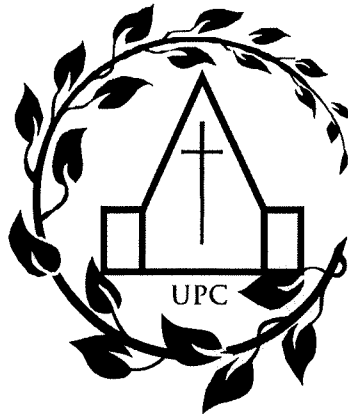


University Presbyterian Church ~ San Antonio, Texas

2025 Annual Report



Welcome Statement

Wherever you may be in the journey of faith, UPC welcomes you. We are a community in which honest questions are valued and faith is considered a process, not an arrival.

Affirming that every person has worth as a unique creation and a child of God, we welcome into full participation people of every age, sex, race, color, ethnicity, culture, immigration status, political affiliation, economic condition, physical or mental ability, marital status, sexual orientation, and gender identity and expression.

If you are passing through, we extend God's blessings to you as you continue on your way. If you are seeking a home, we invite you to join us in the adventure of serving Jesus Christ in a challenging world.

Our Mission

As a community of faith in Jesus Christ, UPC members believe we are called to a reconciling relationship with God, with one another, and with the world beyond our walls.

In our worship, we:

- Value excellent preaching and music which engage people spiritually, intellectually, and emotionally,
- Project the message of the gospel as a healing and empowering force in the world,
- Celebrate our roots in the Reformed tradition, remaining open to the reforming process so that the core truths remain relevant in our time and place, and
- Seek to integrate Biblical scholarship, sound contemporary reference, traditional and contemporary music, and liturgical expression into a Reformed order of worship.

As a congregation, we:

- Believe that Christ calls us to be part of a community of faith,
- Welcome diversity, attempting to be inclusive and compassionate,
- Seek to nurture and support one another through life's trials and triumphs, and
- Seek to deepen our faith through service.

Following Christ into the world, we intend to:

- Minister to the brokenness in the world,
- Be an expression of Christ's love in the world by seeking diverse opportunities to serve others, and
- Build bridges between various faith groups in our community.

University Presbyterian Church ~ San Antonio, Texas

Congregational Meeting Docket

Sunday, February 1, 2026; 11:30am ~ Sanctuary

Lora East, Moderator ~ Melissa Richard, Clerk

- Call of the Meeting / Opening Prayer – Lora East
- Establishing a Quorum – Melissa Richard
- Election of Officers – Cathy Leary _____ 1
- Receiving 2025 Reports
 - Pastor's Report submitted by Lora East _____ 3
 - Membership Report submitted by Anastasia Bernal _____ 5
 - UPC Financial Report submitted by Sandy Nicholson _____ 7
 - Necrology Report submitted by Anastasia Bernal _____ 17
 - Board of Deacons Report submitted by Paula Gentner _____ 19
 - Shawl Ministry submitted by Caryl Gaubatz _____ 21
 - Wellness Champions submitted by Janice Zitelman _____ 23
 - Children's Center Report and Financials submitted by Cindi Catlin-Gaskins _____ 25
 - SoL Center Report and Financials submitted by Laurie Doyal-Lampman _____ 29
 - 75th Anniversary Task Force Report submitted by Lou Williams _____ 35
 - Committee Reports
 - Children & Youth Christian Education submitted by Miriam Martinez _____ 37
 - Adult Christian Education submitted by Doug Posey _____ 39
 - Facilities & Operations submitted by Bob Wise _____ 41
 - Mission Outreach & Justice submitted by Ben Henderson _____ 43
 - Earthcare Task Force submitted by Sandy Nicholson _____ 45
 - Personnel submitted by Melissa Almsted _____ 47
 - Stewardship & Finance submitted by Kelli Weedon _____ 49
 - Welcome & Fellowship submitted by Elinor Gingerich _____ 51
 - Worship & Arts submitted by Ashley Gans _____ 53
- Review of the 2026 UPC and SoL Center Budgets – Sandy Nicholson _____ 55
- Act on Change in Pastor's Terms of Call – Melissa Almsted _____ 63
- Grant Session Permission to Approve Minutes – Lora East
- Closing Prayer / Adjournment – Lora East

University Presbyterian Church ~ San Antonio, TX
Election of Officers

-1-

Nominating Committee, Class of 2026, Members:

Paula Gentner (Deacons), Cathy Leary (Chair), Eric Neal, Dennis Richard, Tom Williams,
and Janice Zitelman (Vice Chair)

Presentation of Nominees:

The Nominating Committee is pleased to present the following slate of Elders, Deacons, and Nominating Committee Members.

Elders, Class of 2029

1. Jennifer Mitchel
2. Mark Seaman
3. Tracy Wilson
4. Julie Wise

Elder, Class of 2027 (to fill unexpired term)

1. Elena Serna-Wallender

Deacons, Class of 2029

1. Cindi Catlin-Gaskins
2. Tatyana Lewis
3. Sally Smith
4. Barbara Warren

Nominating Committee, Class of 2027

1. Coco Anderson
2. Becky Huston (Deacons)
3. Linda Ireland
4. Sue Martino
5. Doug Posey (Vice-Chair)
6. Marc Raney
7. Janice Zitelman (Chair)

Submitted By:

Cathy Leary

University Presbyterian Church ~ San Antonio, Texas
Pastor's Report, 2025

-3-

Dear Friends,

As I look back on this first year together as your Pastor and Head of Staff, I'm overwhelmed by gratitude, joy, and excitement for what God has in store for our future.

2025 was a year of blessing as we got to know each other, learned about our dynamics and preferences. I worked closely with staff, elders, deacons, and committees to create and implement meaningful worship services, intimate connections, and fun times together.

My tenure started with something like a dozen "Parish Parties" for me to get to know the UPC community in small group settings. It was a great opportunity to get to know y'all and, just as important, witness y'all enjoying being together.

We had a Confirmation Sunday just 3 weeks after I started, and Ash Wednesday followed closely afterwards. We had a beautiful and meaningful Lent, Holy Week, and Easter season together. Remember when it was pouring rain on Easter morning?

The summer brought a reunion for the Celebration Singers, rearranging the sanctuary, and trying out something new with a Family Worship Space. My Installation service was so meaningful, and the reception was epic with Mac and Cheese from Luby's and pink everywhere I looked! (Ha!) We marched in the Pride Parade with a group willing to be out very late on a Saturday night!

Fall came and I attended some great conferences for intergenerational worship, and the integration of stewardship and generosity in our church and worship. We had a very successful stewardship season and exceeded our budget goal for 2026. Praise God! We began exploring next steps for the SoL Center and discerning the future we want for UPC. Our 75th Anniversary Celebration was a blast with delicious food, fun activities for all ages, time to mingle and get to know each other, and even dancing. My kinda party!

Advent was here before we knew it, and together with Erika, Justin, and Josh we built a labyrinth made of rope lights on our front lawn. Christmas Eve worship was sweet as we heard the story of Christ's birth, sang the songs and lit the candles. At our early service, we built a nativity together with figurines people brought from home. And just like that, the year was over.

As we look ahead to 2026, I trust that God will continue to guide us, inspire us, and help us grow as disciples of Jesus Christ. Thank you for trusting me and calling me to be your pastor. It is truly the greatest gift, and I love y'all and this church so much.

Your Pastor,
Lora

*I thank my God for every remembrance of you, always in every one of my prayers for all of you,
praying with joy for your partnership in the gospel from the first day until now.*

—Philippians 1:3-5

University Presbyterian Church ~ San Antonio, TX
Membership Report, 2025

Membership as of December 31, 2024				368
	Gains			14
	Letters of Transfers	4		
	Reaffirmations of Faith	5		
	Professions of Faith	5		
	Returned to Rolls	0		
	Losses			7
	Certificates of Transfers	3		
	Deaths	4		
	Removed from Rolls	0		
Membership as of December 31, 2025				375

Membership Activities Included in PC(USA)'s Statistical Report

I. Gains

A. Letters of Transfer

1. 07/13/25 Tatyana Lewis from Little Green Church of Martindale in Martindale, TX
2. 07/13/25 Samantha Morgan from Bethany Presbyterian Church in Tacoma, WA
3. 07/13/25 Alysa Noltner from Bethany Presbyterian Church in Tacoma, WA
4. 08/24/25 Elena Serna-Wallender from Westminster Presbyterian Church in Wooster, OH

B. Reaffirmations of Faith

1. 07/13/25 Marina Balderas
2. 07/13/25 Scott Gage
3. 07/13/25 Katherine Bridgman
4. 07/13/25 Sonia Samples
5. 08/24/25 Caitlyn Supcoff

C. Professions of Faith

1. 02/23/25 Maren Leigh Lopez
2. 02/23/25 Milo Oliver Lopez
3. 02/23/25 Ellie Brooke Lopez
4. 02/23/25 Jude Travis Lopez
5. 02/23/25 Oliver Raney Rodriguez

D. Return to Rolls

1. 12/17/25 Alison Wiesenthal

II. Losses

A. Certificates of Transfer

1. 06/18/25 Tracy Lewis to University Presbyterian Church in Austin, TX
2. 06/18/25 Samuel Lewis to University Presbyterian Church in Austin, TX
3. 06/18/25 Mia Lewis to University Presbyterian Church in Austin, TX

B. Deaths

1. 05/13/25 Cynthia T. Smith
2. 06/26/25 Luke McDaniel
3. 06/30/25 Larry Adamson
4. 10/25/25 Tres Nicholson
5. 12/31/25 Bryan Grubbs

C. Removed from Roll

1. 12/17/25 Nancy Vaughan
2. 12/17/25 Mark Vaughan

III. Other Membership Activities for Statistical Report

A. Marriages

B. Baptisms (Include date and place of birth for children.)

1. 01/12/25 Tony Tuong
2. 01/12/25 RubyMae Eleanor Truong, child of Lauran Drown & Tony Truong
(born 10/14/21 in San Antonio, TX)
3. 01/12/25 Julian Felix Truong, child of Lauran Drown & Tony Truong
(born 07/21/24 in San Antonio, TX)
4. 07/13/25 Clementine Raine Martinez, child of Marina Balderas
(born 07/18/17 in San Antonio, TX)
5. 08/31/25 Jack Alexander Miles, child of Alexis Miles
(born 12/20/24 in San Antonio, TX)
6. 10/26/25 Rowan James Morgan, child of Alyssa Noltner & Samantha Morgan
(born 02/24/25 in San Antonio, TX)

C. Affiliate Members

D. Funerals/Memorial Services/Inurnment Ceremonies

1. 03/29/25 Memorial Service for Rev. Dr Francisco Garcia-Treto
2. 05/16/25 Memorial Service for David Parsons
3. 06/14/25 Memorial Service for Cynthia T. Smith
4. 06/26/25 Memorial Service for Luke McDaniel
5. 10/21/25 Funeral Service for Bethlie Paul
6. 10/25/25 Inurnment Service and Memorial Service for Larry Adamson
7. 11/22/25 Inurnment Service and Memorial Service for Tres Nicholson
8. 12/13/25 Inurnment of Cynthia T. Smith

E. Ordinations

Membership Activities Not Included in PC(USA)'s Statistical Report

I. Gains

A. Spouses, Parents, and Children of New Members or Clergy

1. 01/09/25 Sage Anna Stevens, child of Steffanie & John Stevens
2. 02/24/25 RJ Morgan, son of Alyssa Noltner & Samantha Morgan
3. 03/27/25 Theodore Rex Beverly, child of Sarah & Tom Beverly (visitors)
4. 06/12/25 Jaiden Alejandro Bueno, child of Bella & Jacob Bueno
5. 07/13/25 Clementine Martinez, child of Marina Balderas
6. 07/13/25 Vera Gage, child of Katherine Bridgman & Scott Gage
7. 07/13/25 Hannah Gage, child of Katherine Bridgman & Scott Gage
8. 07/13/25 Lorna Jean Miller, Clergy in Mission Presbytery
9. 08/24/25 Alex Serna-Wallender, Clergy spouse of Elena Serna-Wallender
10. 08/24/25 Rose Sera-Wallender, child of Elena Serna-Wallender
11. 08/24/25 Seth Supcoff, spouse of Caitlyn Supcoff
12. 08/24/25 Eamon Supcoff, child of Caitlyn Supcoff
13. 08/24/25 Liora Supcoff, child of Caitlyn Supcoff
14. 12/17/25 Austen Miles-Bell, child of Alison Wiesenthal

II. Losses

A. Spouses, Parents, and Children of Members or Clergy

1. 03/06/25 Rev. Dr. Francisco Garcia-Treto, Clergy, death
2. 05/06/25 David Parsons, spouse of clergy, death
3. 10/10/25 Lorna Jean Miller, Clergy in Mission Presbytery, removed from church list

III. Other Activities

1-University Presbyterian Church
Balance Sheet - Operating

As of: Dec 31st 2025 | Filtered by: Fund

Fund: Operating Fund

Assets

Current Assets

Operating Fund

Cash

001-10501 Petty Cash - Operating Fund 115.00

Total Cash 115.00

Checking Accounts

001-11001 Jefferson Bank - Operating 68,901.43

001-11005 Charles Schwab 3,514.88

001-11007 TPF - MM - Pre-paid Pledges (498.93)

Total Checking Accounts 71,917.38

Accounts Receivable

001-11024 A/R - Equal Exchange 20.00

Total Accounts Receivable 20.00

Total Operating Fund 72,052.38

Total Current Assets 72,052.38

Fixed Assets

001-15010 Church Property 1,288,700.00

001-15011 Solar Panels 217,000.00

001-15012 Musical Instruments 47,798.00

001-15015 Church Buildings 6,149,000.00

001-15020 Church Land 3,796.71

Total Fixed Assets 7,706,294.71

Total Assets

\$ 7,778,347.09

Liabilities & Net Assets

Liabilities

Current Liabilities

Payroll Payables

001-21052 SS/Medicare Payable (6.64)

001-21056 403(b) Retirement Plan Payable 112.45

001-21058 Health Insurance Payable (2,755.78)

001-21059 Flex Spending Payable 328.82

Total Payroll Payables (2,321.15)

Total Current Liabilities (2,321.15)

Long-Term Liabilities

001-24010 PCUSA Loan Program 67,293.52

Total Long-Term Liabilities 67,293.52

Due To/From Accounts

001-25010 Due to/from Other Funds (3,501.73)

Total Due To/From Accounts (3,501.73)

Total Liabilities 61,470.64

Net Assets

001-39903 PILP Loan (67,293.52)

Operating Fund

001-39901 Operating Fund 77,875.30

001-39902 Church Fixed Assets 7,706,294.71

Total Operating Fund 7,784,170.01

Special Funds	
001-39906 Deferred Pledge Income-Current Year	(0.04)
Total Special Funds	<u>(0.04)</u>
Total Net Assets	<u>7,716,876.45</u>
Total Liabilities & Net Assets	<u>\$ 7,778,347.09</u>

