

**Leadership Council**  
**Meeting: October 28, 2025**  
**Report submitted to the Board: November 2025**

*Items for Board action @ Board meeting on November 9, 2025*

<b>Committee on Ministry</b>	The Board needs to discuss/choose 3 committee members for the COM so meetings can begin in December. [First requested October, 2025]
<b>Leadership Council P&amp;P</b>	The <a href="#">Leadership Council P&amp;P</a> has been redrafted and seeks approval from the P&P Committee and the Board. It has been sent to the Policies & Procedures committee for review. [First requested October, 2025]
<b>Pianist Offer Letter (Update)</b>	Rev. Heather and Steve Milloy are requesting the Board approve a raise for Katie Klaerich in her role as Pianist to better reflect industry standards and clarify her responsibilities. The Treasurer, Finance Committee, and Music Committee unanimously support the proposal.

*Reporting (non-voting) members:*

<b>President of the Board</b>	<p>Linda reported that she wanted positive recognition for the volunteers as they are a powerful force. Some board members are going to host a volunteer recognition after-church event and would like to utilize the Leadership Council to help nominate four people. The Board is open to suggestions and the Leadership Council doesn't need to reach consensus, they can just give a list of names to consider. Greg (VP) is interested in this event as well.</p> <p>Linda is in the process of finishing the transition team report and there is a Congregational meeting in late November. After the report is finished it will go to the transition team to review. There are some takeaways that will be important for the Leadership Council to consider, especially as it relates to the committees. What was found in interviewing individual committee members was that the Leadership Council is new and has so much potential. The Leadership Council is beginning to be, and will be, the communication link between the board, minister, committees, and congregation regarding all good things related to committees. At this point, the report found that committee members were unclear that the Leadership Council existed or what it was, and some of the Leadership Council representatives didn't know who was on their team. While the process is new, there needs to be more significant outreach to those who the representatives are representing. Some of the committees are saying they want a board liaison, and the purpose of the Leadership Council is to not have board liaison. Some individuals reported not feeling heard or like they've been acknowledged enough.</p> <p>There are a lot of P&amp;Ps that need attention. One that came up was security clearance, as it is not recorded properly what security clearance is. Jon Luft also wants to change the P&amp;P's for Dream Builders and Landscape Committee.</p>
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<b>Administrator</b>	<p>None from Ashley Morn this meeting.</p> <p>Sarah created an <a href="#">Organizational Document</a> which states the purposes, responsibilities, etc. of the different components of UUFSD. The document aims to answer who is doing what. She also created a <a href="#">Breeze Document</a> to request any changes to the document.</p> <p>Sarah will send the Leadership Council the organizational document and Breeze form to request changes with a request that they look at it in the next couple of weeks and give feedback. The organizational document will be a living document. The current version is a first draft, as individuals read and contribute to it, it will be polished up and probably Ashley will take ownership and keep up to date.</p> <p>We are working on creating a new website for our outward-facing community presence (calendar of activities, general info). There is talk of altering our current website into a member's only site where we can keep things archived and accessible for members only (board &amp; LC reports, etc.).</p>
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<i>Operational members:</i>	
<b>FINANCE</b> (Finance, Stewardship, Capital Campaign, Endowment)	<p><b>Finance</b> - Kathryn Sturch is taking a well-earned sabbatical and has stepped away from leadership responsibilities, which means the Finance Committee does not currently have a chairperson. The committee will be meeting at its regular time on November 11 to discuss how best to go forward - <b>Sarah 10/27/25</b></p> <p><b>Stewardship</b> - Due to the Phase 2 construction, we split the auction into two parts this fiscal year. The recently completed online auction was budgeted to net \$8,000, and the live auction in May is budgeted to net \$5,000. The live auction actually brought in \$10,000, so we are well on our way to our goal of \$13,000 in revenue from this year's fundraising efforts - <b>Sarah &amp; Rich 10/27/25</b></p> <p><b>Capital Campaign</b> - The Phase 2 Capital Campaign has been completed with every pledge honored. Since February 2024 we have received:</p> <p style="padding-left: 40px;">\$681,467.27 in member donations/pledge payments marked for Phase 2          \$129,677.24 in member donations/pledge payments marked for Phase 2 GAP          \$190,000.00 from Spirit Level Foundation  <u>    \$61,788.52 from the Ken Schultz legacy</u>          \$1,062,933.03</p> <p>- <b>Sarah 10/27/25</b></p> <p><b>Endowment</b> - I can't currently log into the UUCEF account so I can't download the statements. I will update this section as I am able - <b>Sarah 10/27/25</b></p>
<b>FACILITIES</b> (Dream Builders, Design Review, Buildings & Grounds,	<p><b>Dream Builders</b> - Dream Builders suffers from chronic under participation from committee members. Actions required to help implement projects tend to be concentrated among 2 or 3 of the same individuals rather than spread across wider participation. The Board has been advised that P&amp;P 450 should be re-evaluated in view of recent experience implementing the</p>

