



San Antonio
Professional Coaches Association

SAPCA

Next Month at SAPCA

There will be no SAPCA breakfast meeting in February, we will resume On March 8th (2nd Thursday of the month).

Coaching Week 2007 Are You Connected Yet?



Angie Woodrow
Coaching Week Chair

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Coaching Week 2007 for San Antonio is much, much more than one event inside a 7-day period. Everyday, there is at least 2 hours of conversation that demonstrates what coaching is and how it can help people discover the possibilities. See flyers—pages 7-10).

We kick off the excitement with two days of conversation in the Hill Country. SAPCA is supporting tall it's members in the 'greater area'. They have a great partner for these events—Kendal County Economic Development Corporation.

VISION

We are the premier home for South Texas coaches, creating a transformational environment conducive for being extraordinary coaches who enrich the lives we touch.

MISSION

We are a community of coaches with diverse backgrounds and skills whose purpose is to help our members bring out the best in their clients, our community, and ourselves.

VALUES

Service
Authenticity
Passion
Connectedness
Abundance

Then, there are 5 days of conversation with our great partner Borders Bookstore (Huebner Oaks and Hwy I-10 location) and we end with an amazing 4-hour interactive workshop that gets you deeply connected to all your relationships.

How can you be connected to all these great conversations?

Invite!

The committee has organized and created some top-notch PR materials that you can use to help publicize the week's events. You know what to do: open email address book, select all from your powerful COI and click send. Follow-up with a phone call or a visit in person to people you most want to invite.

WIIFM you ask? Someone you send this flyer to is going to have the opportunity to connect with coaches who can support and encourage him or her to grow personally and professionally. They are going to thank you!

Our Goal: To have over 125 people attend the Relationship Connection workshop on February 8th. In addition, this is also our annual fundraising event where we generate our operating capital for the year.

Continued on Page 2

Coaching Week 2007 Are You Connected Yet?

Volunteer!

With a total of 10 days of activities (we *are* an amazing association!) there is a lot to do. We need: greeters at all the events, books donated for door prizes, photographers to capture all these great conversations, administrative support with all the preparation and follow-up of information that is connected to all these great events...you know what it takes to prepare and follow-up for one event—multiply it by 10 and the rule of ‘many hands make the work light...and FUN!’ applies here.

WIIFM you ask?

Advertise...Yourself! When you volunteer to help with a SAPCA coaching week activity you actually can help yourself. That’s right. Every member who attends any of these events gets to display their own personal business information—flyers, business card, collect names to add to your newsletter listing, meet wonderful people who *want* to meet coaches—it’s a ‘win-win’ for you and SAPCA. Contact Angela Woodrow, 210-492-6461, for more specific information—and of course to volunteer!

*This is your association—an award winning Chartered Chapter of the International Coach Federation.
This is your week!
Are you connected yet?*

Credentialing Update from ICF

The first credentialing session of 2007 is open!

- ◆ Applications for ACC and PCC Credentials will be accepted from January 1-March 31, 2007. The credentialing process is now fully automated. The most convenient way to apply is online.
- ◆ Please note that MCC applications will only be accepted from April 1-June 30. MCC applications will be posted to the Web site soon.

Documents outlining the minimum skills required for each credential are now available on the Web site. Many members requested this information to assist them in preparing for the credentialing process and in determining which credential matches up with their current skill and education level. To access this information, please visit the Credentialing page in the *For Current Members* section of the ICF Web site (www.coachfederation.org).

If you have any questions about the credentialing process, please send them to credentialing@coachfederation.org.

Take Advantage of ICF Resource Partners

ICF has recently united with various Resource Partners to offer special discounts exclusively for the coaching community. ICF members receive discounts, and ICF urges all coaches to support these companies. Current ICF Resource Partners with member discounts include:

- ◆ **AccessGenie:** Computer file backup system (30 day free trial)
- ◆ **ACCOW:** Coaching articles, tutorials, interviews, success stories, case studies and software (6-month free subscription)
- ◆ **AudioAcrobat:** Web-based audio services for recording and publishing calls (30 day free trial)
- ◆ **AuthorHouse:** Book publishing
- ◆ **CertifiedCareerCoaches.com:** Web site dedicated to putting clients in contact with Career Coaches (60 day free trial)
- ◆ **Choice:** Leading magazine of professional coaching (\$4.00 discount subscription)
- ◆ **Coaching Success Teleforums:** Telephone bridge line services (ICF member discount)
- ◆ **Elevations:** Assistance in determining client's best career fields
- ◆ **MAPP Career Assessment Services:** Online career assessment (70 percent discount)
- ◆ **Midwest Teletron:** Telephone headsets (35 percent discount)
- ◆ **Practice Pay Solutions:** Payment processing services (Discount setup fee and processing rate)
- ◆ **Professional DynaMetric Programs:** Online Coaching assessments and services (50-70 percent discount)
- ◆ **Staples Business Advantage:** Order office supplies online (average savings 19.8 percent)
- ◆ **The Coaches Console:** Online management system (20 percent discount)

Please take advantage of these special benefits. Visit the ICF web site and click on the Official ICF Resource Partners link in the *For Current Members* section.
www.coachfederation.org

Message from the President



Michele Henkle-Irelan, PCC
President of SAPCA

After numerous years as an active participant on the SAPCA Board, it is an honor for me to step into the role as President of this great ICF Chapter. Having been a coach for over 12 years, I have seen many changes in our profession and in our local chapter. We have gone from 5 people meeting for coffee at Jim's restaurant, to a group of over 40 unique individuals – all wanting to support our clients in creating a life and lifestyle they want and deserve, while making a good living.

The profession has gone from faxes and phone calls and small gatherings to the internet, websites, teleseminars, pod casts and an International Conference with 1400 coaches from over 80 countries. It has been quite an incredible journey.

And the truth is we are still on this journey of letting the world know what coaching is and how it serves our clients and the world.

This is where you as a SAPCA member come in. Every time you tell someone you are a coach, you are representing not only yourself, but every coach in the world – as this profession becomes more-and-more well known. At times, it can feel like a pretty heavy responsibility. And the best way to represent your profession is to be the best coach you can be. That means the best training program for you and your goals, providing the greatest coaching services imaginable to your clients, obtaining your ICF Certification – so outsiders know you meet the highest of professional standards, actively participating in chapter meetings and events, and playing at the international level – if that works for you.

We are a team of coaches here in San Antonio – all wanting to make a living doing work we love. I know for many entering the profession, the first year or two can be a real struggle, and maintaining a full practice can be challenging as well.

Please know that over the coming year – one of my personal goals - is to lead the chapter in providing you, our members, with programs, events, tools and connections that support you in as many ways as possible in building a sustainable coaching business.

In return, I ask that you give the chapter what ever time and attention you can. Many have given in the past so that you can now reap the benefits that the San Antonio Professional Coaches Association offers. Whether it be attending the monthly meetings and gaining insight from the programs, sitting on one of the committees that keeps this chapter thriving, or working on an event production team that creates awareness of SAPCA in the Greater San Antonio area.

Could this be the year that you step up and take on a role that will support both you and Chapter being the best, of the best? I sure hope so and I look forward to working with and for all of you over the coming year.

Client News from Sharon Benedict

One of my artisan clients was nominated first on the list of San Antonio's Most Influential People of 2006 in the Arts category, even before George Strait! Refer to page 42 of the January edition of Scene in SA Monthly magazine. The headline reads *The Most Influential San Antonians of 2006*.

"Doug Roper, acclaimed western/wildlife sculptor is part owner of Carriage house Gallery in Boerne. Roper beat out eight other national artists to design a bronze statue for the War Dog Memorial unveiled in front of the H. Lee Dennison Building in Suffolk County, New York, in the fall of 2005. The memorial is dedicated to the canines that have served from the Revolutionary War to the aftermath of 9/11."

Congratulations Doug! What a wonderful tribute to your life passion and commitment for your art and beloved San Antonio community! I am honored to be your coach and friend. Sharon

SAPCA CORE VALUES

Service

Service is making a difference in the well-being of our membership, community, and clients.

Authenticity

Authenticity is our “way of being” open, genuine and trustworthy.

Passion

Passion is the fuel that energizes us into being extraordinary.

Connectedness

Connectedness is the synergy of empathy, inclusivity and relatedness, which creates alignment, belonging and partnership.

Abundance

Abundance is our attitude that creates a variety of choices and possibilities through generosity and sharing.

The ICF Coaching Core Competencies

The competencies were developed to support greater understanding about the skills and approaches used within today's coaching profession as defined by the ICF. They will also support you in calibrating the level of alignment between the coach-specific training expected and the training you have experienced. These competencies were used as the foundation for the ICF Credentialing process examination.

