

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder's Hall West

Attendees:

Board

Linda Pratt, President

Greg Trigeiro, Vice President

Pamela Parker

Wenda Alvarez

John Drewe

Larry Jones

Julia Darling

Lisa Shaffer, Secretary

Kathryn Sturch, Treasurer

Others

Angela Knappenberger

Mike Cosgrove

Jason Folkman

Heather Megill

Robin Sales

Barbara Walker

- Chalice Lighting - read by Greg
 - Next month - Pamela will bring a reading

- Special Topics
 - Jason Folkman presented the Palestine-Israel Justice Group (PIJG)'s request to have a congregation-wide vote on signing the Apartheid Free Pledge. He provided some background about this initiative that was started by the American Friends Service Committee, and has the support of the UUA and at least 8 other UU congregations, among the hundreds of organizations that have signed on.

The Board was concerned that a special congregational meeting might not draw as many attendees as one of the semi-annual congregational meetings. There was also concern about the potential divisiveness that this issue might create. The Board felt that additional outreach and education within the congregation would be needed to have an informed consideration of the proposal, and that multiple perspectives should be presented. While agreeing to sign the pledge does not, in and of itself, call for any specific action on the part of our Fellowship, it is a significant statement and should be carefully considered.

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder's Hall West

ACTION: Board President will try to find representatives of differing views on the proposed pledge.

- A motion to table the item failed by a 3-4 vote. (Moved by Larry; seconded by Greg)
 - A motion to put the Apartheid Free pledge on the January congregational meeting agenda, with educational efforts and multiple perspectives to take place between now and then, was approved unanimously. (Moved by Pam; seconded by Julia)
- Staffing review - Rev. Heather presented the Board with an assessment of the current state of staffing, which is not sustainable. She has too many duties and expectations, made more so by Rev. Ellie's departure. Rev. Heather requested that the Board offer her an initial one-year contract as minister, with the potential for a longer-term role, and begin recruiting to fill the DREF and Administrator positions. She presented an outline of the duties of each position and a budget proposal that does not require additional funds. The intent is to provide continuity during the coming year while the Transition Team and the Board decide how to proceed on a longer time horizon.

The Board expressed appreciation for all Rev. Heather is currently juggling and thanked her for bringing this to the Board for action. If the Board were to accept this change in some form, it was understood by all that Rev. Heather would have to spend time initially in helping recruit and train her replacements and thus would have limited capacity to provide worship services. However, she would be available for pastoral care and other ministerial functions during the transition. Board members asked questions of clarification and then deferred further discussion to the executive session.

A member of the pastoral care committee reiterated the urgent need for leadership in the area of pastoral care.

- Kathryn Sturch resigned as Treasurer. The Board unanimously accepted her resignation. The Board understands that Sarah Miller is willing to continue most of the administrative duties of Treasurer while a replacement is found and trained.

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder's Hall West

ACTION: Make sure the Board has the year-end financial report and any other current financial information in advance of the September 7 Board meeting.

- Consent Agenda
 - Solar panel cleaning contract was deferred
 - Board minutes from 6/8/25 approved
 - Board minutes from special meeting 7/27/25 approved
 - proposal to replace glass in Founders' Hall doors approved

- Reports and Updates
 - There were no open action items from last meeting
 - Transition Team Report

The Board all received the notes from the first meeting of the Transition Team. They are looking at the big picture, and do not expect to have recommendations until Spring. There were suggestions of additional resources that could be of value to the group, including

 - UUA Ministry Search Handbook: (Contract Minister sections)
https://www.uua.org/files/2025-06/Ministry_Search_Handbook.pdf
 - UUA Special Care Congregations
<https://www.uua.org/files/documents/lathamrobert/specialcarecongs.pdf>
 - DREF Report - no discussion
 - Congregational Administrator Report - no discussion
 - Financial Report - not available yet.
 - Dream Builders Report - the DB minutes serve as the report. No discussion.