1-University Presbyterian Church
Statement of Activities - Operating

Date Range: Dec 1st 2025 - Dec 31st 2025 | Filtered by: Fund

Accounts	Actual	Budget	Actual	Budget	Annual	Budget
	Dec 01, 2025	Dec 01, 2025	Actual	Budget	Budget	% Used
	-	-	This Year	This Year	This Year	This Year
	Dec 31, 2025	Dec 31, 2025	Year to Date	Year to Date	Year	Year to Date
Revenues						
Revenues1						
41010 Pledge Income	28,425.77	47,940.00	540,644.96	575,280.00	575,280.00	93.98 %
41011 Projected Unpledged Income	23,328.34	5,073.37	97,164.58	60,880.00	60,880.00	159.60 %
41012 Plate Income	1,249.00	500.00	7,760.40	6,000.00	6,000.00	129.34 %
41013 Fee Offset Donations	134.55	98.62	1,331.16	1,183.00	1,183.00	112.52 %
41014 Interest Inc	5.56	0.00	2,601.31	0.00	0.00	0.00 %
41020 UPCC Reimbursement	3,926.00	3,926.00	48,348.00	47,112.00	47,112.00	102.62 %
41025 UPCC Use of Copier	525.00	525.00	6,300.00	6,300.00	6,300.00	100.00 %
41030 Dodds-Powers Income Transfer	231.88	20.87	1,110.13	250.00	250.00	444.05 %
41045 Facility Use/Wedding Fees	(2,125.00)	125.00	625.00	1,500.00	1,500.00	41.67 %
41050 Christmas Bonus	(15.00)	0.00	0.00	0.00	0.00	0.00 %
41060 Miscellaneous Income	0.00	0.00	3,000.00	2,000.00	2,000.00	150.00 %
41095 Transfers from Special Funds	0.00	0.00	19,810.47	19,810.42	19,810.42	100.00 %
Total Revenues1	55,686.10	58,208.86	728,696.01	720,315.42	720,315.42	101.16 %
Total Revenues	\$ 55,686.10	\$ 58,208.86	\$ 728,696.01	\$ 720,315.42	\$ 720,315.42	101.16 %
Expenses						
Mission, Outreach & Justice						
MOJ - Special						
51005 UNALLOCATED M&O	3,000.00	625.00	10,761.07	12,500.00	12,500.00	86.09 %
51012 Christian Assistance Min (CAM)	0.00	0.00	1,500.00	1,500.00	1,500.00	100.00 %
51022 House of Neighborly Service	0.00	0.00	3,000.00	3,000.00	3,000.00	100.00 %
51025 Inner City Development	0.00	0.00	2,000.00	2,000.00	2,000.00	100.00 %
51026 Interfaith Welcome Coalition	0.00	0.00	3,000.00	3,000.00	3,000.00	100.00 %
51027 John Knox Ranch	0.00	0.00	1,500.00	1,500.00	1,500.00	100.00 %
51048 Mo-Ranch Assembly	0.00	0.00	1,500.00	1,500.00	1,500.00	100.00 %
51060 SA Metro Ministries (SAMM)	0.00	0.00	1,000.00	1,000.00	1,000.00	100.00 %
51065 SA African American Community (SAAACAM)	0.00	0.00	500.00	500.00	500.00	100.00 %
51072 Memberships	0.00	0.00	500.00	500.00	500.00	100.00 %
51075 So Tx Human Rights Center	0.00	0.00	5,000.00	5,000.00	5,000.00	100.00 %
51078 Univ Presby Children's Center	0.00	0.00	5,000.00	5,000.00	5,000.00	100.00 %
51081 UPC Alternative Gift Market	0.00	0.00	500.00	500.00	500.00	100.00 %
51082 UPC Mission Trip	0.00	0.00	1,000.00	1,000.00	1,000.00	100.00 %
51083 Rainbow Welcome	0.00	8.37	0.00	100.00	100.00	0.00 %
51084 Battered Women's Shelter	0.00	0.00	0.60	0.00	0.00	0.00 %
51086 Vista Collaborative (Faith Conv)	0.00	8.37	0.00	100.00	100.00	0.00 %
51087 Thrive	0.00	0.00	1,000.00	1,000.00	1,000.00	100.00 %
51088 World Mission - PC(USA)	0.00	0.00	500.00	500.00	500.00	100.00 %
51090 PCHAS	0.00	0.00	2,000.00	2,000.00	2,000.00	100.00 %
51093 Just Texas	0.00	0.00	500.00	500.00	500.00	100.00 %
51094 S A Food Bank	0.00	0.00	1,000.00	1,000.00	1,000.00	100.00 %
51096 Presbyterian Disaster Assistance	0.00	0.00	1,000.00	1,000.00	1,000.00	100.00 %
Total MOJ - Special	3,000.00	641.74	42,761.67	44,700.00	44,700.00	95.66 %
MOJ - General						
52001 General Mission	2,000.00	2,000.00	24,000.00	24,000.00	24,000.00	100.00 %
52002 Per Capita	0.00	0.00	3,956.60	3,957.00	3,957.00	99.99 %
52003 Theological Education	0.00	0.00	2,200.00	2,200.00	2,200.00	100.00 %
Total MOJ - General	2,000.00	2,000.00	30,156.60	30,157.00	30,157.00	100.00 %
Total Mission, Outreach & Justice	5,000.00	2,641.74	72,918.27	74,857.00	74,857.00	97.41 %
Stewardship and Finance						
53015 Bank/Credit Card Fees	592.10	333.37	3,269.65	4,000.00	4,000.00	81.74 %
53020 Financial Review	253.00	0.00	253.00	250.00	250.00	101.20 %
53075 Solar Panel Loan Payment	716.85	648.50	8,123.94	7,782.00	7,782.00	104.39 %

Accounts	Actual	Budget			Annual	Budget
	Dec 01, 2025	Dec 01, 2025	Actual	Budget	Budget	% Used
	-	-	This Year	This Year	This Year	This Year
	Dec 31, 2025	Dec 31, 2025	Year to Date	Year to Date	Year	Year to Date
54015 Accountant (Non-Salary)	500.00	500.00	4,250.00	6,000.00	6,000.00	70.83 %
Total Stewardship and Finance	2,061.95	1,481.87	15,896.59	18,032.00	18,032.00	88.16 %
Personnel						
Pastor						
53501 Salary	5,000.00	5,416.63	55,000.00	65,000.00	65,000.00	84.62 %
53502 Housing	2,500.00	2,500.00	27,500.00	30,000.00	30,000.00	91.67 %
53503 Self Employment Tax	712.70	605.38	7,839.70	7,265.00	7,265.00	107.91 %
53506 Med/Dent/Vis Ins, Pension, Disab	927.62	2,058.37	22,556.05	24,700.00	24,700.00	91.32 %
53510 Weddings & Funerals	(400.00)	0.00	0.00	0.00	0.00	0.00 %
53520 Auto/Mileage Reimbursement	54.54	125.00	92.49	1,500.00	1,500.00	6.17 %
53525 Continuing Education/Books Reimbursement	279.70	250.00	2,529.54	3,000.00	3,000.00	84.32 %
53530 Professional Expenses Reimbursement	228.27	125.00	1,339.29	1,500.00	1,500.00	89.29 %
Total Pastor	9,302.83	11,080.38	116,857.07	132,965.00	132,965.00	87.89 %
Temporary Pastor						
53701 Salary	0.00	0.00	2,876.00	0.00	0.00	0.00 %
53702 Housing	0.00	0.00	3,686.00	0.00	0.00	0.00 %
53703 Self Employment Tax	0.00	0.00	478.20	0.00	0.00	0.00 %
53706 BoP Post Retirement Dues	0.00	0.00	1,500.24	0.00	0.00	0.00 %
Total Temporary Pastor	0.00	0.00	8,540.44	0.00	0.00	0.00 %
Staff						
Staff Salaries						
Individual Staff Salaries						
54001 Youth/Young Adults Ministry Director						
54010 Children's Spirituality Director						
54012 Church Administrator						
54016 Music Director						
54017 Childrens Music Director						
54018 Organist						
54023 Paid Singers						
54034 Maintenance Coordinator						
54045 Media Technician						
Total Individual Staff Salaries	21,371.65	20,780.70	228,255.85	228,319.29	228,319.29	99.97 %
Total Staff Salaries	21,371.65	20,780.70	228,255.85	228,319.29	228,319.29	99.97 %
Child Care						
54071 Child Care Salaries	406.00	543.13	5,100.38	6,518.00	6,518.00	78.25 %
Total Child Care	406.00	543.13	5,100.38	6,518.00	6,518.00	78.25 %
Benefits						
54078 Social Security/Medicare	2,677.29	1,874.64	16,461.64	18,933.20	18,933.20	86.95 %
54080 SS/Med Reimb. - Singers	0.00	0.00	1,152.59	0.00	0.00	0.00 %
54082 403(b) Retirement	366.00	365.92	3,452.00	3,451.04	3,451.04	100.03 %
54084 Health Insurance	1,729.79	1,730.77	14,988.27	16,156.44	16,156.44	92.77 %
54085 Flexible Spending Account (Fees)	19.50	8.07	80.55	65.64	65.64	122.71 %
54086 Life Insurance	9.00	14.50	108.00	138.00	138.00	78.26 %
54090 Disability Insurance	30.64	45.42	382.22	425.04	425.04	89.93 %
54095 Workers' Comp Insurance	434.80	533.00	1,544.40	3,100.00	3,100.00	49.82 %
Total Benefits	5,267.02	4,572.32	38,169.67	42,269.36	42,269.36	90.30 %
Staff and Pastor Bonus						
54098 Year-End Bonuses	199.31	2,000.00	64.31	2,000.00	2,000.00	3.22 %
Total Staff and Pastor Bonus	199.31	2,000.00	64.31	2,000.00	2,000.00	3.22 %
Total Staff	27,243.98	27,896.15	271,590.21	279,106.65	279,106.65	97.31 %
Vacation Substitutes						
54550 Sub - Church Administrator	200.00	41.63	450.00	500.00	500.00	90.00 %
54552 Sub - Pastor/Pulpit Supply	0.00	83.37	900.00	1,000.00	1,000.00	90.00 %
54554 Sub - Organist	0.00	41.63	600.00	500.00	500.00	120.00 %
54555 Sub - Music Director	0.00	33.37	100.00	400.00	400.00	25.00 %
54556 Sub - Maintenance Coordinator	0.00	41.63	0.00	500.00	500.00	0.00 %
Total Vacation Substitutes	200.00	241.63	2,050.00	2,900.00	2,900.00	70.69 %

Accounts	Actual	Budget			Annual	Budget
	Dec 01, 2025	Dec 01, 2025	Actual	Budget	Budget	% Used
	-	-	This Year	This Year	This Year	This Year
	Dec 31, 2025	Dec 31, 2025	Year to Date	Year to Date	Year	Year to Date
Other Staff Costs (2024 mileage=\$.67)						
54560 Cont Ed - Music Director	0.00	41.63	500.00	500.00	500.00	100.00 %
54562 Cont Ed - Organist	0.00	41.63	0.00	500.00	500.00	0.00 %
54564 Cont Ed - Dir Youth Ministry	60.00	83.35	580.00	666.76	666.76	86.99 %
54565 Cont Ed - Dir Child Spirit	13.54	41.63	13.54	500.00	500.00	2.71 %
54568 Cont Ed - Church Admin	0.00	10.00	30.00	120.00	120.00	25.00 %
54571 Auto/Mileage - Church Admin	0.00	4.13	0.00	50.00	50.00	0.00 %
54572 Auto/Mileage - Maint Coord	0.00	6.25	0.00	75.00	75.00	0.00 %
54574 Auto/Mileage - Dir Youth	0.00	83.33	0.00	699.96	699.96	0.00 %
54575 Miscellaneous	0.00	8.37	90.13	100.00	100.00	90.13 %
54576 Auto/Mileage - Dir Child Spirit	0.00	16.63	0.00	200.00	200.00	0.00 %
54577 Weddings & Funerals	(1,675.00)	0.00	0.00	0.00	0.00	0.00 %
Total Other Staff Costs (2024 mileage=\$.67)	(1,601.46)	336.95	1,213.67	3,411.72	3,411.72	35.57 %
Total Personnel	35,145.35	39,555.11	400,251.39	418,383.37	418,383.37	95.67 %
Christian Education						
55005 Adult-Materials/Honorarium	43.96	83.37	901.53	1,000.00	1,000.00	90.15 %
55205 Youth-Curr/Mats/Events	764.84	891.63	15,248.92	10,700.00	10,700.00	142.51 %
55405 Children-Curr/Mats/Events	610.41	133.37	1,773.52	1,600.00	1,600.00	110.84 %
Total Christian Education	1,419.21	1,108.37	17,923.97	13,300.00	13,300.00	134.77 %
Worship and Arts						
56005 Worship Materials	133.98	250.00	3,201.83	3,000.00	3,000.00	106.73 %
56010 Music Materials	3.00	125.00	1,256.79	1,500.00	1,500.00	83.79 %
56015 Worship Equipment Maintenance	605.00	250.00	2,420.00	3,000.00	3,000.00	80.67 %
Total Worship and Arts	741.98	625.00	6,878.62	7,500.00	7,500.00	91.71 %
Facilities and Operations						
Office Operations						
57010 Office Supplies	743.35	416.63	5,592.04	5,000.00	5,000.00	111.84 %
57020 Postage	300.00	291.63	2,808.95	3,500.00	3,500.00	80.26 %
57060 Telephone	762.44	541.63	5,918.76	6,500.00	6,500.00	91.06 %
57070 Equipment Maintenance	0.00	125.00	350.00	1,500.00	1,500.00	23.33 %
57080 Copier Lease	502.21	591.63	6,367.91	7,100.00	7,100.00	89.69 %
57090 Technology Support	1,995.10	541.63	8,676.10	6,500.00	6,500.00	133.48 %
57093 Technology Upgrades	79.98	166.63	1,938.64	2,000.00	2,000.00	96.93 %
57096 Computer Purchase	0.00	100.00	0.00	1,200.00	1,200.00	0.00 %
Total Office Operations	4,383.08	2,774.78	31,652.40	33,300.00	33,300.00	95.05 %
Facilities						
57510 General Insurance	8,931.75	2,541.63	32,508.50	30,500.00	30,500.00	106.59 %
57515 Cleaning Service	2,167.50	2,250.00	26,010.15	27,000.00	27,000.00	96.33 %
57520 Janitor Supply	357.26	666.63	5,755.75	8,000.00	8,000.00	71.95 %
57525 Kitchen Supplies	693.82	291.63	4,572.77	3,500.00	3,500.00	130.65 %
57530 Utilities	1,205.14	1,500.00	19,985.28	18,000.00	18,000.00	111.03 %
57532 Garbage Service	415.13	416.63	5,543.84	5,000.00	5,000.00	110.88 %
57533 Pest Control	334.00	358.37	4,332.00	4,300.00	4,300.00	100.74 %
57535 Building Maintenance/Repair	1,980.00	1,666.63	18,722.80	20,000.00	20,000.00	93.61 %
57540 Grounds Maintenance	510.00	616.63	6,580.00	7,400.00	7,400.00	88.92 %
57541 Power Washing	0.00	83.37	0.00	1,000.00	1,000.00	0.00 %
57545 Transf to Capital Impr Fund	100.00	100.00	1,200.00	1,200.00	1,200.00	100.00 %
57548 Transf to Emergency Reserve	100.00	100.00	1,200.00	1,200.00	1,200.00	100.00 %
57550 Safety & Security	103.95	333.37	4,749.94	4,000.00	4,000.00	118.75 %
Total Facilities	16,898.55	10,924.89	131,161.03	131,100.00	131,100.00	100.05 %
Total Facilities and Operations	21,281.63	13,699.67	162,813.43	164,400.00	164,400.00	99.03 %
Welcome and Fellowship						
58002 Memorial Service Flowers	31.34	50.00	222.10	600.00	600.00	37.02 %
58010 New Member Packets	0.00	12.50	464.65	150.00	150.00	309.77 %
58012 Visitor Gifts	0.00	25.00	81.97	300.00	300.00	27.32 %
58015 Fellowship Activities	416.54	375.00	2,392.99	4,500.00	4,500.00	53.18 %
58016 Women's Fellowship (WoW)	55.30	41.63	80.30	500.00	500.00	16.06 %
58017 Men's Fellowship	0.00	41.63	0.00	500.00	500.00	0.00 %
58030 Directory Updates/Photo Wall	0.00	50.00	12.59	600.00	600.00	2.10 %
58040 Name Tag Supplies	0.00	20.87	75.97	250.00	250.00	30.39 %
58090 Congregational Retreat/Picnic	0.00	166.63	0.00	2,000.00	2,000.00	0.00 %

