

**Leadership Council**  
**Meeting: November 18, 2025**  
**Report submitted to the Board: December 2025**

*Items for Board action @ Board meeting on December 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, resubmitted December, 2025]

*Reporting (non-voting) members:*

<b>President of the Board</b>	<p><b>General</b> - Transition Team update (information provided at Congregational Forum on Sunday, Nov. 23, 2025).</p> <p><b>Staff Update</b> - The Board has approved a salary raise for Katie Klaerich in order to meet industry standards. She will also now be paid stipends for extra rehearsals and Christmas Eve. The Board passed another motion to pay all staff that work on Christmas Eve time-and-a-half pay. - (Heather 11/11/25)</p>
<b>Administrator</b>	Administrator has been working on understanding the current systems that exist at UUFSD that can then be streamlined and expanded upon to be most beneficial in supporting members and staff. Administrator is currently working on both the event rentals process and the weekly checklist for service each Sunday. [Ashley 11-17-25]

*Operational members:*

<b>FINANCE</b> (Finance, Stewardship, Capital Campaign, Endowment)	<p><b>Finance</b> - The board-authorized people will meet at the bank on Thursday 11/20/25 to become authorized signers on our bank accounts. Sarah 11/18/25</p> <p><b>Stewardship</b> - Nothing to report (Rich)</p> <p><b>Capital Campaign</b> - The Phase II Capital Campaign has been completed. Sarah 11/18/25</p> <p><b>Endowment</b> - The new members of the committee have met to discuss plans for this year.</p>
<b>FACILITIES</b> (Dream Builders, Design Review,	<p><b>Dream Builders</b> - Needs support via more volunteers.</p> <p><b>Design Review</b> - Nothing to report.</p>

<p>Buildings &amp; Grounds, Library, Memorial Walkway, Safety &amp; Security)</p>	<p><b>Buildings &amp; Grounds</b> - Needs site maintenance support via volunteers. The solar panels were cleaned.</p> <p><b>Memorial Walkway</b> - Eberly Barnes is taking over organization. - Heather 11/7/25</p> <p><b>Safety &amp; Security</b> - No movement from this group yet, despite being tasked with completing an emergency plan for campus.</p>
<p><b>GOVERNANCE</b></p>	<p><b>Policies &amp; Procedures</b> - Our P&amp;P #430 for the RE Committee has not been updated since March 2009! Liora Kian-Gutierrez, new Chair of RE, and I will work together to update this P&amp;P for approval by the RE Committee and then bring it to the Board for final approval. Angie 11/15/25</p> <p><b>Nominating</b></p> <ul style="list-style-type: none"> <li>● Member Debbie Hecht offered a detailed proposal to change our bylaws affecting how the Nominating Committee operates in terms of presenting a slate for Leadership positions (President and VP). Her concern centers around the reality that our last two Board Presidents (Wenda and Linda) came onto the Board as Presidents without having been on the current Board. Her proposal would change our bylaws so that the current Vice President of the Board becomes the next President and the Nominating Committee then only secures a Vice President.</li> <li>● The current Nominating Committee members discussed this and all agreed this change is not in the best interest of UUFSD. Linda Pratt (President) and Alisa Guralnik (Chair of Nominating Committee) met with Debbie via Zoom. Both Linda and Alisa stated that while in principle this seemed like a good idea, it seems too restrictive for our situation at UUFSD. Both clarified that the Nominating Committee is very focused on "succession recruiting" and this is an integral part of their interview process with prospective Board members. In addition to asking prospective and current members about willingness to be VP or President, this is from the official P&amp;P for the Nominating Committee .</li> </ul> <p><i>“Officer succession planning is an important part of candidate selection. Current Board Members will be included in the consideration of President and Vice President candidates, and continuing board members will be prioritized for these positions. “</i></p> <ul style="list-style-type: none"> <li>● Both Linda and Alisa indicated that such a bylaw requirement would have only complicated the work of the Nominating Committee during the times that it was truly necessary to reach outside the current Board members for a President (or Vice President). Such a requirement would NOT have been in the best interest of UUFSD.</li> <li>● I talked with Debbie upon my return . My understanding is that she feels heard and understands that moving forward at this time with this specific proposal may not be in the best interest of the Fellowship. She would, however, like us to keep this tucked in our thoughts. Angie 11/15/25</li> </ul> <p><b>COM</b> - The Board is making their selections then Rev Heather will submit hers.</p>