- Discussion Agenda
 - Endowment Committee request - deferred
ACTION: Include on September agenda
 - Dreambuilders change order request re Administration Building - approved

The Board expressed continuing frustration and concern about slow progress and billing from the contractor. After some discussion, it was agreed: to accept the request from Dream Builders and allocate an additional \$16,750 from Capital Campaign funds to the Admin. Building Reserve fund to cover the following:

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder's Hall West

1. Pending change order #8, for \$6,750. Larry Jones will coordinate with Chris Faller and the contractor to ensure submittal is consistent with prior change orders using the form developed by Jon Luft.
2. \$10,000 to be used if needed for completion of the Administration Building.

The Board emphasized the need for all payments to be supported by invoices that are processed in accordance with standard procedures. Larry Jones will work with the Dream Builders on behalf of the Board, resuming responsibility for review and approval of contractor invoices and submittal for payment processing. (Moved by Greg; second by Linda, unanimous approval.)

- A proposal to remove the requirement for the Board to vote on contracts that have already been budgeted for Phase 2 construction, when the bids are within the approved range, was deferred until the September meeting.

ACTION: Put this proposal on the September agenda.

- 2025–2026 Contract for Steve Malloy and Katie Klaerich. There is a desire to have more consistency in our employment agreements with staff. Linda will be working with the Personnel Committee and Alisa to standardize our format and process for both salaried and hourly employees. The first priority is to develop a new letter of agreement for Steve Milloy.
- Board Retreat Planning - The retreat will be Sept. 13 at Linda's house. Facilitation is being considered. Linda will ask Rev. Tania what topics/area of focus she suggests. If Rev. Tania is available, she will be invited to participate in a portion of the day. The Board Secretary will not be available until mid-day.
- Other agenda items were deferred to the September meeting.
- Executive Session (separate, confidential minutes)
- Date, time and location of next meeting
 - Sept. 7, 11:30, Founders' Hall
- Extinguish the Chalice

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder’s Hall West

UUFSD Board Meeting . July 2025 . RE Report

2025-26 RE Theme: TBD

REGISTRATION

Current Registered Families: 21

Registered Families that are members: 11

PK-K	1st-5th	6th-11th	YA	Total
12	15	9	2	38

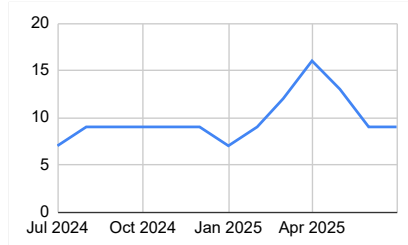
ATTENDANCE

Art Club (7/6/25): 4 (1 child, 1 adult, 1 RE Staff, 1 DREF)
 UU Brewhouse (7/25/25): 30 (2 teens, 25 adults, 2 RE staff, 1 DREF)
 Game Night (7/21/25): 16 (3 children, 2 teens, 10 adults, 1 DREF)

WORSHIP

	Tod-PK	K-2	3-6	7+	Total
7/6/25	5	1	1	2	9
7/13/25	4	4	1	2	11
7/20/25	2	1	2	2	7
7/27/25	3	1	1	2	7
AVERAGE	4	2	1	2	9

AVERAGE MONTHLY ATTENDANCE



PROGRAMMING

SPECIALTY - Completed

Park Picnic & Play (Oct)
 Christmas Pageant (Dec)
 RE Volunteer Training (Dec)
 Holiday Party (Dec)
 Parents' Night Out (Jan, Mar)
 Cafe Valentino's (Feb)
 Easter Egg Hunt (Apr)
 Climate Justice Spring Play (April)

OWL Training (May)
 Pride By the Beach (June)

SPECIALTY - Upcoming

RE Volunteer Luncheon (August)
 Community Beach Party (August)

ONGOING

UU Brewhouse (4th Fri)
 Game Night (4th Mondays)
 Art Club (1st Sundays)
 Gardening Club (3rd Sun)

SUPPORT

RE PERSONNEL

of Fully Trained Volunteers: 15
 # of Partially Trained Volunteers: 6
 # of Childcare Employees: 2

RE COMMITTEE UPDATE

Planning is ongoing for the Beach Bash and RE Volunteer brunch.
 RE Committee volunteered to assist with move into the new Admin Building.
 Calendar is being created for 2025-26 year.