Accounts	Actual	Budget			Annual	Budget
	Dec 01, 2025	Dec 01, 2025	Actual	Budget	Budget	% Used
	-	-	This Year	This Year	This Year	This Year
	Dec 31, 2025	Dec 31, 2025	Year to Date	Year to Date	Year	Year to Date
Total Welcome and Fellowship	503.18	783.26	3,330.57	9,400.00	9,400.00	35.43 %
Session						
Session Activities						
59005 Materials/Supplies	0.00	58.37	370.55	700.00	700.00	52.94 %
59010 Commissioners' Expenses	0.00	41.63	220.37	500.00	500.00	44.07 %
59015 Alternative Gift Market	0.00	4.13	0.00	50.00	50.00	0.00 %
59020 Staff Appreciation	114.21	83.37	1,026.94	1,000.00	1,000.00	102.69 %
Total Session Activities	114.21	187.50	1,617.86	2,250.00	2,250.00	71.90 %
Other Expenses						
59050 Advertising/Website/Newsletter	293.56	208.37	2,708.25	2,500.00	2,500.00	108.33 %
59065 Magazine Subscriptions	0.00	14.62	267.85	175.00	175.00	153.06 %
59080 Miscellaneous	0.00	16.63	75.00	200.00	200.00	37.50 %
59083 Pastor Search Committee	0.00	0.00	10,000.00	10,000.00	10,000.00	100.00 %
Total Other Expenses	293.56	239.62	13,051.10	12,875.00	12,875.00	101.37 %
Total Session	407.77	427.12	14,668.96	15,125.00	15,125.00	96.98 %
Total Expenses	\$ 66,561.07	\$ 60,322.14	\$ 694,681.80	\$ 720,997.37	\$ 720,997.37	96.35 %
Net Total	(\$ 10,874.97)	(\$ 2,113.28)	\$ 34,014.21	(\$ 681.95)	(\$ 681.95)	(4,987.79 %)

1-University Presbyterian Church
Balance Sheet - Special Funds

As of: Dec 31st 2025 | Filtered by: Fund

Fund: Special Funds

Assets

Current Assets

Special Funds

Checking Accounts

Jefferson Special (Session)

007-11500 Special Funds Holding Account

258,480.12

007-11507 Schwab Special MM

175,567.85

Total Jefferson Special (Session)

434,047.97

Total Checking Accounts

434,047.97

Total Special Funds

434,047.97

Total Current Assets

434,047.97

Other Assets

Marketable Securities

007-18010 New Covenant - Mortimer

108,607.61

007-18011 NC - Mortimer Unrealized Gains/Losses

101,666.22

007-18015 New Covenant - Contingency Fund

176,271.82

007-18016 NC - Contingency Unrealized Gains/Losses

103,791.40

007-18020 New Covenant - Blackford Fund

4,907.77

007-18021 NC - Blackford Unrealized Gains/Losses

5,150.03

007-18025 New Covenant- Hawthorne Lead. Fund

55,924.36

007-18026 NC- Hawthorne Unrealized Gains/Losses

38,440.69

007-18030 New Covenant - Dodds-Powers Fund

16,669.07

007-18031 NC - Dodds-Powers Unrealized Gains/Losses

18,913.15

007-18032 TPF - Sue Adkins Choral Fund

156,226.93

007-18033 TPF - Adkins Choral Unrealized Gains/Losses

61,324.35

007-18034 TPF - Adkins Bequest Fund

538,657.49

007-18037 TPF - Adkins Bequest Unrealized Gains

31,589.26

007-18050 TPF - Columbarium Perpetual Care Fd

52,386.55

007-18055 TPF - General Endowment Fund

52,926.71

007-18056 TPF - General Endowment Unrealized Gains/Losses

10,602.15

Total Marketable Securities

1,534,055.56

Total Other Assets

1,534,055.56

Total Assets

\$ 1,968,103.53

Liabilities & Net Assets

Liabilities

Total Liabilities

0.00

Net Assets

Special Funds

007-39905 Special Funds

7,590.17

Total Special Funds

7,590.17

Endowment Funds

007-39900 General Endowment Funds

52,926.71

007-39989 FMV UPC Gains/Losses Investments

426,445.17

007-39990 Blackford Endowment Fund

301,601.10

007-39991 Dodds-Powers Endowment Fund

16,669.07

007-39992 Hawthorne Leadership Endowment Fund

55,924.36

007-39993 Mortimer Endowment Fund

108,607.61

007-39994 Sue Adkins Choral Music Endowment

156,370.00

007-39997 Columbarium Endowment	52,386.55
007-39998 Contingency Fund	176,271.82
007-39999 Adkins Bequest Adult Ed	186,853.17
Total Endowment Funds	<u>1,534,055.56</u>
Restricted Special Funds	
007-31514 Search Committee	57.95
007-31515 Mortimer Fund Earnings	6,560.32
007-31517 Contingency Fund	111,767.19
007-31520 Blackford Library Fund	2,420.52
007-31522 Meldrum Adult Christian Ed Fund	10,832.22
007-31523 Hawthorne Leadership Fund	3,195.20
007-31524 Marcia Ellison Fund	182.43
007-31526 General Endowment Fund	1,216.84
007-31529 John Silantien Music Fund	5,718.00
007-31533 Adkins Choral Fund	24,495.48
007-31534 Youth/Young Adult Ministry	256.36
007-31536 Capital Improvement Current Fund	23,524.92
007-31537 Emergency Reserve Fund	4,864.00
007-31540 Memorials Fund	68,100.00
007-31546 Memorial Wall Fund	825.00
007-31548 Columbarium Fund	82,039.95
007-31550 Special Offerings - OGHS	350.00
007-31556 Special Offerings - Joy	1,730.00
007-31560 Special Donations - Other	10,388.18
007-31561 Special Donations - IWC	270.00
007-31562 Solar Panel Project	100.00
007-31563 Cluster Habitat Fund	1,120.00
007-31567 Program/Mission/Benev Funds	2,444.26
007-31568 UPC History Project	3,275.69
007-31571 Pastor Discretionary Fund	45,243.62
007-31574 UPC Wellness Champions	905.00
007-31575 Loaves & Fishes	120.00
007-31576 Memorial Reception Fund	248.26
007-31577 Deacons' Fund	2,232.51
007-31578 Prayer Shawl Ministry	1,097.95
007-31579 Alternative Gift Market	3,607.18
007-31582 4th Friday Concerts	1,012.00
007-31591 Women's Retreat	1,200.45
007-31595 UPC Mission Trip	5,056.32
Total Restricted Special Funds	<u>426,457.80</u>
Total Net Assets	<u>1,968,103.53</u>
Total Liabilities & Net Assets	<u>\$ 1,968,103.53</u>

1-University Presbyterian Church
Summary of Restricted Net Assets

Date Range: Dec 1st 2025 - Dec 31st 2025

Accounts	Beginning Balance	Income	Expense	Ending Balance
Restricted Net Assets				
Restricted Special Funds				
31501 Christmas Bonus Fund	560.00	19,680.00	20,240.00	0.00
31514 Search Committee	57.95	0.00	0.00	57.95
31515 Mortimer Fund Earnings	5,190.00	10,554.96	9,184.64	6,560.32
31517 Contingency Fund	114,074.65	12,924.85	15,232.31	111,767.19
31520 Blackford Library Fund	2,196.26	663.59	439.33	2,420.52
31522 Meldrum Adult Christian Ed Fund	9,757.22	1,075.00	0.00	10,832.22
31523 Hawthorne Leadership Fund	2,580.22	4,736.89	4,121.91	3,195.20
31524 Marcia Ellison Fund	182.43	0.00	0.00	182.43
31526 General Endowment Fund	1,216.84	0.00	0.00	1,216.84
31529 John Silantien Music Fund	5,718.00	0.00	0.00	5,718.00
31533 Adkins Choral Fund	24,495.48	0.00	0.00	24,495.48
31534 Youth/Young Adult Ministry	2,056.36	0.00	1,800.00	256.36
31535 Cap Campaign/Sanctuary Upgrade	(365.48)	365.48	0.00	0.00
31536 Capital Improvement Current Fund	23,424.92	100.00	0.00	23,524.92
31537 Emergency Reserve Fund	4,764.00	100.00	0.00	4,864.00
31540 Memorials Fund	68,050.00	50.00	0.00	68,100.00
31546 Memorial Wall Fund	825.00	0.00	0.00	825.00
31548 Columbarium Fund	(6,984.05)	89,149.00	125.00	82,039.95
31550 Special Offerings - OGHS	350.00	0.00	0.00	350.00
31556 Special Offerings - Joy	290.00	1,440.00	0.00	1,730.00
31560 Special Donations - Other	8,039.63	22,395.10	20,046.55	10,388.18
31561 Special Donations - IWC	270.00	0.00	0.00	270.00
31562 Solar Panel Project	100.00	0.00	0.00	100.00
31563 Cluster Habitat Fund	520.00	600.00	0.00	1,120.00
31567 Program/Mission/Benev Funds	2,444.26	0.00	0.00	2,444.26
31568 UPC History Project	3,275.69	0.00	0.00	3,275.69
31569 Anniversary Celebration	486.02	1,366.35	1,852.37	0.00
31570 Dhawn Martin EarthCare Fund	(25.51)	120.51	95.00	0.00
31571 Pastor Discretionary Fund	51,585.45	658.17	7,000.00	45,243.62
31574 UPC Wellness Champions	905.00	0.00	0.00	905.00
31575 Loaves & Fishes	940.00	120.00	940.00	120.00
31576 Memorial Reception Fund	416.11	0.00	167.85	248.26
31577 Deacons' Fund	2,058.14	575.00	400.63	2,232.51
31578 Prayer Shawl Ministry	1,097.95	0.00	0.00	1,097.95
31579 Alternative Gift Market	15,807.51	8,752.00	20,952.33	3,607.18
31582 4th Friday Concerts	1,012.00	0.00	0.00	1,012.00
31591 Women's Retreat	1,200.45	0.00	0.00	1,200.45
31595 UPC Mission Trip	5,056.32	0.00	0.00	5,056.32
Total Restricted Special Funds	353,628.82	175,426.90	102,597.92	426,457.80
Total Restricted Net Assets	\$ 353,628.82	\$ 175,426.90	\$ 102,597.92	\$ 426,457.80

University Presbyterian Church ~ San Antonio, TX
Necrology Report, 2025

-17-

In life and in death, we belong to God. (Romans 14:8)

We lift up the names of the saints that were a part of our church community who passed away in 2025.

- ❖ Rev. Dr. Francisco Garcia-Treto on March 6
- ❖ David George Parsons, Jr. on May 6
- ❖ Cynthia T. Smith on May 13
- ❖ Luther B. "Luke" McDaniel on June 26
- ❖ C. L. "Larry" Adamson on June 30
- ❖ Bethlie Paul on October 12
- ❖ Claude Wilson "Tres" Nicholson, III on October 25
- ❖ Bryan Grubbs on December 31

University Presbyterian Church ~ San Antonio, Texas

Deacons Report, 2025

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Board of Deacons - Parish:

Class of 2026 consists of Tamara Apgar – Alamo Heights, Cindi Catlin-Gaskins – Castle Hills North, Paula Henderson – North Central, and Marilyn Dill – Out of Town.

Class of 2027 consists of Laine Leibick – Northwest, Jeanette Clark – Downtown South, Arlene Aguilar – University, and Paula Gentner (Moderator) – Northeast.

Class of 2028 consists of Bonnie Bartlett – Airport, Safira Carpenter – Olmos, Carla Monroe-Posey – Fredericksburg, and Becky Huston (Vice-Moderator) – Northwood.

Overview:

According to the PCUSA Book of Order, "Deacons embody acts of care, compassion, and service. While they often undertake ministries of feeding, visitation, prayer, and hospitality, they can also fulfill other acts of service within the church and its surrounding community." A deacon at UPC is dedicated to fulfilling those responsibilities in one's own unique ways.

Deacons at University Presbyterian Church (UPC) play a vital role in the life of the church. They serve as a connector between the congregation and the pastor. In addition, deacons bring their own unique gifts and talents to their parish. A deacon wants every member of the congregation to feel they are an important part of the UPC family.

2025 Deacon Activities:

- Welcome new members with a loaf of bread as the member is introduced to the UPC congregation.
- Organize meals for a family when a new baby arrives and assist the family in other ways.
- Follow up with a member in times of illness, hospitalization or other times of need. Offer meals or other help. Maintain confidentiality in conversations with parishioners before sharing news with others.
- Attend baptism of infants and present the family with a children's Bible.
- Make monthly contact with one's parish through phone calls, emails, or text.
- Encourage members to find a ministry that interests them and become involved.
- Provide support to families at a time of loss.
- Be present and serve as host at memorial services and receptions. Provide help to the Memorial Reception Committee in preparing, serving, and cleaning.

2025 Special Activities:

- Taking Home Communion to members who cannot attend in person was a desire of Pastor Lora's. On the first Sunday of each month, pairs of deacons and Pastor Lora administered Home Communion to eight individuals. This is so meaningful to those who are homebound as well as those extending communion.
- Deacons expanded the Soup & Caroling event in 2025. On December 14th, approximately 45 UPC members, including youth and children, divided into two groups, and carpoled to sing carols at care home locations where ten of our UPC members reside and the homes of three families. Song and joy were shared by all!

2026 Goals:

- With the experience Pastor Lora brings to us, we will continue to explore new ways of supporting our congregation, including our young families and those who cannot participate in person.
- Every member of the Board of Deacons will continue to bring their talent and devotion in service to University Presbyterian Church.

Submitted By:

Paula Gentner

University Presbyterian Church ~ San Antonio, Texas
Shawl Ministry, 2025

-21-

*May the favor of the Lord our God rest on us;
establish the work of our hands for us—
yes, establish the work of our hands.
—Psalm 90:17*

Overview:

The UPC Shawl Ministry was started in January 2019 with the purpose of creating shawls and lap robes for persons going through crisis, challenge, or change. Shawls may also be given in celebration or gratitude.