*Programmatic members:*

<p><b>MINISTER</b> (Worship, Music)</p>	<p><b>Worship</b> - Changes to worship elements continue to be reflected on positively. Ashley (Administrator) is starting to help organize and facilitate Sunday mornings twice a month, including creating a new staff set up checklist. - Heather 11/17/25</p> <p><b>Music</b> - Music Sunday is coming up in early December.</p>
<p><b>DREF</b> (RE &amp; Library)</p>	<p><b>RE</b> - OWL training for Emily this month, as well as reaching out to other possible religious educators as cofacilitators. Working on OWL and Coming of Age for 2026.</p> <p><b>Library</b> - Has been moved to RE category. Adult library has moved to Admin Building. Children's library is staying in Palmer Library.</p> <p>Emily is working on storage needs in regards to program space in the Admin Building and Palmer Library. Be in touch with her if you have items you need stored on campus.</p>
<p><b>MEMBERSHIP</b> (Development &amp; Growth)</p>	<p>Busy month. Membership forum was nice and we are moving into a New Members Ceremony this coming Sunday. New members are interested in working with committees, including B&amp;G. We are starting up a fellowship potluck on the first Saturday of each month (following the B&amp;G site work). A Membership committee meeting will commence at the end of this month to help facilitate new members becoming connected with others and activities. We also recently had a Meta meeting including people who work on Breeze, pledging, bookkeeping, and other elements related to Membership. We still need a current P&amp;P. We still welcome new members to the committee. (Andi)</p>
<p><b>COMMUNICATIONS</b> (Communications)</p>	<p>UUFSD Publication Venues 2025 Communications Committee, November 17, 2025</p> <p>The Communications committee has undertaken a re-examination of all our publishing venues in order to better serve our members, friends, and the general public.</p> <p>This reorganization puts our publications into either a MEMBERSHIP category, or a PUBLIC category, depending on the intended audience. MEMBERSHIP means that users request to join, and we have (at least) an email address for each person (eg. Newsletter with 500+ email list). PUBLIC means that we have no idea who is viewing the information (Facebook is a public account).</p> <p>All of our publications are listed below:</p> <p>MEMBERSHIP Newsletter Order of Service Email blasts Nextdoor private group</p>

	<p>Dialogue <i>Future - current website</i> (members only)</p> <p>PUBLIC Facebook public group Instagram Youtube <i>Future - public Website</i></p> <p>The MEMBERSHIP category will operate much like it does today, including time-sensitive events, tutorials, announcements, blasts, etc.</p> <p>The PUBLIC category will only contain curated content, meaning that any content changes will be heavily wordsmithed before publication. The goal of the PUBLIC venues will be to give visitors a sense of who we are, what we believe, and what we do. They will have images equal in space to words, but will not be “newsy”. The amount of time-sensitive content will be minimal – possibly only Sunday service and public events. Instagram will contain only photos, which could be photos of ads for public events. Facebook could contain any photos that are on Instagram plus ads for public events and Sunday service.</p> <p><i>The Communications committee will recruit new members with a talent in photography, image creation, and writing to help with our PUBLIC face. They will curate the photos, images, and events on an ongoing basis for public consumption. (Rich)</i></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</b> - Rev Heather is visiting the circles on a rotating basis.</p> <p><b>Buddhist Groups</b> - Excited to be back in the library. Working on a memorial service for Roger Parker in January.</p> <p><b>Earth Centered Spirituality</b> - Plugging alone having fun.</p> <p><b>Compassionate Care</b> - Currently working on Norma Showalter’s memorial for January. There are no current mealtrains. Membership has increased to 6 committee members.</p> <p><b>Sacred Texts</b> - On hiatus.</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><b>Climate Action</b> - Working fine without a current coordinator. Members of the group are trading off coordinating.</p> <p><b>Casas de Luz</b> - Nothing to report.</p> <p><b>Fill A Belly</b> - Nothing to report.</p> <p><b>Gun Violence Prevention</b> - Sandy Hook vigil will be open to the public on Dec 14th. Rev. Heather is working with Steve Bartram on a short sunset service.</p>

	<p><b>Interfaith Shelter</b> - Nothing to report.</p> <p><b>Food Insecurity</b> - Betsy is taking over the work Norma was doing.</p> <p><b>UU the Vote</b> - Nothing to report.</p> <p><b>Palestine - Israel Justice</b> - Nothing to report.</p> <p><b>Immigrant Support / TIAS</b> - Support was requested by Robin Sales for TIAS to become a SJA “group.” More information was requested from Robin Sales as to what that means.</p> <p><b>Generosity Sunday</b> - Victor Seguritan has taken over Gen Sunday. Julia Darling’s daughter is interested in applying for Gen Sunday for her non-profit that supports sex ed classes in schools.</p>
<p><b>FUN &amp; FELLOWSHIP</b> (Social Groups, Kitchen)</p>	<p><b>Book Club</b> - No update.</p> <p><b>Men’s Groups</b> - September sign ups had one person sign up and he has joined a group. There will be signups every September. The ideal number is 9 people. There are 12 in the group currently, not enough to create a new group.</p> <p><b>Women’s Group</b> - No update.</p> <p><b>Outdoor Adventures</b> - No update.</p> <p><b>Kitchen</b> - No update.</p> <p><b>Bit O Fun</b> -</p> <ul style="list-style-type: none"> <li>● Our zoom improv was a nice touch in their lives—several folks depending on it for much needed fun/socializing. At this time, some folks need a pause due to busy life circumstances.</li> <li>● So, Improv facilitator, Linda L., will take a hiatus; may rekindle zoom improv later in 2026, esp. w/ more folks for quota.</li> <li>● Meanwhile, occasional improv gatherings in person (or perhaps on zoom). Upcoming “Dinner w/ Improv” auction item in 2026 (Linda Luisi, Linda Pratt, Rancho Bernardo). [Linda L. 11-17-25]</li> </ul>