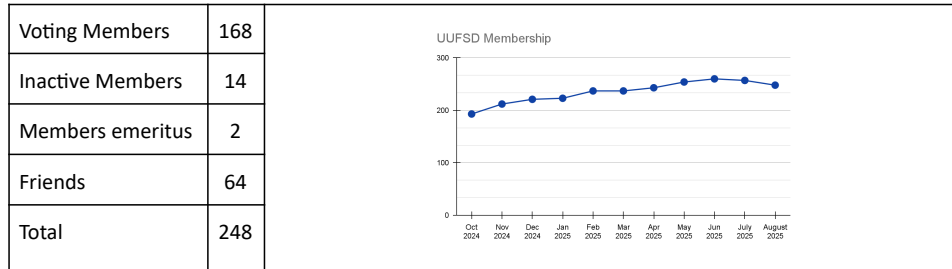
Prepared by Rev. Heather Megill
 8/4/2025, heather@uufsd.org

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder's Hall West

ADMINISTRATOR'S REPORT – August, 2025

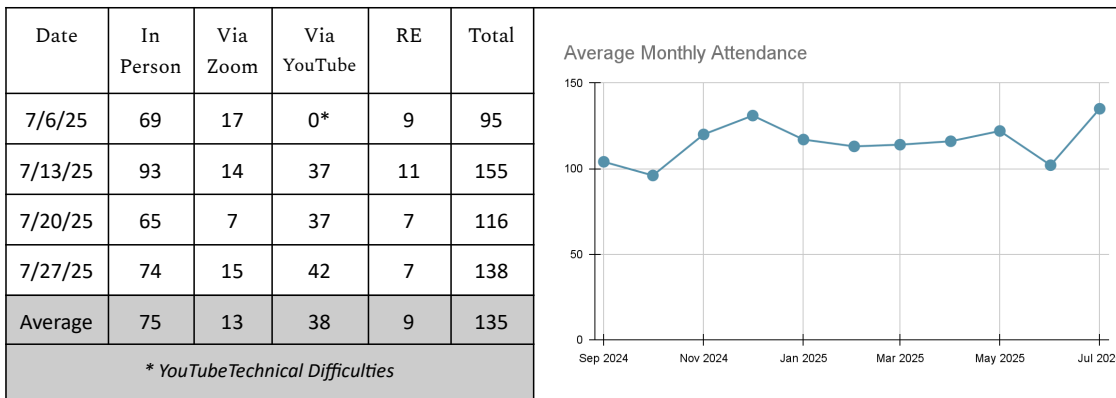
MEMBERSHIP STATISTICS as of August 4, 2025



Changes in Membership this Month (if any):

- From Active to Resigned: Rigdon Currie (moved)
- From Active to Inactive: Stuart Gaiber (waiting to see about new minister), Dave Bellama (not pledging, not attending), Julie & Andrew Fry (not pledging, not attending)
- From Inactive to Friend: Sarah O’Hara (not pledging, but attending)

SUNDAY ATTENDANCE



Site Rentals this Month (if any): Insight San Diego continues on Wednesdays.

Incidents on Campus this Month (if any): N/A

Administration Activities or Events of Note: Administrative duties are falling behind with the short staff. There is no one supervising staff or available for pastoral care needs. Administration needs a minimum of two full-time staff (in some combination of Minister, DREF, & Administrator) working throughout the year to cover all the needs of the community.

Respectfully submitted,
 Rev. Heather Megill, Administrator

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder’s Hall West

ADMINISTRATOR’S REPORT – July, 2025

MEMBERSHIP STATISTICS as of July 3, 2025

Voting Members	175	
Inactive Members	19	
Members emeritus	4	
Friends	59	
Total	257	

Changes in Membership this Month (if any):

New members: Eileen Freedland & John Sundberg

Resigned: Stephanie Reed & Scott Elliott (moved), Angela Anderson (moved)

Newly inactive: Max & Angie Robinson (stepping back), Jennis Hemingway (away for 1 year)

SUNDAY ATTENDANCE

Date	In Person	Via Zoom	Via YouTube	RE	Total	
6/1/25	81	17	0*	8	106	
6/8/25	52	11	13	10	86	
6/15/25	63	11	22	9	105	
6/22/25	64	14	37	10	125	
6/29/25	73	10	0*	6	89	
Average	67	13	24	9	102	

*YouTube Technical Difficulties

Site Rentals this Month (if any): Insight San Diego continues on Wednesdays. Shir Ha Yam Service: June 1, Tara Mandala Meditation Retreat: June 13-15, Thornburn Memorial (no rental fees collected): June 20, Goldenhersh Bat Mitzvah: June 21.