There are two chapters; each meets weekly. We are always delighted to welcome new members of any skill level. The Tuesday chapter meets in Monte Vista. The Wednesday Chapter meets by Zoom, which allows participation by knitters, crocheters, and weavers in San Antonio, Fredericksburg, Chicago, Boston, and cities Arizona and New Mexico. Although there are 23 active members, only eight are from UPC. This gives the opportunity to persons who are not affiliated with this congregation to serve God through the work of their hands and it also extends our community outreach.

In 2025, the UPC Shawl Ministry gave out 175 shawls at an estimated cost per shawl between \$35.00 and \$75.00, depending on the quality of the yarn. Shawls are ALWAYS given free to anyone who needs to know they are loved by God and not alone. The purchase of yarn for shawls is funded by donations. Occasionally, we receive end of season donations of unsold yarn from the *Tinsmith's Wife*, a shop in Comfort, TX.

Submitted By:

Caryl Gaubatz

University Presbyterian Church ~ San Antonio, Texas
Wellness Champions Report, 2025

-23-

Overview:

Bridges to Care was developed October 1, 2020, through NAMI (National Alliance on Mental Illness). Originally this referred to a 20-hour training course to train members of the faith community to be available to those struggling with mental health issues (anxiety, stress, loneliness, grief, etc.). Those completing the course and referred to as Wellness Champions included Bonnie Bartlett, Marian Higgins, Hannah Kuykendall, Gail Raney, Amy Shaw, Cynthia Smith, and Janice Zitelman.

In May 2025, the group asked congregation members to complete a mental health needs survey. With the aid of Tucker Gibson, who compiled the data, major concerns were identified and will be addressed in a Lenten Series of workshops in 2026.

Monthly Moments for Wellness have been discontinued and workshops with emphasis on mental health concerns will take their place as needed.

Submitted By:

Janice Zitelman

UPCC Families:

Parents and guardians with children from 2 months to 8 years of age

- For the 2025 – 2026 school year, eighty-six children enrolled representing seventy-seven families with an additional twenty-two school age children attending the SOIL (School-age Outdoor Investigational Learning) each day in June and July.
- Seventy percent of the families attend full time; twenty-four children who attend are church members, grandchildren of church members, or visit UPC regularly; fourteen families had one or both parents attending UPCC in the 1980's and 1890's.

UPCC Scholarships:

Helping families with limited resources with tuition assistance for high quality care and education

- Eighteen percent of the families receive tuition assistance for a total of \$86,705.
- \$57,560 of the total comes from the Good Shepherd Fund and Scholarship Fund income, \$5000 from the MOJ committee, and donations from the UPC Alternative Gift Market.
- \$29,145 of the total is in the form of Community Outreach as a form of in-house assistance at naptime where the cost of a child present does not increase the staffing cost.

UPCC Staff:

Professionals committed to making a difference for children and families

A diverse group of educators with 24 full-time and 7 part-time staff employed at UPCC for tenures of 8 months to 43 years, with an average of 9 years.

- Ten teachers attended college in the fall: 2 at SAC working on AA in early childhood studies with both graduating; 3 attending TAMUSA with 2 majoring in bilingual education and 1 studying psychology; 2 attending UTSA with 1 majoring in education and the other graduating with a degree in psychology; 4 attending Trinity University with 2 graduating with degrees in psychology and English respectively; 1 majoring in economics and the other studying in music education.
- Four classrooms had student teachers from the SAC early childhood studies department.
- The administrative staff attended a 3-month seminar in Reflective Supervision through the UT Austin School of Social Work; two staff earned their Trauma Informed Certification in the fall, and five additional staff will take coursework for their certification in March 2026.
- All staff attended an overnight retreat at John Knox Ranch to deepen their connection with nature and each other through team building activities and sessions on adventure play, nature art and nature-inspired curriculum led by JKR staff and UPCC team leaders.



Program Improvements:

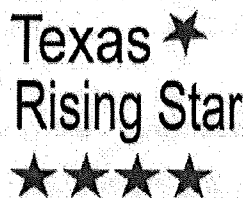
Ongoing updates to an older, yet welcoming space for children

- In the spring, the infant/toddler outdoor space was renovated by Attie Jonkers with Azzan Arts and funded partially by a donation from the Jeanie Rabke Wyatt Family Foundation. Despite causing a loss for the budget year ending in May 2025, the remaining \$69,111 cost was covered by current and previous year fundraising and reserves. In addition to a sand area and climbing area, the outdoor space for the children under 3 years now includes a tree house, textured pathways, grassy hill, stick garden, and bamboo forest.
- In December, while the school was closed for the holidays, all UPCC classrooms were repainted.

High Quality Care and Education:

NAEYC Accreditation, Texas Rising Star, and Nature Explore Outdoor Classroom Certification

- Continually accredited by the National Academy of Education for Young Children, UPCC is one of approximately 45 centers in Bexar County that are accredited. In 2025, UPCC earned Accreditation Plus, which is the highest level of accreditation for a 5-year term before the renewal process. With the requirements of meeting a high percentage of research based, national criteria indicative of higher-quality care and education, low teacher-child ratios, small group sizes, professional development, and staff with educational backgrounds in early childhood education.
- UPCC continued as 4-star (highest) level of Texas Rising Star (TRS). In addition to federal and state grants, free professional development in early childhood, leadership, and business topics, TRS provides tuition assistance for families who meet financial guidelines. In early 2026, UPCC is due for an unannounced monitoring inspection for TRS.
- Both outdoor play spaces at UPCC maintained certification as Nature Explore Outdoor Classrooms, with the preschool space being re-certified for the 10th year.
- In 2026, UPCC will begin the process of Trauma Informed Certification for the school, which will include majority of the staff earning Trauma Informed Level 1 Certification. The cost of the certification is covered by Texas Workforce given UPCC is a TRS 4-star center.



2025 – 2026 UPCC Board of Directors:

Laura Armisted (Fundraising and Staff Appreciation), Jeanna Balreira (Secretary), Cindi Catlin-Gaskins, (Director, Ex-Officio), Lora East (Pastor), Abby Green, Zachary Harris, Kate Hill, Miriam Martinez (Session Liaison), Dr. Melody Munoz (Health Advisor), Jessica Nance (Fundraising), Elena Serna-Wallender (Staff Appreciation), Kristen Silva (Staff Appreciation), Steffani Stevens (Chair), Sandy Stout (Assistant Director, Ex-Officio), Tony Truong (Vice Chair), Reed Warren (Treasurer), and Carolyn White (Scholarships),

Submitted By:

Cindi Caitlin-Gaskins and Sandy Stout

**University Presbyterian Children's Center
March - May 2025**

Income Statement

<u>Operating Budget</u>	<u>March - May 2025</u>	<u>Year To Date</u>	<u>Variance</u>		<u>Budgeted Year To Date</u>	<u>2024-2025 Budget</u>
Revenue						
Tuition Charges	326,523.00	1,334,440.50	63,422.50	5.0%	1,271,018.00	1,271,018.00
Registration Fees	0.00	67,250.00	10,700.00	18.9%	56,550.00	56,550.00
Scholarship Budget Transfers	0.00	6,717.00 *1	(8,770.00)		15,487.00	15,487.00
UPC Scholarship Donation	0.00	5,291.30	291.30		5,000.00	5,000.00
Interest	1,346.77	5,924.03	2,324.03		3,600.00	3,600.00
TX Childcare Relief Fund	0.00	0.00	0.00		0.00	0.00
Other/Miscellaneous	99.00	2,082.00	2,082.00		0.00	0.00
Total Revenue	327,968.77	1,421,704.83	70,049.83	5.2%	1,351,655.00	1,351,655.00
Expenses						
Payroll	259,607.55	1,044,239.23	12,952.23	1.3%	1,031,287.00	1,031,287.00
Retirement	3,830.00	21,301.00	801.00	3.9%	20,500.00	20,500.00
Health and Life Insurance	19,764.30	71,654.38	(5,845.62)	-7.5%	77,500.00	77,500.00
UPC Reimbursement	11,778.00	47,514.00	0.00	0.0%	47,514.00	47,514.00
Administrative	6,036.98	26,396.32	(253.68)	-1.0%	26,650.00	26,650.00
Curriculum	3,967.43	16,816.63	(5,443.37)	-24.5%	22,260.00	22,260.00
Maintenance	3,986.38	21,216.90	3,066.90	16.9%	18,150.00	18,150.00
Operational	3,202.52	12,936.85	3,686.85	39.9%	9,250.00	9,250.00
Resource	4,960.03	29,780.57	11,930.57	66.8%	17,850.00	17,850.00
Capital Improvements	2,417.70	3,917.70	417.70	11.9%	3,500.00	3,500.00
Scholarships	5,353.50	21,362.00	10,875.00		10,487.00	10,487.00
Outreach Scholarships	13,675.50	59,205.50	(3,862.50)		63,068.00	63,068.00
Bad Debt Expense	0.00	0.00	(500.00)		500.00	500.00
Miscellaneous/Other	68,584.19	82,310.01 *2*3	79,171.01		3,139.00	3,139.00
Total Expenses	407,164.08	1,458,651.09	106,996.09	7.9%	1,351,655.00	1,351,655.00
Subtotal: Net Income (Loss) From Operating Budget	(79,195.31)	(36,946.26)	(36,946.26)	-2.7%	0.00	0.00
<u>Fundraising and Donations</u>						
Fundraising Revenue	9,836.45	10,655.13				
Fundraising Expenses	(1,204.48)	(1,404.48)				
Scholarship Endowment Donations	0.00	3,755.00 *5				
Good Shepherd Fund Donations	6,020.00	308,123.33 *4				
Transfer Donations for Investment	(6,020.00)	(311,878.33)				
Other Donations	600.00	1,315.00 *6				
Donations Used	(600.00)	(1,315.00) *6				
Subtotal: Net Fundraising and Donations	8,631.97	9,250.65				
<u>Capital Projects</u>						
Expenses	(41,748.00)	13,895.00 *2				
Subtotal: Net Capital Projects	41,748.00	(13,895.00)				
Total Net Income (Loss) with Operating Budget, Fundraising and Donations, & Capital Projects	(28,815.34)	(41,590.61)				

Notes

- *1 Scholarship Budget Transfers: \$3,850 Good Shepherd Fund distributions; \$2,867 UPC Alt Gift Market & Pentacost offering.
- *2 \$41,748 Payment for playground renovations in February 2025. Moved to Miscellaneous Expenses in May 2025. Additional \$47,418 Payment for playground renovation in May 2025.
- *3 \$20,000 Donation from M.R.S Foundation/Jeanie Wyatt Family Foundation used for Toddler Playground renovation.
- *4 \$296,693.33 Donation from an estate in December 2024. Check paid to Good Shepherd Fund in January 2025.
- *5 \$3,755 in donations to UPCC Scholarship Endowment for Helene Treat Memorial.
- *6 Other Donations: \$1,050 used for Playground Renovations; \$115 used for Activities; \$100 for Playground Curriculum; \$50 used for Books/Music.

**University Presbyterian Children's Center
March - May 2025**

Balance Statement

	<u>Beginning</u> <u>Balance</u> <u>3/1/2025</u>	<u>Report Period</u> <u>Activity</u>	<u>Ending</u> <u>Balance</u> <u>5/31/2025</u>	<u>Previous Year</u> <u>Ending</u> <u>Balance</u> <u>5/31/2024</u>
<u>Assets</u>				
Undeposited Payments	0.00	0.00	0.00	200.00
Checking Account	486,071.88	(5,017.33)	481,054.55	529,030.26
Accounts Receivable	(3,999.00)	3,569.50	(429.50)	1,404.00
Cost of Inventory - Mats	678.00		678.00	339.00
<u>Reserves</u>				
Jefferson Money Market Account	87,956.77	164.57	88,121.34	87,464.14
Frost Bank Checking Account	1,319.00	(900.00)	419.00	539.00
Frost Bank Money Market Account	253,133.43	1,182.20	254,315.63	252,548.80
UPCC General Investment Fund	349,714.42	(1,729.98)	347,984.44 *1	318,793.36
UPCC Facilities Fund	1,578.71	(1.79)	1,576.92 *1	1,466.18
<u>Endowment</u>				
Scholarship Endowment Funds	713,438.87	282,672.55	996,111.42 *1*3	678,546.32
Total Assets	1,889,892.08	279,939.72	2,169,831.80	1,870,331.06
<u>Liabilities</u>				
Accounts Payable	4,118.92	(4,066.72)	52.20	3,836.30
Miscellaneous Payables	0.00		0.00	2,000.00
<u>Deductions</u>				
Payroll Tax Round-off Cents Paid	(0.35)	0.32	(0.03)	(0.04)
Health Insurance Deductions	733.51	(20.51)	713.00	296.32
Other Pre-Tax Insurance Deductions	0.00	0.00	0.00	0.00
After-Tax Insurance Deductions	0.00	0.00	0.00	0.00
Financial Savings Account-Medical	0.00	0.00	0.00	0.00
FSA - Dependent Care	0.00	0.00	0.00	0.00
Employee Retirement Contributions	(59.77)	2,151.72	2,091.95	14.26
<u>Sales Tax Liability</u>				
Sales Tax YTD - Mats Sold	0.00		0.00	0.00
<u>Special Purpose Funds</u>				
Future Year Registration Fees	32,375.00	18,650.00	51,025.00 *2	63,050.00
Future Year Advance Tuition	16,000.00	969.00	16,969.00 *5	
Future Scholarships	3,628.00	0.00	3,628.00	5,367.00
Good Shepherd Fund Distributions	11,503.33	5,607.22	17,110.55	6,464.15
Future Pay Increases	0.00	0.00	0.00	0.00
Hold for Good Shepherd Investment	18,432.00	6,020.00	24,452.00 *4	13,022.00
Hold for New Covenant Investment	3,755.00	0.00	3,755.00	0.00
Hold Donations for Future Use	2,031.81	0.00	2,031.81	32,056.81
Hold ERC Tax Credits	9,429.10	0.00	9,429.10	9,429.10
Credit Card Rebates	2,036.59	(1,496.75)	539.84	2,037.09
Total Liabilities	103,983.14	27,814.28	131,797.42	137,572.99
<u>Equity</u>				
Scholarship Endowment Funds	713,438.87	282,672.55	996,111.42 *1*3	678,546.32
Other Equity	1,085,245.34	(1,731.77)	1,083,513.57 *1	1,028,474.83
Total Net Income (Loss)	(12,775.27)	(28,815.34)	(41,590.61)	25,736.92
Total Equity	1,785,908.94	252,125.44	2,038,034.38	1,732,758.07

Notes

- *1 Market value is shown for the investment funds. First quarter 2025 market value is shown for the endowment funds.
- *2 Fees for the following fiscal year are held in the checking account until they are moved into the operating budget in June.
- *3 New named UPCC Scholarship Fund - Helene Treat.
- *4 \$296,693.33 Donation from an estate in December 2024. Check paid to Good Shepherd Fund in January 2025.
- *5 Future Year Advance Tuition - New account to record advance payments received in January 2025 for School Age June & July 2025.
- *6 \$969 in Miscellaneous Credits due to Child Care Aware June 2025 tuition payments entering Jefferson Checking account in May 2025. Moved to Future Year Advance Tuition to be moved in June 2025.