We hope you will accept our challenge to evaluate your coaching sessions with your clients to make sure you are in alignment with the ICF Coaching Core Competencies.

Note: Each competency has a definition and related behaviors. Behaviors are classified as either those that should always be present and visible in any coaching interaction (in regular font), or those that are called for in certain coaching situations and, therefore, not always visible in any one coaching interaction (in italics).

FACILITATING LEARNING AND RESULTS

Creating Awareness

Ability to integrate and accurately evaluate multiple sources of information, and to make interpretations that help the client to gain awareness and thereby achieve agreed-upon results

- a. Goes beyond what is said in assessing client's concerns, not getting hooked by the client's description,
- b. Invokes inquiry for greater understanding, awareness and clarity,
- c. Identifies for the client his/her underlying concerns, typical and fixed ways of perceiving himself/herself and the world, differences between the facts and the interpretation, disparities between thoughts, feelings and action,
- d. Helps clients to discover for themselves the new thoughts, beliefs, perceptions, emotions, moods, etc. that strengthen their ability to take action and achieve what is important to them,
- e. Communicates broader perspectives to clients and inspires commitment to shift their viewpoints and find new possibilities for action,
- f. Helps clients to see the different, interrelated factors that affect them and their behaviors (e.g., thoughts, emotions, body, background),
- g. Expresses insights to clients in ways that are useful and meaningful for the client,
- h. *Identifies major strengths vs. major areas for learning and growth, and what is most important to address during coaching,*
- i. *Asks the client to distinguish between trivial and significant issues, situational vs. recurring behaviors, when detecting a separation between what is being stated and what is being done.*

Designing Actions

Ability to create with the client opportunities for ongoing learning, during coaching and in work/life situations, and for taking new actions that will most effectively lead to agreed-upon coaching results

- a. Brainstorms and assists the client to define actions that will enable the client to demonstrate, practice and deepen new learning,
- b. Helps the client to focus on and systematically explore specific concerns and opportunities that are central to agreed-upon coaching goals,
- c. Engages the client to explore alternative ideas and solutions, to evaluate options, and to make related decisions,

The ICF Coaching Core Competencies

Facilitating Learning and Results (continued)

Continued on page 5

- d. Promotes active experimentation and self-discovery, where the client applies what has been discussed and learned during sessions immediately afterwards in his/her work or life setting,
- e. Celebrates client successes and capabilities for future growth,
- f. Challenges client's assumptions and perspectives to provoke new ideas and find new possibilities for action,
- g. *Advocates or brings forward points of view that are aligned with client goals and, without attachment, engages the client to consider them,*
- h. *Helps the client "Do It Now" during the coaching session, providing immediate support,*
- i. *Encourages stretches and challenges but also a comfortable pace of learning.*

Planning and Goal Setting

Ability to develop and maintain an effective coaching plan with the client

- a. Consolidates collected information and establishes a coaching plan and development goals with the client that address concerns and major areas for learning and development,
- b. Creates a plan with results that are attainable, measurable, specific and have target dates,
- c. Makes plan adjustments as warranted by the coaching process and by changes in the situation,
- d. *Helps the client identify and access different resources for learning (e.g., books, other professionals),*
- e. *Identifies and targets early successes that are important to the client.*

Managing Progress and Accountability

Ability to hold attention on what is important for the client, and to leave responsibility with the client to take action

- a. Clearly requests of the client actions that will move the client toward their stated goals,
- b. Demonstrates follow through by asking the client about those actions that the client committed to during the previous session(s),
- c. Acknowledges the client for what they have done, not done, learned or become aware of since the previous coaching session(s),
- d. Effectively prepares, organizes and reviews with client information obtained during sessions,
- e. *Keeps the client on track between sessions by holding attention on the coaching plan and outcomes, agreed-upon courses of action, and topics for future session(s),*
- f. *Focuses on the coaching plan but is also open to adjusting behaviors and actions based on the coaching process and shifts in direction during sessions,*
- g. *Is able to move back and forth between the big picture of where the client is heading, setting a context for what is being discussed and where the client wishes to go,*
- h. *Promotes client's self-discipline and holds the client accountable for what they say they are going to do, for the results of an intended action, or for a specific plan with related time frames,*
- i. *Develops the client's ability to make decisions, address key concerns, and develop himself/herself (to get feedback, to determine priorities and set the pace of learning, to reflect on and learn from experiences),*

