directors:

<b>President:</b> Lee Hampton (07) <a href="http://FirstUUSanAntonio.org">FirstUUSanAntonio.org</a>	SeePrint	<a href="mailto:president@">president @</a>
<b>President Elect:</b> Allan Kropp (07)	SeePrint	<a href="mailto:akropp@macUU.com">akropp @ macUU, com</a>
<b>Past President:</b> Diane Duesterhoeft (07)	SeePrint	<a href="mailto:dduesterhoeft@gmailUU.com">dduesterhoeft @ gmailUU, com</a>
<b>Treasurer:</b> Howard Haradon (07)	SeePrint	<a href="mailto:hharadon@gmailUU.com">hharadon @ gmailUU, com</a>
<b>Board Secretary:</b> Dana Maxwell (07)	SeePrint	<a href="mailto:danamaxwell@satx.rrUU.com">danamaxwell @ satx.rrUU, com</a>
<b>Director of Admin.:</b> Dianne Rahm (08)	SeePrint	<a href="mailto:dianne.rahm@sbglobalUU.net">dianne.rahm @ sbglobalUU, net</a>
<b>Director of Fellowship:</b> Arlis A. Olson (08)	SeePrint	<a href="mailto:arlisolson@junoUU.com">arlisolson @ junouU, com</a>
<b>Director of Finance:</b> Alan Chase (08)	SeePrint	<a href="mailto:amchase@cfnmailUU.com">amchase @ cfnmailUU, com</a>
<b>Director of Worship &amp; Ed:</b> Polly Noël (08)	SeePrint	<a href="mailto:polly.noel@sbglobalUU.net">polly.noel @ sbglobalUU, net</a>

## Council:

### *Administration:*

<b>Business Operations:</b> Chris Boyle (08)	SeePrint	<a href="mailto:robinboyle@earthlinkUU.net">robinboyle @ earthlinkUU, net</a>
<b>Communications:</b> Theresa Addington	SeePrint	<a href="mailto:taddington@satx.rrUU.com">taddington @ satx.rrUU, com</a>
<b>Webmaster:</b> Mike Brand	SeePrint	<a href="mailto:mikebrand@moontrailUU.com">mikebrand @ moontrailUU, com</a>
<b>Newsletter:</b> Rob Hines	SeePrint	<a href="mailto:rhines@accdUU.edu">rhines @ accdUU, edu</a>
<b>Grounds:</b> Patrick Kendrick (07)	SeePrint	<a href="mailto:orenda@gvtcUU.com">orenda @ gvtcUU, com</a>
Doug Yost (08)	SeePrint	<a href="mailto:dmyost@sbglobalUU.net">dmyost @ sbglobalUU, net</a>
<b>Maintenance &amp; Repair:</b> Bill Pridgen (07)	SeePrint	<a href="mailto:npridgen@satx.rrUU.com">npridgen @ satx.rrUU, com</a>
Robert Kadanka (08)	830-SeePrint	<a href="mailto:kadankar@gvtcUU.com">kadankar @ gvtcUU, com</a>

### *Fellowship:*

<b>Denominational Connections:</b> Carol Collins (07)	SeePrint	<a href="mailto:cac68@aolUU.com">cac68 @ aolUU, com</a>
<i>vacant</i>		
<b>Member Care:</b> Markay Cheyney (07)	SeePrint	
Marion Moss (08)	SeePrint	<a href="mailto:mosses2@ev1UU.net">mosses2 @ ev1UU, net</a>
<b>Membership:</b> Betsy Kropp (07)	SeePrint	<a href="mailto:akropp@macUU.com">akropp @ macUU, com</a>
Shannon Hawkins (08)	SeePrint	<a href="mailto:Shannon7@satx.rrUU.com">Shannon7 @ satx.rrUU, com</a>
<b>Social Action:</b> Lisa Peterson (07)	SeePrint	<a href="mailto:lispeterson@gmailUU.com">lispeterson @ gmailUU, com</a>
<i>vacant</i>		
<b>Social Activities:</b> Heather Hedquist (07)	SeePrint	<a href="mailto:hyhedquist@aolUU.com">hyhedquist @ aolUU, com</a>
Stanna Welch (08)	SeePrint	<a href="mailto:Nanastanna@aolUU.com">Nanastanna @ aolUU, com</a>

### *Finance*

<b>Stewardship/Fundraising:</b> Jeanne Morey (07)	SeePrint	<a href="mailto:jmmorey@satx.rrUU.com">jmmorey @ satx.rrUU, com</a>
Mara Jewell (08)	SeePrint	<a href="mailto:jbtigerbear@yahooUU.com">jbtigerbear @ yahooUU, com</a>
<b>Stewardship/Canvass:</b> April Chase (07)	SeePrint	<a href="mailto:achase@satx.rrUU.com">achase @ satx.rrUU, com</a>
Allan Chase (08)	SeePrint	<a href="mailto:amchase@cfnmailUU.com">amchase @ cfnmailUU, com</a>