University Presbyterian Church ~ San Antonio, Texas

Source of Light (SoL) Center Report, 2025

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Overview:

The year 2025 was a time of discernment and re-imagining for the Source of Light (SoL) Center. Leaders and participants reflected on SoL's history and impact while exploring how its mission can continue in sustainable and meaningful ways within the life of University Presbyterian Church (UPC). This work was undertaken with an eye toward SoL's 25th anniversary in September 2026.

Discernment & Congregational Engagement:

A key milestone was the "SoL Searching" congregational conversation held on October 12, 2025, following worship. Thirty-four participants, including members of Session, gathered for guided reflection and discussion about SoL's past, present, and future. The focus was on listening and shared understanding rather than decision-making.

Several common themes emerged:

- Interfaith understanding and collaboration
- Openness, inclusion, and courageous conversations
- Thoughtful adult education and spiritual enrichment
- Community connection, justice, and advocacy
- A desire for a clear, sustainable, volunteer-led ministry model

Fifteen participants indicated interest in continuing the work through a SoL Next Steps Team.

Leadership & Review:

Throughout 2025, Rev. Lora East, Gail Raney, and Laurie Doyal-Lampman met to review historical materials, synthesize themes from congregational input, and clarify questions related to funding, structure, and identity. Archival review and conversations with past leaders helped ground this discernment in SoL's original purpose while acknowledging its changing context.

Stewardship & Mission Alignment:

SoL funds were stewarded in alignment with its mission of adult education, spiritual growth, and interfaith engagement. Actions brought to Session supported:

- Spiritually enriching programming, including the 2025 Women's Retreat
- Interfaith and justice-focused partnerships, including a donation to the San Antonio Interfaith Alliance
- Transparent financial oversight, with all spending approved by Session as SoL continues as a ministry of UPC during this period of restructuring

Looking Ahead to 2026 – 25th Anniversary Year:

In 2026, SoL will celebrate 25 years of ministry. Priorities for the coming year include:

- Participating in a discernment and visioning process with Center for Healthy Churches consultants
- Clarifying SoL's identity, purpose, and sustainable structure
- Developing recommendations for future programming, partnerships, and use of SoL funds
- Honoring SoL's legacy while articulating a renewed vision for the future

Submitted By:

Laurie Doyal-Lampman

1-University Presbyterian Church
Balance Sheet - SoL Center

As of: Dec 31st 2025 | Filtered by: Fund

Fund: SoL Center

Assets

Current Assets

SoL Center

Checking Accounts

003-13010 Jefferson Bank - SoL Center	24,258.98
003-13018 Schwab Sol MM Acct	75,243.36
003-13512 SoL Peace Initiatives Fund - TPF	775.62
003-13513 SoL Visionary Fund	12,030.32

Total Checking Accounts 112,308.28

Total SoL Center 112,308.28

Total Current Assets 112,308.28

Other Assets

Marketable Securities

SoL Center -Texas Presbyterian Foundation Asset

003-18040 TPF- SoL Lytle Endowment	12,020.00
003-18041 TPF - Lytle Unrealized Gains/Losses	11,546.92

Total SoL Center -Texas Presbyterian Foundation Asset 23,566.92

SoL Center - New Covenant Assets

003-18035 New Covenant - SoL General Endowment	4,716.00
003-18036 NC - General SoL Endowment Unrealized Gains/Losses	45,651.33
003-18062 SoL Endowment - Adamson	1,000.00
003-18063 SoL Endowment - Adkins, Thurman/Sue	39,400.00
003-18070 SoL Endowment - Black, Rev Claude	1,000.00
003-18073 SoL Endowment - Burke, Gwen	1,400.00
003-18075 SoL Endowment - Buxbaum, Robert	3,095.00
003-18088 SoL Endowment - Greer,Sam	1,000.00
003-18092 SoL Endowment - Hawthornes	19,071.00
003-18096 SoL Endowment - Hubbard, Barry	4,250.00
003-18099 SoL Endowment - Jackson, Jack	3,500.00
003-18104 SoL Endowment - Kara, Waheeda	1,000.00
003-18106 SoL Endowment - Keller, Jane	2,000.00
003-18108 SoL Endowment - Kirk, Martha Ann	1,000.00
003-18114 SoL Endowment - MacKay, Shirley/Ed	1,860.00
003-18117 SoL Endowment - Mahoney, Barbara	1,000.00
003-18120 SoL Endowment - Mann, Ed/Elvella	1,000.00
003-18121 SoL Endowment - Martin, Dhawn	500.00
003-18123 SoL Endowment - Mauldin, Kenneth	1,250.00
003-18134 SoL Endowment - Newman, Harry	2,000.00
003-18139 SoL Endowment - Nowotny, Allan	6,450.00
003-18140 SoL Endowment - Oguz, Mehmet	1,000.00
003-18142 SoL Endowment - Peachey	1,700.00
003-18146 SoL Endowment - Power, Clifton	5,000.00
003-18150 SoL Endowment - Ranson, Guy	4,900.00
003-18159 SoL Endowment - Sebestas	1,000.00
003-18164 SoL Endowment - Sharp, Alexander	1,100.00
003-18168 SoL Endowment - Simmons, Elizabeth	2,250.00
003-18171 SoL Endowment - Stahl, Sam	4,000.00
003-18175 SoL Endowment - Stubblefield, Joe	2,455.00
003-18184 SoL Endowment - Williams, Lou/David	2,700.00
003-18189 SoL Endowment - Young, David	1,000.00

Total SoL Center - New Covenant Assets	169,248.33
Total Marketable Securities	192,815.25
Total Other Assets	192,815.25
Total Assets	\$ 305,123.53
Liabilities & Net Assets	
Liabilities	
Total Liabilities	0.00
Net Assets	
SoL Center	
003-39985 Sol Center Fund	112,308.28
Total SoL Center	112,308.28
Endowment Funds	
003-39988 FMV SoL Gains/Losses	57,198.25
003-39995 SoL General Endowment Fund	123,597.00
003-39996 SoL Wm. P. Lytle Endowment Fund	12,020.00
Total Endowment Funds	192,815.25
Total Net Assets	305,123.53
Total Liabilities & Net Assets	\$ 305,123.53

1-University Presbyterian Church
Statement of Activities - SoL Center

Date Range: Dec 1st 2025 - Dec 31st 2025 | Filtered by: Fund

Fund: SoL Center

Accounts	Actual	Budget	Actual	Budget	Annual	Annual
	Dec 01, 2025 - Dec 31, 2025	Dec 01, 2025 - Dec 31, 2025	This Year Year to Date	This Year Year to Date	Budget This Year Year	Budget This Year Year
Revenues						
Sol Center - Operating Income						
003-40201 Interest Inc - SoL Center	243.36	0.00	4,809.01	0.00	0.00	0.00 %
Total Sol Center - Operating Income	243.36	0.00	4,809.01	0.00	0.00	0.00 %
Sol Center - Visionary Fund/NC						
003-40256 Inc - New Covenant Fund Interest	12,943.80	0.00	15,864.86	2,000.00	2,000.00	793.24 %
Total Sol Center - Visionary Fund/NC	12,943.80	0.00	15,864.86	2,000.00	2,000.00	793.24 %
Sol Center - Endowment Donations -TPF						
003-40257 Inc - TX Presbyterian Fnd. Interest	0.00	0.00	773.68	850.00	850.00	91.02 %
Total Sol Center - Endowment Donations -TPF	0.00	0.00	773.68	850.00	850.00	91.02 %
Total Revenues	\$ 13,187.16	\$ 0.00	\$ 21,447.55	\$ 2,850.00	\$ 2,850.00	752.55 %
Expenses						
Sol Expenses (New)						
003-50500 Advertising/Promotion	0.00	41.63	0.00	500.00	500.00	0.00 %
003-50515 Fees & Honoraria	2,540.75	166.63	5,040.75	2,000.00	2,000.00	252.04 %
003-50575 Computer/Website/Teleconferencing	303.67	29.13	318.67	350.00	350.00	91.05 %
Total Sol Expenses (New)	2,844.42	237.39	5,359.42	2,850.00	2,850.00	188.05 %
Total Expenses	\$ 2,844.42	\$ 237.39	\$ 5,359.42	\$ 2,850.00	\$ 2,850.00	188.05 %
Net Total	\$ 10,342.74	(\$ 237.39)	\$ 16,088.13	\$ 0.00	\$ 0.00	0.00 %

University Presbyterian Church – San Antonio, Texas

75th Anniversary Task Force Report, 2025

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Task Force Members:

Bonnie Bartlett, Lenna Baxter, Carol Brown, John Burke, Jeanette Clark, Judy Cole, Tucker Gibson, Marian Higgins, Barry Hubbard, Linda Ireland, Jack Jackson, Patti Jewett, Hanna Kuykendall, Maureen Nowotny, Sheri Rosen, and Lou Williams (Chair)

Background and Overview:

In anticipation of the 75th Anniversary of UPC in 2025, a small group composed of Jeanette Clark, Jack Jackson, Betsy Pasley, Sheri Rosen, and Trinity University intern Rory McCarthy, began organizing a collection of pictures, newsletter articles, and other artifacts to make the information accessible for use in commemorating this milestone. In addition to printed materials, they created approximately 22 videos of oral interviews with UPC members who were active through the years. In March 2024, planning began to create a 75th Anniversary Task Force, which met first on September 25, 2024, and defined its role:

- To recognize and commemorate the history and mission of UPC – its worship, education, music, outreach, and interaction in the community and the world as it has sought to serve God and neighbors.
- Further, it would seek to look at how the actions of those 75 years have informed and shaped who UPC is today and who the church will strive to be going forward.

The Task Force continued to meet weekly and bi-weekly, recruiting a broad range of volunteers to lead in various events throughout the year, beginning with Advent 2024 and culminating in November 2025.

Highlights:

- A logo was created using the landmark oak tree near Shook Avenue with its deep roots and wide, nurturing branches which call us in while also inviting us to go out. With pictures taken of members and families near the tree, as well as pictures of congregation members from the archives, a collage of the tree was created and displayed around the campus. It was learned that for years, the tree had been a symbol for the children of UPCC, who called it their “Pooh Bear” tree. Prominent throughout the year, the logo was displayed in weekly newsletters, on a large outdoor banner, and on t-shirts provided at the final event on Nov. 8.
- The opening event, *Rejoice!*, a gallery exhibit featuring displays of art and UPC history documenting Christmas traditions through the years began on December 1 in the Center for Education and continued through Epiphany with new materials added weekly. Many of the art displays were the work of former UPC members. The event opened with a time for children led by Anastasia Bernal, Cindi Catlin-Gaskins, and Tom Williams. It introduced a song called “*Big Oak Tree*”, which Tom wrote for the occasion.
- The Reunion of the Celebration Singers, the youth choir led by Lois Jensen (1981-2002), was an impactful weekend event held May 24-25 which brought and created great memories. Former singers, their families, parents, and friends were invited to a pool party, dinner, and singalong at the home of Lois and Steve Jensen. In addition to singing with the UPC choir for Sunday worship, their presence showed the importance of giving back through the combination “show-on-the-road-while-doing-mission-work.” Two former members, Caitlin Donahue-Supcoff and Henry Owen, both Mission Presbytery staff members, were liturgists and spoke of the impact of the Celebration Singers had on their adult lives.
- Brief talks in worship called “Did you know ...?” were scheduled. They gave background and context for decisions, events, or past relationships that provided broader understanding of UPC’s role in the formation of mission, service, and outreach in the community.

- The main anniversary celebration event was an all-day intergenerational play day at the Voigt Center on Saturday, Nov. 8. Leadership teams provided activities for children, youth, and adults as well as a mid-day meal, music, dancing, and more play. There was a big-screen video presentation of past and present photos from the archives. Pictures taken throughout that day were added to the presentation in real time. Teams included:
 - Overall Scheduling/Planning – Jeanette Clark, Patti Jewett, Lou Williams
 - Family & Children’s Activities – Cindi Catlin-Gaskins, Jen & Eric Neal, Erica Stiner
 - Youth Activities – Josh Clapp, Lisa Clyde, Jen Mitchell
 - Adult Activities – Melissa & Daniel Almsted, Melissa Richard
 - Decorating/Table Set-Up – Bonnie Bartlett, Patti Jewett, Janifer Meldrum
 - Programs – Anastasia Bernal
 - Meal/Snacks/Caterers – Melissa Richard, Elinor Gingerich, Jennie Neal
 - Facility Accommodations for All Activities – Lou Williams
 - Music/AV – Marlo Anderson, Melayne Anderson, Christian Carpenter, Jack Jackson, David King, and Tom Williams
 - Parking – Ben Henderson
 - Photography – Barry Bartlett, Josh Clapp
 - T-Shirts – Josh Clapp
 - First Aid Kits – Cindi Catlin-Gaskins, Josh Clapp
 - Clean Up – Jeanette Clark, Judy Cole, Carolyn & Don White, Julie & Bob Wise

In a brief reflection wrapping up the year of commemoration, we were drawn again to the words of the UPC Welcome Statement – to give folks a welcome “wherever [they] are on [their] journey”, to “value honest questions”, to recognize that “faith is a growth process, not an accomplished state”, to affirm the “worth and welcome of every person”, and to respond to the invitation to “join together in serving Jesus Christ in a challenging world.”

Submitted By:
Lou Williams

University Presbyterian Church ~ San Antonio, Texas
Christian Education (Children & Youth) Committee Report, 2025

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Committee Members:

Miriam Martinez (Chair), Josh Clapp, Lisa Clyde, Jen Mitchell, Jennifer Roberson, and Erika Stiner

Overview:

In 2025, the Children & Youth Christian Education (CE Jr.) Committee continued to support the established educational structure at UPC. The focus of education and spiritual formation breaks out into a variety of groups and Sunday school learning is available across a multitude of ages and interests.

- Children's Education: Preschool and Elementary
- Youth Education: Middle and High School (6th – 12th grades).

The Christian Education mission continues to be nurturing a reconciling relationship with God through educational experiences that include serving others, developing spiritual disciplines, looking beyond our own experience of culture, church, and geography, asking honest questions, and experiencing community. The committee continues to use a mission focused process to develop strategies that will further Christian Education at UPC into the future. What follows is a summary of activities coordinated and supported by the CE Jr. Committee.

2025 Children's Ministry Activities:

The year 2025 saw changes to children's Sunday School. In the fall, the time of children's classes was shifted from during the worship service to 9:00 a.m. on Sunday morning. Breakfast is provided for parents and children prior to the beginning of the class. In addition, in the fall, Nicholas Dimick was hired as Director of Children's Choir. The goal of the children's music program is to use music to connect the children to the worship service. Toward this end, children leave Sunday School at 9:50 a.m. to practice with Nicholas who is teaching the children some of the music of our worship service. In addition, the children have also, on occasion, joined the adult choir to sing during worship. Children will also sing in church in the future.