San Antonio Professional Coaches Association (SAPCA) Roster

Lockhill Station Post Office Box 780114 - San Antonio, TX 78278-0114 ♦ www.sapca.org
Membership List (more details and photos at <http://sapca.org/members2.htm>)

LEADERSHIP

President: Michele Henkle Irelan, PCC Michele@SuccessWorks.com 497-7589
President-Elect: Angela "Angie" Woodrow awoodrow@beyondpointb.com 492-6461
Secretary/Treasurer: Janet Bonnin janet@simplejourneys.com 830-249-9785
Director of Communications: David Flack Coach@TheAcceleratorCoach.com 872-5490
Director of Membership: Kimberly Smith-Martinez, Ph.D. kim@envisionyourdreams.com 832-9076
Director of Programs: Wendy Geisler nutritionmaven@aol.com 823-4363
Director of Resources: Sue D'Ambrosio sdambrosio@satx.rr.com 650-5470
Immediate Past President: Michael Baker Michael@MoveToAction.com 830-537-3576
Board Advisor: Chris Lucerne, PCC chris@chrislucerne.com 408-7699

Credentialed Coaches Members (Certified through ICF)

Mike Bellomy, ACC, President 2005 mbellomy@BellomyGroup.com 524-7790
Sharon Benedict, ACC homeharvest@gvtc.com 830-755-6163
Leslie Cardinal, PCC Leslie@LeslieCardinal.com 496-3304
Judi Craig, MCC judi@coachsquared.com 824-3391
Jayne Garrett, PCC, jayne@jaynegarrett.com 490-6106
Barbara A. F. Greene, MCC barbara.greene@greeneandassociates.com 366-8768
Michele Henkle Irelan, PCC, PRESIDENT Michele@SuccessWorks.com 497-7589
Chris Lucerne, PCC, BOARD ADVISOR/President 2004 chris@chrislucerne.com 408-7699
Mike Mayberry, ACC mmayberry@theleadershipcoach.net 479-9891
Bill Thomas, MCC Past VP of the ICF billthomas@omniglobal.net 830-367-4555

Affiliate Members (ICF Members)

Caterina Nur Arends Caterina@highervisioncoaching.com 492-6882
Michael Baker, Immediate Past President Michael@MoveToAction.com 830-537-3576
Janet Bonnin, SECRETARY/TREASURER janet@simplejourneys.com 830-249-9785
Diane Cunningham, PROGRAMS CHAIR diane@dianecunningham.com 219-5231
Sue D'Ambrosio BOARD DIRECTOR for RESOURCES sdambrosio@satx.rr.com 650-5470
Lorna Engleman lorna@panamadocs.com 492-6872
David Flack, BOARD DIRECTOR for COMMUNICATIONS/2002 President Coach@TheAcceleratorCoach.com 872-5490
Bob Frasier bobfrasier1@juno.com 722-6878
Wendy Geisler, BOARD DIRECTOR for PROGRAMS nutritionmaven@aol.com 823-4363
Gene Hildabrand gene@themasternetwork.com 481-2555
Marc Miller marc@coachingmoments.com 830-229-5555
Jon Morse jon@thecenterforsuccess.com 830-997-5110
Chuck Saxer csaxer@o-l-d.com 408-1032
Kimberly Smith-Martinez, Ph.D. BOARD DIRECTOR for MEMBERSHIP kim@envisionyourdreams.com 832-9076
Deb Stinson dstinson2@satx.rr.com 764-2640
Jeff Thompson jeff@summitlifestrategies.com 831-2246
Raelyn Van Pelt vanpelt@sbcglobal.net 683-6360
Steve Varga MEMBERSHIP CHAIR steve@varga-associates.com 490-3377
Blaine Wilson coach@fitcare.net (830) 377-4925
Angela "Angie" Woodrow PRESIDENT-ELECT awoodrow@beyondpointb.com 492-6461

Associate Members (Non-ICF Members)