### *Worship & Education*

<b>Adult Learning/Forum:</b> <i>See Social Action</i>		
<b>Adult Learning/Classes:</b> Mark Ackerman (07)	SeePrint	<a href="mailto:markackerman@141UU.com">markackerman @ 141UU, com</a>
Bryant Mauk (08)	SeePrint	<a href="mailto:Bryant1000@aolUU.com">Bryant1000 @ aolUU, com</a>
<b>Youth RE Council:</b> Debra Loya (07)	SeePrint	<a href="mailto:loylew@aolUU.com">loylew @ aolUU, com</a>
Stacy Barnwell (08)	SeePrint	<a href="mailto:irstacy@sbglobalUU.net">irstacy @ sbglobalUU, net</a>
<b>Worship:</b> Ron Dodson (07)	SeePrint	<a href="mailto:unklron@satx.rrUU.com">unklron @ satx.rrUU, com</a>
Arline Terrell (08)	SeePrint	<a href="mailto:randaterrell@sbglobalUU.net">randaterrell @ sbglobalUU, net</a>
<b>Council Scribe:</b> Karen Emerson (08)	SeePrint	<a href="mailto:kareneme@gmailUU.com">kareneme @ gmailUU, com</a>

## Church Leadership 2006-2007

(updated 04/05/2007)

### **Committee on Ministry:**

Pam Holler (08)	SeePrint	<a href="mailto:bholler@satx.rrUU.com">bholler @ satx.rrUU, com</a>
Jim Brown (08)	SeePrint	
Kay Allison (07)	SeePrint	<a href="mailto:KAY5RXN@satx.rrUU.com">KAY5RXN @ satx.rrUU, com</a>
Andy Marzec (07)	SeePrint	<a href="mailto:andrew_marzec@sbcglobalUU.net">andrew_marzec @ sbcglobalUU, net</a>
Bill Pridgen: Chair (07)	SeePrint	<a href="mailto:npridgen@satx.rrUU.com">npridgen @ satx.rrUU, com</a>

### **Community Responsibility Endowment Fund:**

Ruth Kirkland: Treasurer (09)	SeePrint	<a href="mailto:ruth_kirkland@hotmailUU.com">ruth_kirkland @ hotmailUU, com</a>
Peggy Lippert (09)	SeePrint	<a href="mailto:peggylippert@prodigyUU.net">peggylippert @ prodigyUU, net</a>
Katie Romich (07)	SeePrint	<a href="mailto:kromich@cwa-tseu.org">kromich @ cwa-tseu.org</a>
Chris Boyle (09)	SeePrint	<a href="mailto:robinboyle@earthlink.net">robinboyle @ earthlink.net</a>
Donna Reed: Chair (07)	830-SeePrint	<a href="mailto:donnakayereed@hotmailUU.com">donnakayereed @ hotmailUU, com</a>
Marilyn Stavinoha: Secretary (07)	SeePrint	<a href="mailto:wstavinoha@satx.rrUU.com">wstavinoha @ satx.rrUU, com</a>

### **Trust Fund for Endowments:**

Charles Jenkins: Treasurer (07)	830-SeePrint	<a href="mailto:charles.jenkins2@usdoj.gov">charles.jenkins2 @ usdoj.gov</a>
Jean Loden (07)	SeePrint	<a href="mailto:jeloden@earthlinkUU.net">jeloden @ earthlinkUU, net</a>
Earl Maxwell: Secretary (07)	SeePrint	<a href="mailto:wmaxwell@satx.rrUU.com">wmaxwell @ satx.rrUU, com</a>
Olivia Eisenhauer: Chair (08)	SeePrint	<a href="mailto:oeisenhauer@aolUU.com">oeisenhauer @ aolUU, com</a>
Richard Teitz (08)	SeePrint	<a href="mailto:rteitz@accdUU.edu">rteitz @ accdUU, edu</a>
Sylvia Wheeler: Asst. Treasurer (08)	SeePrint	<a href="mailto:brmtrvlr@texasUU.net">brmtrvlr @ texasUU, net</a>

### **Nominating Committee:**

<b>Chair:</b> Martha Cooley (07)	SeePrint	<a href="mailto:marthacooley@sbcglobalUU.net">marthacooley @ sbcglobalUU, net</a>
June Henderson (07)	SeePrint	
Nancy Pridgen (08)	SeePrint	<a href="mailto:npridgen@satx.rrUU.com">npridgen @ satx.rrUU, com</a>
<i>vacant</i> (07)		
Jessie Dominguez (07)	SeePrint	<a href="mailto:callingkidkarma@hotmailUU.com">callingkidkarma @ hotmailUU, com</a>
Richard Rathman (08)	SeePrint	<a href="mailto:rrathman@satx.rrUU.com">rrathman @ satx.rrUU, com</a>

### **Long Range Planning Committee:**

Diane Duesterhoeft (07)	SeePrint	<a href="mailto:dduesterhoeft@gmailUU.com">dduesterhoeft @ gmailUU, com</a>
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**Personnel Committee:** Chairs of Business Operations, Committee on Ministry, Grounds, Maintenance & Repair, Worship, YRE Council (6 voting members); Director of Administration, Director of Finance (ex-officio)