Children ages 4-2nd Grade participate in *Godly Play* with Erika Stiner. *Godly Play* is a hands-on way to engage with the stories of the people of God and wonder together about the mysteries of our faith. Children in 3rd-5th Grade meet in CE 7 with Carla Posey and Bonnie Bartlett. This class is following the *Path to Peace with Creation* curriculum where they learn of our responsibility to care for creation through stories from the Old and New Testament. During Advent this class focused on preparing for the coming of the Christ Child using the *Growing in God's Love* curriculum.

To more fully involve children in worship, a Family Worship Space has been established at the front of the church with child sized seating and a space designed for families to worship together. Parents are encouraged to help children follow along with songs in the hymnal and look up the scripture in the Bible. Quiet activities such as coloring or puzzles for children to work on are also available during the service if they need something to keep their hands busy. Feedback has been sought from parents to address possible issues that may have arisen. During worship, the Time for Children continues. Children and families are invited to come forward and hear a message just for them. Children are sometimes given an activity to take back to the Family Worship Space or the pews with them to help them connect more deeply with the scripture or lesson of the day.

A team from UPC consisting of Katie Bridgman, Lora East, Miriam Martinez, and Erika Stiner traveled in November to Charlotte, NC, to participate the *Font and Faith Summit*. The purpose of the summit was for "teams of congregational leaders committed to becoming a more welcoming worshipping community and to nurturing the faith of children through worship and prayer" to meet together to explore ways of achieving this goal. Erika has already begun to implement ideas that grew out of the summit and will continue to do so in the upcoming year. Acolyte training will be conducted in the spring. In addition, as an outreach of the *Font & Faith Summit*, on Saturday, February 21, a team from North Carolina will come to UPC to hold a full day event with parents and children to build intergenerational communication and spiritual activities.

To more fully integrate the children and their families into the congregation, a Parish/Pal Relationship program has been launched.

Other Activities for Children:

- Monthly Family Feasts following worship
- Family Feast held in conjunction with church wide event for filling relief buckets
- Special Advent activities associated with December Family Feast
- Blessing of the Backpacks
- Bibles for 3rd Graders

Upcoming Events:

- Epiphany Pageant will be held as part of worship the first Sunday of January
- Acolyte training will be conducted in the spring

2025 Youth Ministry Activities:

The UPC Youth Group is guided by the Mission and Vision statement: "The Mission is to help empower the youth of UPC, through planning and coordinating activities of Christian fellowship and education. This is accomplished by providing the youth with opportunities to lead, to serve, and to deeply connect with the wider UPC community."

The focus of youth meetings in September was on preparing youth to lead worship on October 5. Following Youth Sunday, Josh Clapp launched a new curriculum entitled Holy Disruptions.

2025 UPC Youth Events:

- Eleven people including sponsors attended Mo Ranch Midwinters in January
- Youth Confirmation in February
- Dodgeball event in Kerrville in February
- The youth planned and organized a kickball event for Hill Country churches benefitting TRIVE Youth Center
- Four youth attended Triennium in July
- Intergenerational End-of-School-Year Cook-Out in May
- Pool party in August to welcome new 6th graders
- Trip to Schlitterbahn in September
- Youth Sunday in October
- AGM /Inner City Toy Drive in November
- Super Bowl of Caring Food Drive in November
- Participation in the Alternative Gift Market in November
- Creation of Advent Labyrinth in December

Upcoming Events:

- Spring confirmation class if youth are interested.
- Youth mission trip, possibly in Spring 2027, discussions being held.

Submitted By:

Miriam Martinez with Josh Clapp and Erika Stiner

University Presbyterian Church ~ San Antonio, Texas Christian Education (Adult) Committee Report, 2025

Members:

Janifer Meldrum, Sandy Nicholson, and Doug Posey (Chair)

Overview:

We consider life-long learning an essential element of Christian formation, the process of growing in relationship with God, self, and community. In 2025, the Adult Christian Education (CE Sr.) Committee continued to support the established educational structure at UPC. We offered a variety of learning opportunities on Sunday and during the week. Several changes to classes occurred this year.

Adult Opportunities:

These classes mostly meet Sundays at 9 a.m. in the CE building unless otherwise noted. This existing structure blended with the 2025 changes to the 9 a.m. schedule for children's activities.

- *Living Our Faith* – This class is an informal discussion-based group which intersperses current events and Biblical topics coordinated by Sandy Nicholson.
- *Sunday Book Group* – This class studies books on theology and faith which connect historical and contemporary concerns. Members of the group sign up to lead discussions each Sunday; coordinated by Becky and John Huston.
- *Sunday Bible Study* – New in 2025, this Bible Study class started with an intensive study of Matthew. Leader, Jim Gentner's approach to Matthew is "as long as it takes." By year's end the class had reached the 9th chapter of Matthew. The focus of the class is to read and study Matthew as if one has never been exposed to it.
- *After-Word* – The weekly Zoom gathering on Sunday afternoons ended with a study of Jesus' Sermon on the Mount. Illness, logistics, and dwindling membership have put the group on hold as of the beginning of 2026.
- *Bible (Study) Party* – The Bible Party met on Zoom Thursdays at 2 p.m. through much of the year with Melissa Kirkpatrick taking up the reins following the sad passing of Frank Garcia in February. As with the After-Word group, the class ended at the end of the year with hope, but no firm plans to renew it in 2026.
- *Lenten Study Groups* – The Lenten groups continued to be a powerful way for the community to gather and share the Word. Six small groups met for a weekly study in individual homes, on Zoom, and at the church. In 2025, we studied *Pause: Spending Lent with the Psalms* by Elizabeth Caldwell. There was uniformly positive praise for the groups and strong encouragement to continue the small group approach in 2026.
- *Women's Bible Study* – The UPC Presbyterian Women's group met the third Wednesdays of each month except August in the UPC Library. The group continued the Presbyterian Women's Horizons Bible Study for 2024-2025: *Let Justice Roll Down: God's Call to Care for Neighbors and All Creation*, by Reverend Dr. Patricia K. Tull. In September, the group began the study for 2025-2026: *Finding Resilience, Joy, and Our Identity in Jesus Christ* by Rhashell D. Hunter. The coordinator is Paula Gentner. On September 13, this group along with others, hosted the Fall Gathering of the San Antonio Cluster of Presbyterian Women. Pastor Lora East was the Keynote Speaker and gave a presentation titled "We are Women of Influence." There were 91 attendees representing nine San Antonio churches plus representatives from Mission Presbytery and Presbyterian Children's Home and Services. The mission project chosen by the UPC PW Group was to purchase dishware and flatware for the Presbyterian Pan American School and raised over \$4,000.

- *Sacred Ground Circles* – This is the third year of UPCSA's use of *Sacred Ground*, an eleven-week intensive study using text and video presentations about the history and current impacts of racism in this country. The curriculum is provided at no cost by the Episcopal Church as part of their *Building Sacred Community* program. This curriculum includes religious and secular history. The study groups meet at the church, typically in the evening at times that best fit with participants' needs. Current leaders, Carla Monroe-Posey and Doug Posey anticipate starting a 4th group in 2026. Along with prior leader, Gail Raney, we hope to meet with all participants of prior and current groups to discuss action steps that have occurred and consider activities for the future.
- *Women's Monday Night Book Group* – Held on the 4th Mondays (no December) from 6:30-8:30 p.m. onsite at members' homes. Organizers are Tamara Apgar, Bonnie Bartlett, Jeanette Clark, and Sandy Nicholson. Popular fiction and non-fiction books are chosen annually during the summer months by submissions from the members and a ranking/voting system. Members take turns hosting the event at their home and moderating the book discussions. Attendees are invited to bring a salad dish to share. There is a Zoom component available for the discussion.

Young Adults:

This ministry began meeting in the fall on Mondays, 5:30-7 p.m. led by Josh Clapp with book led discussions and dinner afterwards. The book used was *Being Presbyterian in a Dysvangelical America* by Ted V. Foote Jr. and P. Alex Thornburg. The group met a total of six times at the UPC Library, Nowhere Bookstore, Local Coffee (Pearl), Rise Acai, and Halcyon. There were five young adults and one leader who participated.

2026 Gatherings will be held on Mondays, 6-7:30 a.m. alternating between the UPC Library and various off-site locations. The fall book will continue to be discussed until Lent.

Submitted By:

Doug Posey with Josh Clapp

University Presbyterian Church ~ San Antonio, TX

Facilities & Operations Committee Report, 2025

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Members:

Timothy Apgar, Paula Henderson, David King, Dennis Richard, Jim Rogers, Don White, Tracy Wilson, and Bob Wise (Chair)

Advisors:

Allan Catlin, Judy Cole, Luran Drown, Molly Roth, and Tony Truong

Mission:

The mission of the Facilities and Operations Committee is to ensure that University Presbyterian Church has effective and well-functioning church facilities and campus to allow the congregation to fulfill its mission of serving Jesus Christ in a challenging world.

Overview:

- In order to make Sanctuary more comfortable, met with mechanical engineer to adjust AC units so that they run at lower intensity most of the time and increase intensity when Sanctuary is at high capacity.
- Investigated installing new AC diffusers on side walls of Sanctuary to deflect air up. Awaiting pricing from suppliers.
- To alleviate another source of discomfort in the Sanctuary, we intend to replace the operable "jalousie" louvered windows on the side walls, which leak air. Preparing to obtain bids to replace the existing windows with insulated, fixed-glass windows with aluminum frames.
- After having to repair or replace several wood roof beams and patch frequent roof leaks in and around Sanctuary and UPCC Buildings recently, decided that re-roofing the two buildings is advisable. Prepared bidding documents (drawings and RFP) to reroof Sanctuary and UPCC Buildings, conducted pre-bid meeting with multiple roofing contractors, and received bids from contractors. However, the cost of this major roof repair work was not within the committee's budget. Committee advisor Luran Drown, who is a waterproofing and roofing consultant, recommended installing an overlay membrane roof system with a cover board and single-ply membrane system, which would not require removing the existing modified bitumen membrane and insulation system. This would be a significant savings. Preparing new drawings and specifications to install this overlay roof membrane system.
- Replaced water heater in CE Building.
- Replaced outside condensing unit with one of four AC systems in CE Building.
- Obtained Session approval to expand Columbarium to its full size. Engaged architect for first phase on Columbarium to prepare drawings to expand Columbarium to its ultimate size. Approved proposals from masonry contractor and columbarium supply company. Work is expected to start in January and be completed by Easter.
- Approved current policy of payment of recurring expenses to continue.
- Obtained Session approval to remodel CE Kitchen for amount not to exceed \$30,000. Worked with Welcome & Fellowship Committee and Memorial Reception Committee to plan remodeling, to include new appliances, expanded and redesigned cabinets, and new plumbing fixtures. Scope of work includes converting drinking fountain in the hallway to a coffee station. Prepared drawings and issued them for bids. Contracted Bernal Renovating Solutions for Phase I of the project.
- Refurbished pastor's office for the new pastor. Removed conduit from east wall, patched holes in wall, and rerouted wiring to TV on outside wall. Volunteers repainted office and toilet room and refinished desk, file cabinets, and conference table at a minimal cost to the church.
- Engaged foundation repair company to repair tripping hazards in some sidewalks again.
- Added donated walkway lights in front of Administration Building.
- CE Building east and west entry doors were repaired and painted at no cost to the church.

- Met with landscape contractor and Sandy Nicholson to resolve the problem with the mud pit north of the covered area to the north of the CE Building. Contractor submitted a proposal for the work, but the cost was not in the committee's budget for the work. Preparing drawings and specifications to request bids from other landscape contractors for the work.
- Removed the 220-volt light fixtures in the hallway of the Administration Building, which utilize expensive lamps, and replaced them with 110-volt fixtures, which are far less expensive.
- Advisor Tony Truong noticed the smell of gas on the property, reported this to Anastasia Bernal, and called CPS to locate the leak and repair it.
- Monitored pest control services throughout the year.
- Coordinated with Marc Raney to contact Trinity University Maintenance Department's assistance in using their man-lift to change lamps in tall pole light in the parking lot. Allan Catlin helped Trinity workers replace the lamps.
- Seeking landscape architect or contractor develop comprehensive landscape plan.
- Added additional site security cameras to observe banner area and other "blind" spots.
- Engaged window company and carpenter to replace window in Narthex of Sanctuary Building that was broken by rock thrown by lawnmower. We contacted lawn mowing service, which contacted their insurance company, which reimbursed the church for the expense of the window repair/replacement.
- Seeking a reproduction company to scan church drawings and other documents for drawing archives.
- Pastor requested we study a way to update lighting and sounds systems in Sanctuary. Met with the pastor and Mark Stevens of San Antonio Sound and Light to discuss options. Decided upgrades to lighting and sound systems are not in current budget and we would consider this in future budgets.
- Pastor requested we install a "confidence monitor" at the back of the Sanctuary for presenters at the front to see what was on the screen behind them. Engaged AV consultant to facilitate the work.
- Staff reported that computer network may have been hacked. Per recommendation of IT consultant, upgraded monthly service for better computer protection.
- Coordinated with San Antonio Police Department to conduct Active Shooter Training session open to all members, visitors, and staff. We are considering retaining off-duty uniformed SAPD officer for Sunday mornings. Developing an Emergency Response Plan.
- Planning to set posters in each building to allow anyone to scan a QR code to post a maintenance or safety issue to a Facility Maintenance and Safety Concerns log which is sent to the F&O Chair and Church Administrator with the concern.

Submitted By:

Bob Wise

University Presbyterian Church ~ San Antonio, Texas

Mission Outreach & Justice Committee Report, 2025

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Members: Lenna Baxter, Katie Bridgman, Ben Henderson (Chair), Lydia Hernandez-Trickey, Fred Johnson, Christina Parkinson, Carla Monroe-Posey, Doug Posey, Gail Raney, Sonia Samples, and Janice Zitelman (Incoming Chair)

Overview:

The Mission Outreach & Justice (MOJ) Committee of UPC provides transformative opportunities to engage God's mission within our own congregation and around the world. We strive to cultivate God's welcome and accompaniment, with love, justice, and mercy for all people. The annual budget of the MOJ provides financial support to over 30 organizations, amounting to almost \$70,000. The efforts of MOJ in 2025 resulted in meaningful impacts to organizations and individuals.