Linda Crum Linda.Crum@usaa.com 316-0946
Ian Dahlgard iancoach@aol.com 273-5331
Nora Fellows, FINANCE CHAIR fellows@gvtc.com 830-755-6423
Cheryl Jones cheryl@bestbizness.com 545-2378
Susan Loveland aloveland@satx.rr.com 696-0258
John Lovitt Past President 2003 johnlovitt@kw.com 364-8025
Irene Maxfield imaxboston@yahoo.com 590-1686
Carolyn Sledge carolyn@truthcoaching.com (830) 249-1662
Rick Thomas rtthomas_satx@yahoo.com 490-5170
Richard Zielinski solutions@apsrecruiting.com 690-3888

Honorary Members

Jim Antenen jimantenen@earthlink.net 826-7595 ext. 230
Dee Dee Aspell deedee@aspell.com 930-4664

*Celebrating 2007
International Personal and
Business Coaching Week*



SAPCA

ICF chartered chapter
INTERNATIONAL COACH FEDERATION

The San Antonio Professional Coaches Association

INVITES YOU TO

The Hill Country Coaching Open House

*Join us for Coffee and Conversation with Hill Country's Professional Coaches!
at the Kendall County Economic Development Corporation Center (GVTC Building)*

1221 South Main, Suite 100, Boerne,, TX 78006 \ www.kendallcountyedc.org

Two Complimentary Gatherings: January 25 and 27

Thursday 2-4 pm, 6:30-8:30 pm & Saturday 10-12 noon, 2-5 pm

Parenting and Education

Meet coaches dedicated to supporting individuals to...

- Be the parents they know they can be.
- Explore the best educational options available for those who want a hands-on approach to their child's education.

Spiritual and Personal Growth

Meet coaches dedicated to supporting individuals to...

- Discover their purpose in life.
- Explore and discover the various ways to increase their spiritual awareness.

Health And Wellness

Meet coaches dedicated to supporting individuals to...

- Reach and sustain a whole-person wellness lifestyle—including nutritional & physical well-being.
- Discover healthy complementary alternatives to conventional medicine.

Curious about coaching and how it might benefit you? Join us for our informal gatherings and find out!

A coach is someone who helps others organize their thoughts and move through the process of setting and reaching desired goals.

Retirement

Meet coaches dedicated to supporting individuals to...

- Set goals for a secure and joyful retirement.
- Discover ways to help plan and be proactive about retirement options.

Small Business and Executive Coaching

Meet coaches dedicated to supporting individuals to...

- Increase their business sales.
- Develop their leadership skills/professional goals.

Grand Finale of Coaching Week The Relationship Connection

*Explore the Inside-Outside Game of
Conscious Conversation*

February 8, 2007, 8:00am-12:00pm

Northern Hills Country Club

More Information: www.sapca.org/calendar.htm

**February 3-7
Coaching Conversation
Events Also Being Held At:**

BORDERS®

Huebner Oaks Shopping Center
I-10 West between Huebner and DeZavala
11745 IH-10 West, Suite 110—San Antonio, TX 78230
210-561-0022

Borders will present all guests with a 20% off coupon good for all purchases made immediately following each gathering.

**Some restrictions apply*

*Celebrating 2007
International Personal and
Business Coaching Week*



SAPCA

ICF chartered chapter
INTERNATIONAL COACH FEDERATION

INVITES YOU TO

The Relationship Connection

Explore the Inside-Outside Game of Conscious Conversation

Thursday, February 8, 2007 8:00am-12:00pm

*Play the game of enhancing your
personal and professional relationships!*

Relationships! They can be your greatest source of joy and happiness or your greatest source of pain and sorrow. From intimate to professional and everything in-between, surprisingly your many relationships require the same set of skills. Satisfying relationships do not happen by chance; rather they transform and flourish through your willingness to grow and use effective life skills. The center point of this interactive workshop is the *Conscious Conversation Game*, teaching innovative skills to enhance all of your relationships. *You will:*

- **Establish** a powerful clear *intention* that allows your Authentic Self to guide constructive action.
- **Engage** in *conscious conversation* by increasing your ability to listen for what is essential.
- **Learn** the *art of tossing...* how to keep the conversation going to a gratifying conclusion.
- **Expand** your *openness to learning* to create connection, harmony and personal growth.
- **Discover** how to foster positive relationships through the fine art of *appreciation*.
- **Create** a *game plan* for significantly enhancing your important relationships.