**Youth Adult Council (YAC):** Phivos Constantinides (middle school), Maria Nieves (middle school), Debra Loya (YRE Council Co-Chair), Daron Sachs (YRUU advisor), Shenoa Carroll-Bradd (YRUU), Austen Chase (YRUU), Polly Noël (Director of Worship & Education); Mary Alice Partain (Director of Religious Education, ex-officio)

### **Minister and Staff:**

<b>Minister:</b> Rev. Eric Posa	SeePrint	<a href="mailto:ericposa@gmailUU.com">ericposa @ gmailUU, com</a>
<b>Minister of Music:</b> Bill Ross	SeePrint	<a href="mailto:wjross@satx.rrUU.com">wjross @ satx.rrUU, com</a>
<b>DRE:</b> Mary Alice Partain	SeePrint	<a href="mailto:dre@firstuusanantonio.org">dre @ firstuusanantonio.org</a>
<b>Office Administrator:</b> Julie Lusk	SeePrint	<a href="mailto:fuucsa@sbcglobalUU.net">fuucsa @ sbcglobalUU, net</a>

**Childcare:** Vickie & Sylvia Gonzalez  
**Accountant:** Tammie Jones  
**Maintenance:** Jose & Herlinda Castillo

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FIRST UNITARIAN CHURCH  
and  
FIRST UNITARIAN UNIVERSALIST CHURCH OF SAN ANTONIO

**Presidents**

1945-1946 Eric P. Haye  
 1946-1947 Pat Arsers  
 1947-1948 Mr. Wm. Brockhausen  
 1948-1949 Harry B. Berry  
 1949-1950 Miss Caroline Hineks  
 1950- 1952 Clyde R. Stevens  
 1952-1954 Roy L. Pope  
 1954-1956 Mrs. F. W. Steinberg  
 1956-1958 Mrs. E. H. Powell  
 1958-1959 James G. Joyce  
 1959-1961 Woody W. McGill  
 1961-1962 Winthrop M. Barnes  
 1962- 1964 James Millar  
 1964- 1965 Carl W. Reed Jr.  
 1965-1967 Keith Rodgers  
 1967-1968 Dave Arnett  
 1968-1970 Nancy Mottweiler  
 1970- 1971 Glen Grimes  
 1971-1973 Gilbert Duterroill  
 1973-1974 Hulse Wagner  
 1974-1976 Charles Bowden  
 1976-1978 Olivia Phillips  
 1978- 1979 Ernie King  
 1979- 1980 Nancy Mottweiler  
 1980-1981 Ernie King  
 1981-1983 Charles Bowden  
 1983-1984 James Saunders  
 1984-1985 Bruce Beck  
 1985-1986 June Kachtik  
 1986-1987 Herb Allison  
 1987-1988 Sandi Boyd  
 1988-1989 Roger Kramer  
 1989-1990 James Waldron  
 1990-1991 Maggi Joseph  
 1991-1992 Trent Cheyney  
 1992-1993 Judy Sadegh  
 1993-1994 Chris Heinrichs  
 1994-1995 Jean Loden  
 1995-1996 Sylvia Wheeler  
 1996-1997 Hank Lippert  
 1997-1998 Ed Garrison  
 1998-1999 Earl Jones  
 1999-2000 Lisa Reitzes  
 2000- 2001 Jayme Trott  
 2001-2002 Nevin Rupp

2002-2003 Ira Lerner  
 2003-2004 Martha Cooley  
 2004-2005 Brian Lyttle  
 2005-2006 Diane Duesterhoeft  
 2006-2007 Lee Hampton  
 2007-2008 Allan Kropp

**Ministers**

1945-1951 Rev. N. W. Lovely  
 1952-1964 Rev. Phil Shug  
 1964-1970 Rev. William A. DeWolfe  
 1971-1984 Rev. Rolfe Gerhardt  
 1984-1985 Rev. Sam Wright  
 Rev. Billie Wright  
 1985-1990 Rev. Jan Vickery Knost  
 1991-2006 Rev. Arthur Severance  
 2006-2007 Rev. Eric Posa, Interim  
 2007- Rev. Bret Lortie

**Directors of Religious Education**

1975-1978 Sheryl Ross  
 1980-1981 Kathy Phillips  
 1982-1987 Mary Grace Ketner  
 1988-1990 Lorna Knost  
 1991-1995 Chris Lopez  
 1996-1997 Kevin Baker  
 1999-2000 Sara Sautter  
 2001-2002 Jean Hackett  
 2002-2003 Melanie Constantinides  
 2003-2004 Nancy Howard  
 2004- Mary Alice Partain

**Choir Directors**

1973-1977 Kay Kutchins, Organist  
 1995- William J. Ross, Minister of Music

**Office Administrators/Secretaries**

1961- 1991 Bettye Arsers  
 1992- 2005 Mary Lampkin  
 2005- Elena J. Manzano-Lusk (aka Julie Lusk)