2025 Accomplishments:

- Conducted a half-day planning retreat to weigh priorities and plan of action for '25/'26 calendar
- Increased budget and strategically set aside more funding within an 'unallocated' category to enable response as needed to unexpected situations
- Sorted food supplies at San Antonio Food Bank headquarters and warehouse with UPC's WoW
- Distributed leftover Covid funding (\$1,415) to the San Antonio Food Bank
- Participated in House of Neighborly Service activities and events with greater participants, meals delivery, senior services, and became a sponsor of the La Casita del Barrio 5K
- Completed a repeat sequence of 'Sacred Ground' race relations info videos and reading materials
- Enrolled in One-Parish-One-Prisoner (OPOP) program as prison ministry parolee support
- Began coordinated mission with BHT ("Building Hope Together") non-profit on San Antonio's westside to help seniors age in place with refurbishing and accessibility improvements to homes; later funded \$1,500 to BHT to begin a new funding and accompaniment relationship
- Identified a new Habitat Coordinator, Daniel Almsted, and participated in Holy Smoke event
- Expanded upon Alternative Gift Market with additional charitable choices; increased donations over the previous year; and formed succession steering team to lead the AGM in 2026
- Hosted 'Solidarity Sunday' event for LGBTQ awareness and violence deterrence
- Re-directed all annual Seminarian funding to go to Austin Presbyterian Theological Seminary
- Coordinated with UPC Youth to collect and deliver toys for the Inner-City Development annual Christmas Toy Sale
- Provided funds for screen printing T-shirts and banners for Pride Parade
- Provided funds to PCUSA Disaster Response following the Los Angeles wildfires
- Established new immigration support with Roca de Refugio and Nuevos Vecinos, both in San Antonio
- Wrote new policy with guidance on how to respond to ICE or other law enforcement, with key steps, UPC beliefs, and explanation of 'Know Your rights' framework for immigrant individuals

Faith in action is an integral part of the spiritual work of University Presbyterian Church. The MOJ Committee supports or co-sponsors numerous organizations and events. Combining financial support to our community with advocacy and outreach, we engage and accompany others in their endeavors to change unfair systems, poverty and vulnerability. Members of MOJ are guided by our Christian beliefs, and by our affirmation of faith. We identify as a Matthew 25 Congregation. We invite members of the UPC congregation to join us in whatever manner of volunteering or funding they wish to choose.

Submitted By:

Ben Henderson and Janice Zitelman

University Presbyterian Church ~ San Antonio Earthcare Taskforce Report, 2025

-45-

Taskforce Members:

Andrea Anthony, Barry Bartlett, Cindi Catlin-Gaskins, Paula Henderson, Fred Johnson, Sandy Nicholson (chair), Marc Raney, Tony Truong, Kelli Weedon, Don White, Bob Wise, and Janice Zitelman

Earthcare is an ad hoc taskforce that works with and through committees of the church including Christian Education, Facilities & Operations, Mission Outreach & Justice, Welcome & Fellowship, and Worship & Arts.

Overview:

In January, we reapplied with PCUSA and received recertification in 2025.

The Earthcare banner was placed outside of the sanctuary during the month of April. It says, "Every Day is Earth Day at University Presbyterian Church" and displays the Earth Care Congregation Logo to promote participation in the Earth Care Congregations program from Presbyterian Church USA.

Sunday, April 27, was our Earth Day celebration with lots of fun activities and great church-wide participation!

- Outdoor Worship – Karen Jensen and worship leaders
- Earth Friendly Crafts – UPCC Teachers
- Mission Compost – Company manned table with information and set up a drop-off location and established special pricing for UPC congregants
- Presbyterian Women – Several members put together a table of projects they worked on year-round
- Flower Crowns – Erika Stiner and youth helped make flower crowns
- Composting with Earthworms – Tony Truong
- Bike to Worship – Fred Johnson and Janice Zitelman
- Walking Trails around San Antonio – Barry Bartlett
- Vegetarian Snacks and Drinks – Elinor Gingerich and the Welcome & Fellowship Committee
- Music – Tom Williams

We held a separate landscaping day on Saturday, April 12, where we had great participation from congregation members. We spread mulch around the big oak trees and the flower beds by the Gathering Place, trimmed bushes, and planted drought friendly plants in the beds by the parking lot.

Our main initiative this year was to try to implement further composting for our campus to compost as much waste as we can. We have also switched to using compostable plates and cups when we have regular coffee hours and large campus events. With small to medium events, we try to use reusable silverware and plates. We have placed composting bins in all three kitchens and in all restrooms for paper towels. Special composting efforts were made for the Anniversary event. The Dawn Martin Earthcare Fund was used to pay for the composting service and to buy the mulch and some drought-friendly plants. We will need to replenish this fund to have money for future expenditures.

The church has continued offering small outdoor meditation services with no paper bulletins at 8:30 a.m. and small print runs to accommodate large print needs and visitors during the 10:30 a.m. service. The words for liturgy and prayers as well as music and words for hymns are projected in the sanctuary. Members are encouraged to download bulletins from the website as needed.

The University Presbyterian Children's Center has certification as Nature Explorer Certified Outdoor Classrooms and offers extensive outdoor opportunities for children year-round. In the summer, they are offering a SOIL – school-aged outdoor investigational learning program. They have completely redone their outdoor space for the older children to have gardens and outdoor exploration centers in 2024, and they have now redone the outdoor space for the younger children in 2025. They started a gardening group for the children's outdoor spaces and hosted Nature at Night and other outdoor family opportunities.

Submitted By:

Sandy Nicholson

University Presbyterian Church ~ San Antonio, Texas

Personnel Committee Report, 2025

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Committee Members:

Melissa Almsted (Chair), Laurie Doyal-Lampman, Ben Henderson, Marc Raney, Melissa Richard, and Julie Wise (Co-Chair)

Overview:

The purpose of the Personnel Committee is to provide for an orderly, focused and considerate means for the Session to build a healthy work environment that provides for the tasks and mission of the church to be accomplished.

The Committee is accountable to the Session, with responsibilities to include:

- Recommending to Session position descriptions for all staff and job-related contractual arrangements.
- Providing the process to interview and hire all non-clergy staff.
- Reviewing and recommending to Session compensation packages for all staff.
- Recommending to Session personnel policies.
- Encouraging professional growth and development for all staff.
- Recommending to Session ways to manage risk liabilities related to staff work.
- Implementing a plan of equal employment opportunities, developed in consultation with the Presbytery and approved by the Session.
- Establishing and maintaining and participating in a regular job evaluation and performance process for all employees for the purpose of job satisfaction, growth, work planning, improvement of performance, setting and achieving of goals.
- Acting as a support group for the Pastor and other members of the staff.
- Conferring with the Pastor on any important issues of concern.

Overview:

In 2025, the Personnel Committee devoted significant time and care to welcoming Pastor Lora and supporting her transition into her new role. This included providing guidance and partnership during her first year, as well as working closely with her to review and update the staff evaluation process to ensure it is both meaningful and supportive.

The committee also prioritized staff support and appreciation, recognizing the vital role each staff member plays in the life and ministry of the church. During the year, we were pleased to welcome Nicholas Dimick as our new Children's Choir Director, and we are grateful for the gifts and energy he and ALL of our staff bring to this ministry.

Once again, the UPC congregation demonstrated its deep gratitude for our staff through an extraordinary show of generosity, resulting in the largest contributions to date for the Staff Christmas Bonus Fund. In addition, the congregation increased its financial pledges to support salary adjustments, helping our staff better manage the ongoing rise in the cost of living. These tangible expressions of appreciation reflect the congregation's strong commitment to caring for those who serve our church.

Looking Ahead to 2026:

The Personnel Committee will continue working in partnership with Pastor Lora to support, encourage, and advocate for the staff, while also thoughtfully evaluating the future needs of the church's staffing structure. Committee members will participate in strategic planning sessions to help ensure staffing aligns with the church's mission and long-term goals.

Building on the initiatives begun in 2025, the committee will remain focused on strengthening staff support, reviewing compensation structures, and implementing strategies that promote professional development, sustainability, and overall staff well-being.

Submitted By:

Melissa Almsted

University Presbyterian Church ~ San Antonio, Texas

Stewardship & Finance Committee Report, 2025

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Members:

David Anthony, Terry Fried, Barry Hubbard, Sue Martino, Eric Neal, Sandy Nicholson (Treasurer), Marc Raney, Jacob Tingle, Kelli Weedon (chair), and Lou Williams

Overview:

The Stewardship & Finance Committee provides oversight and guidance for the Church's finances, conducts the annual stewardship campaign, and manages the special offerings throughout the year. This committee is committed to being good stewards of the Church's resources so that they effectively sustain and fulfill our mission and ministry.

Finances:

UPC continues to be blessed by a congregation that is generous with their gifts of time, talent, and money. We ended the year with a net operating balance of \$34,014. In 2025, UPC changed accounting companies from Gilliam & Associates to Ratio Fortis.

Stewardship Campaign:

The 2025 stewardship campaign resulted in an increase in the number of pledges and the total pledge amount from the prior year. The pledge total (from 108 pledges) was \$655,722 (above the target of \$648,570.)

Special Offerings:

In addition to the yearly stewardship campaign in the fall, four special offerings were collected in 2025. These are the single, largest way Presbyterians join together to make a lasting impact in the world.

- One Great Hour of Sharing
- Pentecost Offering
- Peace and Global Witness Offering
- Christmas Joy Offering

Forty percent of the Pentecost Offering is given to a cause of UPC's choice. This year that portion was sent to Thrive Youth Center to support homeless LGBTQ+ youth at Haven for Hope. 25% of the Peace and Global Witness Offering is given to a cause of UPC's choice. This year that portion was sent to the Interfaith San Antonio Alliance which is composed of faith leaders/congregations working together for the common good of San Antonio. In 2026, PCUSA eliminated the Peace and Global Witness Offering.

Financial Review:

Every year the Church's finances and procedures are reviewed by a third party. In 2025, the committee responded to the results of the 2023 review by implementing new practices and updating procedures. We have already received the results of the 2024 review and will be reviewing and responding to its recommendations in the coming months.

Budget:

The annual report contains the budget approved by the Session for 2026. It is an 11% increase from 2025 which reflects growth including full time for our youth and young adult leader and a children's choir director. With the continued generous support of our congregation, we feel confident that UPC will continue to be in a strong financial position as we look forward with hope to the challenges and promises of 2026.

Submitted By:

Kelli Weedon

University Presbyterian Church ~ San Antonio, Texas

Welcome & Fellowship Committee Report, 2025

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Committee Members:

Coco Anderson, Carol Brown, Paula Gentner, Elinor Gingerich (Chair Jan-May, Dec), Becky Huston, Cathy Leary, Janifer Meldrum, Jennifer Neal (Chair Jun-Nov), Melissa Richard, and Carolyn White

Crew:

Tamara Apgar, Laura Armistead, Marina Balderas, Safira Carpenter, Jeanette Clark, Jane Fried, Paula Henderson, Maureen Nowotny, Emilie Rogers, and Julie Wise

Overview:

The W&F Committee continued to provide numerous opportunities for fellowship with Lunch Bunch, Dinner Groups, and receptions. Two new-member classes were conducted, resulting in nine new church members, plus five new member confirmands.

Fellowship Events:

- January:
 - Farewell reception for Pastor David on Jan. 12
 - Lunch Bunch Jan. 19 at Turkish Mediterranean Grill
- February:
 - Printed and distributed new photo member directory at the Annual Meeting on Feb. 2
 - Welcome reception for Pastor Lora on Feb. 9
 - Welcomed 5 new confirmed church members on Feb. 23
 - Lunch Bunch on Feb. 23 at Backyard on Broadway
 - W&F Committee Farewell Gathering for Marilyn Dill on Feb. 27 at the Cottage
 - Friendship pads returned to the pews to better capture visitor information
- March:
 - Provided lunch for 30-40 Habitat for Humanity volunteers on Mar. 1
 - Lunch Bunch on Mar. 16 at Bellagreen
 - Frank García Treto memorial reception on Mar. 29
- April:
 - Maundy Thursday Baked Potato Bar on Apr. 17
 - Easter receptions on Apr. 20 after both services
 - Earth Day reception on Apr. 27
- May:
 - Memorial Service for David Parsons on May 16
 - Lunch Bunch at Luby's on May 18
- June:
 - Installation celebration for Pastor Lora on Jun. 1
 - Memorial Service for Cynthia Smith on Jun. 114
 - Lunch Bunch on Jun. 29 at El Ceviche De Waldito
 - New member inquiry class on Jun. 29
- July:
 - Lunch Bunch at Make Ready Market on Jul. 13
 - Received 7 new church members on Jul. 13
 - Memorial reception for Luke McDaniel on Jul. 26
- August:
 - Assisted with Family Feast on Aug. 3
 - Lunch Bunch at Pho Thien Anon on Aug. 10
 - Received 2 new church members on Aug. 24
 - Two new members joined on Aug. 31

- September:
 - Dinner Group Kick-off
 - Provided set-up/clean-up assistance for Christian Formation Sunday on Sep. 8
 - New Member Inquiry class on Sept. 15 with lunch provided.
Four people attended, with three becoming members.
 - Lunch Bunch on Sept. 21 at Wild Barley
- October:
 - Solidarity Sunday reception set-up/clean-up on Oct. 5
 - Lunch Bunch on Oct. 19 at Azro Afghan Restaurant
 - Larry Adamson Memorial Service on Oct. 25
 - Finalized New Time & Talent brochure
- November:
 - Tres Nicholson memorial reception on Nov. 22
 - Provided snacks for Alternative Gift Market on Nov. 23
 - Lunch Bunch on Nov. 30 at Pesto's Ristorante
- December:
 - Provided meal for Soup and Caroling Deacon event on Dec. 14
 - Cookie reception after both Christmas Eve services

Membership:

- Five new member confirmands in February
- Inquiry class in June with nine new members joining
- Reintroduced friendship pads in the pews to capture member and visitor information, and facilitate introductions/conversations

Committee Changes:

- Jennifer Neal began her term as Chair in June, but resigned in December due to a Dallas move
- Marian Higgins left the Committee
- Marina Balderas, Julie Wise, and Jeanette Clark joined the Crew

Submitted By:

Elinor Gingerich

University Presbyterian Church ~ San Antonio, Texas

Worship & Arts Committee Report, 2025

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Members:

Christian Carpenter, Safira Carpenter, Joshua Clapp, Miriam Ellison, Ashley Gans (Chair), Hanna Kuykendal, Keith Martinez, Roy Martino, Patti Nicholson, Zachary Ridgeway, Mark Seaman, Erika Stiner, Tom Williams, and Julie Wise

Mission:

The Worship & Arts Committee works to support worship in several ways that blend UPC's mission with the pastor's vision to ultimately connect attendees with Christ, recognize the diverse perspectives of worship, and empower people to live out their faith in daily life. To do this, the Worship and Arts Committee meet monthly to reflect on previous services and support the pastor in planning for the services to come. Members are responsible for many things, from organizing liturgists and greeters to brainstorming and supporting creative ways to engage the congregation with the sermon or church season. Its members arrange for materials (flowers, plants, fabric, etc.) to decorate the sanctuary and provide communion elements, select and create meaningful music that matches the scripture, and support the technical and a/v equipment needed during services.

The past year saw the committee engaging in the following work:

- Welcoming Lora East as the new pastor and leader of the Worship vision at the beginning of the year.
- Supporting Pastor Lora in Holy Week preparations (Maundy Thursday Family Meal and Service on the Lawn and Good Friday Prayer Stations) as well as decorating the Sanctuary for Easter
- Worship Visioning Retreat in August to plan out the following year of worship, including decorations, songs, and spiritual practices that would support Pastor Lora's chosen scriptures and themes
- Purchasing the rights for the virtual Glory To God Hymnal with slides that include music notes
- Creating the Stewardship Tree to present the congregation's hopes for the future
- Welcoming and encouraging congregants with musical talents to share their gifts with the congregation (Bob Wise and Ashley Gans on bass and guitar, Mark Seaman's sung version of the Lord's Prayer, Epiphany Pageant (Puerto Rican Style))
- Addition of a Confidence Monitor for Worship Leaders
- Decorating the Sanctuary for the Advent Season
- Scheduling of liturgists – Miriam Ellison
- Scheduling of Greeters Julie Wise
 - Created a Sign-Up Genius for congregants to sign up as greeters for each service
 - UPC held an in-person Active Shooter training in November for all Greeters and interested Church members. It will now be required for greeters to complete this training virtually.
- Preparation of communion elements – Safira Carpenter
- Audio-visual technical support in the sanctuary and on Zoom – Christian Carpenter and his team
- Preparation and Leadership in Music – Keith Martinez and Zachary Ridgeway

The budget of the committee supports the creation and acquirement of various worship decorations, elements, and technology. The budget also supports the music ministry of the congregation by providing funds for music materials and for the maintenance of the piano and organ.