Presented By



Kimberly Smith-Martinez, Ph.D. is a licensed psychologist and Life and Career Transitions Coach. She is committed to educating and empowering her clients to create positive change in their lives through individual and group personal coaching or individual psychotherapy.
www.envisionyourdreams.com



Chris Lucerne, PCC specializes in supporting clients to *Build Relationships that Matter* (personal and professional - groups and individuals). She is certified through the ICF as a Professional Certified Coach and through The Hendricks Institute as a Conscious Relationship and Body-Mind Vibrance Coach. www.ChrisLucerne.com

**More Coaching Week Events
See Page 2**

**Special Early Bird Rate
Until January 26th Only \$85.00
\$99.00 (from Jan. 27th — Feb 8th)**

REGISTER TODAY (See Page 3)

Event Location:

Northern Hills Country Club

13202 Scarsdale Road - San Antonio, TX 78217

Registration and Continental Breakfast 7:30-8:00am

Workshop: 8:00am-12:00pm

For more information call Angela Woodrow at 210-204-1217

*Celebrating 2007
International Personal and
Business Coaching Week*



SAPCA

ICF chartered chapter
INTERNATIONAL COACH FEDERATION

*SAPCA in Partnership with Borders Books, Music and Café
INVITES YOU TO*

The Coaching Connection

*Join us for Coffee and Conversation with San Antonio's Professional Coaches!
Five Complimentary Gatherings: February 3rd—February 7th*

Saturday, February 3rd—3:00-5:00pm

Parenting and Education

Meet coaches dedicated to supporting individuals to...

- Be the parents they know they can be.
- Explore the best educational options available for those who want a hands-on approach to their child's education.

Sunday, February 4th—2:00-4:00pm

Spiritual and Personal Growth

Meet coaches dedicated to supporting individuals to...

- Discover their purpose in life.
- Explore and discover the various ways to increase their spiritual awareness.

Monday, February 5th—6:30-8:30pm

Health And Wellness

Meet coaches dedicated to supporting individuals to...

- Reach their potential in gaining and maintaining nutritional and physical well being.
- Discover healthy alternatives to conventional medicine.

Curious about coaching and how it might benefit you? Join us for our informal gatherings and find out!

A coach is someone who helps others organize their thoughts and move through the process of setting and reaching desired goals.

Tuesday, February 6th—6:30-8:30pm

Retirement

Meet coaches dedicated to supporting individuals to...

- Set goals for a secure and joyful retirement.
- Discover ways to help plan and be proactive about retirement options.

Wednesday, February 7th—6:30-8:30pm

Small Business and Executive Coaching

Meet coaches dedicated to supporting individuals to...

- Increase their business sales.
- Develop their leadership skills/professional goals.

Grand Finale of Coaching Week The Relationship Connection

*Explore the Inside-Outside Game of
Conscious Conversation*

February 8, 2007, 8:00am-12:00pm

Northern Hills Country Club

More Information: www.sapca.org/calendar.htm

**Coaching
Conversation Events** **BORDERS®**
Being Held At:

Huebner Oaks Shopping Center
1-10 West between Huebner and DeZavala
11745 IH-10 West, Suite 110—San Antonio, TX 78230
210-561-0022

*Borders will present all guests with a 20% off coupon good for all purchases made immediately following each gathering.
Some restrictions apply

REGISTRATION FORM

The Relationship Connection

Explore the Inside-Outside Game of Conscious Conversation

Presented by the San Antonio Professional Coaches Association (SAPCA)

Thursday, February 8, 2007 - Northern Hills Country Club (13202 Scarsdale Road)

Registration and Continental Breakfast 7:30-8:00am

Workshop: 8:00am-12:00pm

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Daytime Telephone: _____

Email: (So we can send you information and reminders before the workshop)

Payment Amount: _____ \$85.00 through Friday, January 26, 2006
_____ \$99.00 January 27—February 8, 2006

Payment Method:

_____ Check (make payable to SAPCA)

_____ Visa _____ MasterCard _____ American Express

Card Number: _____ Expiration Date: _____

Name on Card: _____

Three/Four Digit CVV Number _____

(VISA & MasterCard: Last three digits on the back of card AMEX: Four digits on the front of card)

Name **exactly** as it is on card: _____

Email (If different than above):

(We must have this to process your card and send you a receipt for your payment)

Billing address for Card (if different than above)

Address: _____

City: _____ State: _____ Zip: _____

Cardholder's Signature: _____

Fax to 210-492-2166 or mail to SAPCA, P.O. Box 780114, San Antonio, TX 78278-0114

For more information, call Angela Woodrow at 210-204-1217