<p>Library, Memorial Walkway, Safety &amp; Security)</p>	<p>Master Plan over the last 5 years. More committee members are needed to take on actual administrative assignments and the committee should be more advisory to the Board rather than task oriented, with more reliance on hired professionals. Once Phase 2 (reduced) is completed in December, the Board is advised to look forward to continuing implementation of the Master Plan. <b>Jon 10/22/25</b></p> <p><b>Design Review</b> - Design review is only active when a submission is made for review. There have been no submissions made within the last several months for review. The current makeup of the committee is appropriate to the P&amp;P, while additional, interested participants are welcome to join. <b>Jon 10/22/25</b></p> <p><b>Buildings &amp; Grounds</b> - Building and Grounds enjoys a small core group of volunteers to help maintain the site. More effort needs to be made across the Fellowship to encourage congregation members to take active roles in helping with site maintenance. To date an effective method of attracting more general participation eludes B&amp;G</p> <p><b>Library</b> - Robin Mitchell has confirmed that this committee is no longer active and should be removed as a group under Facilities. <b>Jon 10/22/25</b></p> <p><b>Memorial Walkway</b> - No report, more information is needed - <b>Jon 10/22/25</b>  Jerry Thiebolt, the sculptor, is working on finishing the final panel. He anticipates that it will be ready for installation at the beginning of 2026 - <b>Sarah 10/28/25</b>  Normal Showalter, the organizer of the Memorial Walkway, has passed away. A new organizer is needed. - <b>Heather 11/3/25</b></p> <p><b>Safety &amp; Security</b> - No report, more information is needed - <b>Jon 10/22/25</b></p>
<p><b>GOVERNANCE</b>  (Policies &amp; Procedures, Nominating, Committee on Ministry)</p>	<p><b>Policies &amp; Procedures</b> - Leadership Council updated their P&amp;P and awaits approval from the P&amp;P committee and the Board.</p> <p><b>Nominating - N/A</b></p> <p><b>COM</b> - The Board and Minister will work together to choose 6 committee members (Board chooses 3 and Minister chooses 3). The committee will begin meeting in December.</p> <p>Rich proposed the idea before advertising the Leadership Council to get the P+P approved. Linda L. proposed the idea to also get clear answers to questions representatives will get from committee members and others before advertising.</p> <p>Linda P. stated that her understanding is that the P+P are waiting for Nancy H. to step in and finalize. The Board will need to approve them first before Nancy finishes her step. Nancy cannot complete her portion at this time, and Linda will figure out the next steps.</p>