The committee continues to engage in conversations to refine and expand the work and consider additional worship opportunities for the congregation. The committee is always welcome to new participants who are interested in learning more about the worship planning process and/or would like to provide input and foster the creativity of weekly worship. Meetings take place on the 2nd Sunday of every month at 12:30 p.m. in the Community Room.

Submitted By:

Ashley Gans

*Worship is the believer's response of all that they are –
mind, emotions, will, body – to what God is and says and does.*

– Warren Wiersbe

**University Presbyterian Church ~ San Antonio, TX
2026 Budget**

Revenues		2025	2026
41010	Pledge Income	\$ 575,280	\$ 655,722
41011	Projected Unpledged Income	\$ 60,880	\$ 49,601
41012	Plate Income	\$ 6,000	\$ 6,000
41013	Fee Offset Donations	\$ 1,183	\$ 1,183
41020	UPCC Reimbursement	\$ 47,112	\$ 48,528
41025	UPCC Use of Copier	\$ 6,300	\$ 6,300
41030	Dodds-Powers Income Transfer	\$ 250	\$ 250
41045	Facility Use/Wedding Fees	\$ 1,500	\$ 1,500
41060	Miscellaneous Income	\$ 2,000	\$ 2,000
41090	Draw on Reserve (Surplus Carryover)	\$ -	\$ -
Total Revenues		\$ 700,505	\$ 771,084

Expenses		2025	2026
	Mission Outreach & Justice	\$ 69,857	\$ 71,610
	Stewardship & Finance	\$ 18,032	\$ 19,103
	Personnel	\$ 402,891	\$ 456,471
	Christian Education	\$ 13,300	\$ 13,600
	Worship & Arts	\$ 7,500	\$ 7,750
	Facilities & Operations	\$ 164,400	\$ 180,175
	Welcome & Fellowship	\$ 9,400	\$ 9,475
	Session	\$ 15,125	\$ 12,900
Total Expenses		\$ 700,505	\$ 771,084

Summary		2025	2026
	Total Revenues	\$ 700,505	\$ 771,084
	Total Expenses	\$ 700,505	\$ 771,084
Net Total		\$ -	\$ -

Mission, Outreach & Justice - Expenses		2025	2026
MOJ - Special			
51002	Nuevos Vecinos	\$ -	\$ 3,000
51003	Habitat for Humanity	\$ -	\$ 2,000
51005	Unallocated M&O	\$ 7,500	\$ 9,000
51012	Christian Assistance Min (CAM)	\$ 1,500	\$ 1,500
51022	House of Neighborly Service	\$ 3,000	\$ 3,000
51025	Inner City Development	\$ 2,000	\$ 2,000
51026	Interfaith Welcome Coalition	\$ 3,000	\$ 1,000
51027	John Knox Ranch	\$ 1,500	\$ 1,500
51048	Mo-Ranch Assembly	\$ 1,500	\$ 1,500
51060	SA Metro Ministries (SAMM)	\$ 1,000	\$ 2,000
51065	SA African American Community	\$ 500	\$ 500
51072	Membership-Covenant Network	\$ 200	\$ 200
51072	Membership-More Light Presbyterian	\$ 200	\$ 200
51072	Membership-Texas Impact	\$ 100	\$ 100
51075	South Texas Human Rights Center	\$ 5,000	\$ -
51078	Univ Presby Children's Center	\$ 5,000	\$ 5,000
51081	UPC Alternative Gift Market	\$ 500	\$ 500
51082	UPC Mission Trip	\$ 1,000	\$ 1,000
51083	Rainbow Welcome	\$ 100	\$ 2,000
51086	Vista Collaborative (Faith Convening)	\$ 100	\$ -
51087	Thrive	\$ 1,000	\$ 1,000
51088	World Mission - PC(USA)	\$ 500	\$ 500
51090	Presb Childrens Home & Services	\$ 2,000	\$ -
51092	Just Texas	\$ 500	\$ -
51093	SA Food Bank	\$ 1,000	\$ 1,000
51096	Presb Disaster Assistance	\$ 1,000	\$ 2,000
Total MOJ - Special		\$ 39,700	\$ 40,500
MOJ - General			
52001	General Mission - PC(USA)	\$ 24,000	\$ 24,000
52002	Per Capita - Mission Presb	\$ 3,957	\$ 4,110
52003	Theological Education - PC(USA)	\$ 2,200	\$ 3,000
Total MOJ - General		\$ 30,157	\$ 31,110
Total Mission, Outreach & Justice		\$ 69,857	\$ 71,610

Stewardship & Finance - Expenses		2025	2026
53015	Bank Fees	\$ 4,000	\$ 4,000
53020	Financial Review	\$ 250	\$ 250
53075	Solar Panel Loan Payment	\$ 7,782	\$ 8,603
54015	Accountant (Non-Salary)	\$ 6,000	\$ 6,000
53080	Stewardship Expenses	\$ -	\$ 250
Total Stewardship and Finance		\$ 18,032	\$ 19,103

Personnel - Expenses		2025	2026
Pastor			
53501	Salary	\$ 47,500	\$ 66,950
53502	Housing	\$ 47,500	\$ 30,900
53503	Self Employment Tax	\$ 7,265	\$ 7,486
53506	Medical/Dental/Vision Insurance	\$ 15,200	\$ 17,623
53506	Pension	\$ 8,075	\$ 8,318
53506	Death/Disab & Temp Disab	\$ 1,425	\$ 1,468
53520	Auto/Mileage Reimb	\$ 1,500	\$ 1,500
53525	Cont Ed/Books Reimb	\$ 3,000	\$ 3,000
53530	Prof Exp Reimb	\$ 1,500	\$ 1,500
Total Pastor		\$ 132,965	\$ 138,745

Individual Staff Salaries			
54001	Director Youth & Young Adult Ministry		
54010	Director of Children's Spirituality		
54012	Church Administrator		
54016	Director of Choral Music		
54017	Director of Children's Choir		
54018	Organist		
54023	Paid Singers		
54034	Maintenance Coordinator		
54045	Media Tech		
Total Individual Staff Salaries		\$ 217,795	\$ 252,611
Total Staff		\$ 350,760	\$ 391,356

Child Care			
54071	Child Care Salaries	\$ 6,518	\$ 6,714
Total Child Care		\$ 6,518	\$ 6,714

Benefits			
54078	Social Security/Medicare	\$ 17,152	\$ 19,838
54082	403(b) Retirement	\$ 2,981	\$ 4,480
54084	Health Insurance	\$ 13,850	\$ 22,260
54085	Flexible Spending Account	\$ 50	\$ 100
54086	Life Insurance	\$ 120	\$ 175
54090	Disability Insurance	\$ 365	\$ 553
54095	Workers' Comp Insurance	\$ 3,100	\$ 3,000
54098	Year End Bonuses	\$ 2,000	\$ 2,000
Total Benefits		\$ 39,618	\$ 52,406

Personnel (Cont.) - Expenses		2025	2026
Vacation Substitutes			
54550	Sub - Church Admin	\$ 500	\$ 500
54552	Sub - Pastor/Pulpit Supply	\$ 1,000	\$ 1,000
54554	Sub - Organist	\$ 500	\$ 500
54555	Sub - Music Director	\$ 400	\$ 400
54556	Sub - Maintenance Coordinator	\$ 500	\$ 500
Total Vacation Substitutes		\$ 2,900	\$ 2,900

Other Staff Costs			
54560	Cont Ed - Music Director	\$ 500	\$ 500
54562	Cont Ed - Organist	\$ 500	\$ 500
54564	Cont Ed - Dir of Youth Ministries	\$ 500	\$ 500
54565	Cont Ed - Dir of Children's Spirituality	\$ 500	\$ 500
54568	Cont Ed - Church Admin	\$ 120	\$ 120
54571	Mileage Reimb - Church Admin	\$ 50	\$ 50
54572	Mileage Reimb - Maint Coordinator	\$ 75	\$ 75
54574	Mileage Reimb - Dir of Youth Min	\$ 550	\$ 550
54576	Mileage Reimb - Dir of Children's Sp	\$ 200	\$ 200
54575	Miscellaneous	\$ 100	\$ 100
Total Other Staff Costs		\$ 3,095	\$ 3,095
Total Personnel		\$ 402,891	\$ 456,471

Christian Education - Expenses		2025	2026
55005	Adult-Materials/Honorarium	\$ 1,000	\$ 1,000
55205	Youth-Curriculum/Materials	\$ 700	\$ 1,000
55230	Youth-Special Events/Scholarships	\$ 10,000	\$ 10,000
55405	Children-Curriculum/Materials	\$ 900	\$ 900
55440	Children-Special Events/Scholarships	\$ 700	\$ 700
Total Christian Education		\$ 13,300	\$ 13,600

Worship & Arts - Expenses		2025	2026
56005	Worship Materials	\$ 3,000	\$ 3,000
56010	Music Materials	\$ 1,500	\$ 1,500
56015	Instrument Maintenance	\$ 3,000	\$ 3,000
56025	Youth/Children's Choir	\$ -	\$ 250
Total Worship & Arts		\$ 7,500	\$ 7,750

Welcome & Fellowship - Expenses		2025	2026
58016	Women's Fellowship (WoW)	\$ 500	\$ 500
58002	Memorial Flowers	\$ 600	\$ 600
58010	New Member Packets	\$ 150	\$ 225
58012	Visitor Expenses	\$ 300	\$ 300
58015	Fellowship Activities	\$ 4,500	\$ 4,500
58030	Directory Updates/Photo Wall	\$ 600	\$ 600
58040	Name Tag Supplies	\$ 250	\$ 250
58017	Men's Fellowship	\$ 500	\$ 500
58090	Congregational Retreat/Picnic	\$ 2,000	\$ 2,000
Total Welcome & Fellowship		\$ 9,400	\$ 9,475

Facilities & Operations - Expenses		2025	2026
Office Operations			
57010	Office Supplies	\$ 5,000	\$ 6,000
57020	Postage	\$ 3,500	\$ 3,500
57060	Telephone	\$ 6,500	\$ 6,250
57070	Equipment Maintenance	\$ 1,500	\$ 1,500
57080	Copier Lease	\$ 7,100	\$ 7,100
57090	Technology Support	\$ 6,500	\$ 11,600
57093	Technology Upgrades	\$ 2,000	\$ 3,000
57096	Computer Purchase	\$ 1,200	\$ 2,000
Total Office Operations		\$ 33,300	\$ 40,950
Facilities			
57510	General Insurance	\$ 30,500	\$ 38,500
57515	Cleaning Service	\$ 27,000	\$ 28,150
57520	Janitor Supply	\$ 8,000	\$ 6,500
57525	Kitchen Supplies	\$ 3,500	\$ 5,200
57530	Utilities	\$ 18,000	\$ 17,000
57532	Garbage and Composting Service	\$ 5,000	\$ 6,900
57533	Pest Control	\$ 4,300	\$ 4,475
57535	Building Maintenance/Repair	\$ 20,000	\$ 20,000
57540	Grounds Maintenance	\$ 7,400	\$ 6,600
57541	Power Washing	\$ 1,000	\$ -
57545	Transf to Capital Impr Fund	\$ 1,200	\$ 1,200
57548	Transf to Emergency Reserve	\$ 1,200	\$ 1,200
57550	Safety & Security	\$ 4,000	\$ 3,500
Total Facilities		\$ 131,100	\$ 139,225
Total Facilities & Operations		\$ 164,400	\$ 180,175

Session - Expenses		2025	2026
Session Activities			
59005	Materials/Supplies	\$ 700	\$ 700
59010	Commissioners' Expenses	\$ 500	\$ 750
59015	Alternative Gift Market	\$ 50	\$ 50
59020	Staff Appreciation	\$ 1,000	\$ 1,500
Total Session Activities		\$ 2,250	\$ 3,000
Other Expenses			
59050	Advertising/Website/Newsletter	\$ 2,500	\$ 3,500
59065	Presbyterians Today	\$ 175	\$ 200
59080	Miscellaneous	\$ 200	\$ 200
59081	Seminarian Support	\$ -	\$6,000
59083	Pastor Search Committee	\$ 10,000	\$ -
Total Other Expenses		\$ 12,875	\$ 9,900
Total Session		\$ 15,125	\$ 12,900
Total Expenses		\$ 700,505	\$ 771,084

SoL Center Expenses		2025	2026
50500	Advertising / Promotion	\$ 500	\$ -
50515	Fees & Honoraria	\$ 2,000	\$ 9,775
50575	Computer/Website/Teleconferencing	\$ 350	\$ 225
50585	Fundraisers	\$ 2,000	\$ -
Total SoL Center Expenses		\$ 4,850	\$ 10,000

University Presbyterian Church ~ San Antonio, Texas
Act on Change in Pastor's Terms of Call

According to G-2.0804 in the Book of Order, "[t]he terms of call shall always meet or exceed any minimum requirement [1] of the presbytery in effect when the call is made. The session shall review annually the minister's terms of call and shall propose for congregational action (G-1.0501) such changes as the session deems appropriate, provided that they meet the presbytery's minimum requirements. The call shall include participation in the benefits plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, or any successor plan approved by the General Assembly."

In addition, section 107 of the Internal Revenue Code specifies that the amount of a minister's compensation that is designated in advance by an employing church as a housing allowance is not taxable in computing federal income taxes to the extent that it is used to pay for actual expenses incurred in owning or renting a home or apartment, and, in the case of a minister who owns a home, does not exceed the fair rental value of the home (furnished, plus utilities.)

On January 21, 2026, the Session recommended approval of the changes in the Pastor's Terms of Call for 2026, as set forth by the Personnel Committee and noted below. The 2025 amounts are also listed as reference.

Terms of Call	2025	2026
Salary	\$65,000	\$66,950
Housing	30,000	30,900
Self-Employment Tax	7,265	7,486
Medical / Dental / Vision Insurance	15,200	17,623
Pension	8,075	8,318
Death / Disability and Temp Disability	1,425	1,468
Auto Reimbursement	1,500	1,500
Continuing Education / Books Reimbursement	3,000	3,000
Professional Expenses Reimbursement	1,500	1,500
Total	\$132,965	\$136,774

[1] Mission Presbytery's minimum effective salary for 2026 is \$50,000.

Lora East, Pastor
University Presbyterian Church
300 Bushnell Avenue
San Antonio, Texas 78212-5334
210-732-9927
upcsa@upcsa.org
www.upcsa.org