*Programmatic members:*

<p><b>MINISTER</b> (Worship, Music)</p>	<p><b>Worship</b> - Worship has made a few changes to the Order of Service.</p> <ol style="list-style-type: none"> <li>1. The announcements have been moved to the beginning of service.</li> <li>2. We have instituted a Compassionate Care Circle of candles that is lit during Joys and Sorrows.</li> <li>3. We are trying different hymns for our Centering Hymn.</li> </ol> <p><b>Music</b> - Services will stop being streamed on YouTube so that we can utilize more of the hymns from the hymnals. We will continue streaming on Zoom. This change will happen after notice has been sent out to the congregation.</p> <p>Steve Milloy and Rev. Heather request a raise for Katie Klaerich to better reflect industry standards and better specify her responsibilities.</p>
<p><b>DREF</b> (RE)</p>	<p>Emily started in her role as DREF on Monday, October 13. We had a successful completion of a home build with Casas de Luz over the October 18 weekend. 4 UUFSD families participated- which included 6 RE students. 2 former RE students/non-members joined us for the build. Emily joined Worship Associate training on Nov. 1 and will now attend Worship committee meetings and Leadership Council. November RE Committee Meeting was held Nov. 2 and was focused on OWL and Coming of Age curriculums. Emily is completing the OWL training over the course of the month of November and looking to start an OWL cohort in Spring 2026. Emily is working directly with Sarah Miller on the move to the new administration building. As soon as cabinets are complete in the new building, Palmer Library can get cleared and allow it to return to an RE/learning space.</p>
<p><b>MEMBERSHIP</b> (Development &amp; Growth)</p>	<p>Andi had a really nice meeting with the New to UU folks. Having chit chat regarding membership this weekend. There is a backlog of visitors who haven't been turned into friends yet. Andi is having the experience where folks don't want to get off the phone and want to continue speaking.</p>
<p><b>COMMUNICATIONS</b> (Communications)</p>	<p>Nothing new to report. (Rich)</p>
<p><b>SPIRITUAL DEVELOPMENT &amp; CARE</b> (Spiritual Groups: Sacred Circles, Sacred Texts, Buddhist Groups, Earth Centered Spirituality, Compassionate Care)</p>	<p><b>Sacred Circles - 11/25</b> We are delighted that Rev Heather is rotating her attendance at the five Sacred Circle groups. All is going well.</p> <p><b>10/25</b> We are in full swing now with four groups. We are grateful that Rev Heather joins us at the facilitator meeting when we finalize the handout.</p> <p><b>Buddhist Groups - 11/25</b> We are working on a Friday in January to hold a memorial service for our member, Roger Parker. Details to be worked out soon.</p> <p><b>Earth Centered Spirituality -</b> going fine</p> <p><b>Compassionate Care - 11/25</b> We are planning to have a Celebration of Life for Norma Showalter in January after the amphitheater and parking is open. Alisa Guarlnik has joined our group.</p> <p><b>10/25</b> We had our first meeting with Heather on 10/27. We have a new member and a returning member so there are now four of us. We are reviewing all our activities and</p>

	<p>processes and will continue to meet monthly. There are lots of new ideas and energy. We are so happy to be meeting again!</p> <p><b>Sacred Texts</b> - on hiatus until further notice (Rich)</p>
<p><b>SOCIAL JUSTICE</b>  (Climate Action, Casas de Luz, FillABelly, GVP, Homeless Shelter, Food Insecurity, UU the Vote, Palestine-Israel Justice, Immigrant Support)  *Helping Our Neighbors</p>	<p>The last Social Justice meeting was around budgeting, went over rules how folks can get money from the fund, explained the difference between grants and what is in the budget. Made a decision to deal with requests as needed and will see what is in the budget otherwise allocated for particular functions.</p> <p>No particular updates on subgroups outside of that UU the Vote is finished for this year and Climate Action had a recent potluck.</p> <p><b>Climate Action</b> -</p> <p><b>Casas de Luz</b> - Great success at the build in Mexico! A youth-oriented build more so than times in the past.</p> <p><b>Fill A Belly</b> -</p> <p><b>Gun Violence Prevention</b> -</p> <p><b>Interfaith Shelter</b> -</p> <p><b>Food Insecurity</b> -</p> <p><b>UU the Vote</b> -</p> <p><b>Palestine - Israel Justice</b> -</p> <p><b>Immigrant Support / TIAS</b> -</p>
<p><b>FUN &amp; FELLOWSHIP</b>  (Social Groups, Kitchen)</p>	<p>Nothing particular to report in subgroups.</p> <p>Thanksgiving + Holiday Meals - Andi brought up the idea of having something to text or email to folks interested in attending. Louise and Barbara W are in charge of the Thanksgiving event. The event is posted in the newsletter and on the website. The idea was brought up to put something on the kiosk as well. Louise announced the event at Sunday service. Barbara will talk to Heather regarding if she wants to send a congregation wide email about Thanksgiving. Sign-ups will be likely starting next Sunday. Discussed getting an alias for Louise and Barbara - <a href="mailto:fun@uufsd.org">fun@uufsd.org</a>. Discussed being unsure who is “owning” the Holiday Party. Louise will be out of town during the holidays. Andi will be bringing this up to Heather during her meeting with her tomorrow.</p> <p><b>Book Club</b> -</p> <p><b>Men’s Groups</b> - One new member signed up in September and is well integrated. (Rich)</p>

**Women's Group -**

**Outdoor Adventures -**

**Kitchen** - Older kids are sitting down for coffee hour using mugs, and when possible will be doing snacks. Second Sunday may be snacks. RE kids are getting involved.