Incidents on Campus this Month (if any): N/A

Administration Activities or Events of Note: N/A

Respectfully submitted,

Rev. Heather Megill, Administrator

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder’s Hall West

UUFSD Board Meeting . June 2025 . RE Report

2024-25 RE Theme: Enhance and Build

REGISTRATION

Current Registered Families: 21

Registered Families that are members: 11

PK-K	1st-5th	6th-11th	YA	Total
12	15	9	2	38

ATTENDANCE

Pride By The Beach (6/7/25): 11 (2 children, 8 adults, 1 DREF)

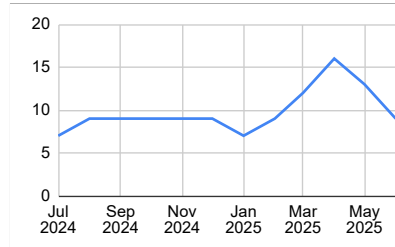
UU Brewhouse (6/27/25): 23 (2 teens, 19 adults, 1 RE staff, 1 DREF)

Game Night (6/23/25): 12 (2 children, 2 teens, 7 adults, 1 DREF)

WORSHIP

	Tod-PK	K-2	3-6	7+	Total
6/1/25	3	3	0	2	8
6/8/25	3	3	2	2	10
6/15/25	4	4	1	0	9
6/22/25	5	3	2	0	10
6/29/25	1	0	4	1	6
AVERAGE	3	3	2	1	9

AVERAGE MONTHLY ATTENDANCE



PROGRAMMING

SPECIALTY - Completed

- Park Picnic & Play (Oct)
- Christmas Pageant (Dec)
- RE Volunteer Training (Dec)
- Holiday Party (Dec)
- Parents' Night Out (Jan, Mar)
- Cafe Valentino's (Feb)
- Easter Egg Hunt (Apr)
- Climate Justice Spring Play (April)

- OWL Training (May)
- Pride By the Beach (June)

SPECIALTY - Upcoming

- RE Volunteer Luncheon (August)
- Community Beach Party (August)

ONGOING

- UU Brewhouse (4th Fri)
- Game Night (4th Mondays)
- Art Club (1st Sundays)
- Gardening Club (3rd Sun)

SUPPORT

RE PERSONNEL

- # of Fully Trained Volunteers: 15
- # of Partially Trained Volunteers: 6
- # of Childcare Employees: 1

RE COMMITTEE UPDATE

Raja Michelle begins as our RE Teacher on July 6th. The summer "Children's Chapel" series runs through August with alternating weekly themes of Gardening, Art, Music, and Storytelling. Soul Matters curriculum and classes broken down by age will return in September.

Prepared by Rev. Heather Megill
7/2/2025, heather@uufsd.org

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder's Hall West

June 6, 2025

Dear Officers & Board,

In adopting a budget for next year, the Endowment Committee recommends that you move \$10,000 of reserves to the Unrestricted Fund of the Endowment, where it will do permanent work.

As we understand the draft budget, a significant amount of money is in investment accounts and is not intended for FY 2025-26 spending. While this includes fully-funded reserves for Buildings & Grounds and the Program Reserve, we understand additional cash is unused and un-earmarked, except for earning interest. Of course it is prudent to steward cash for unforeseen current needs; however, the Congregation also has long-term obligations to justice, care of the vulnerable, guarding the earth, and other goals at the foundation of our faith. The Endowment is established precisely to underwrite these goals for generations.

It's appropriate to take this action now, while it is financially feasible. The Congregation has been extraordinarily generous to put us into a position where we can fund current needs and building projects. But we recommend adding \$10,000 to the forever view.

Respectfully,

The Endowment Committee

Mark Tuller

Alisa Guralnick

Angie Knappenberger

Greg Trigiero

Maria Moody

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder's Hall West



UUFSD Secretary <secretary@uufsd.org>

[UUFSD Board] A letter in support of our congregation becoming signatory to the Apartheid Free Communities Pledge.

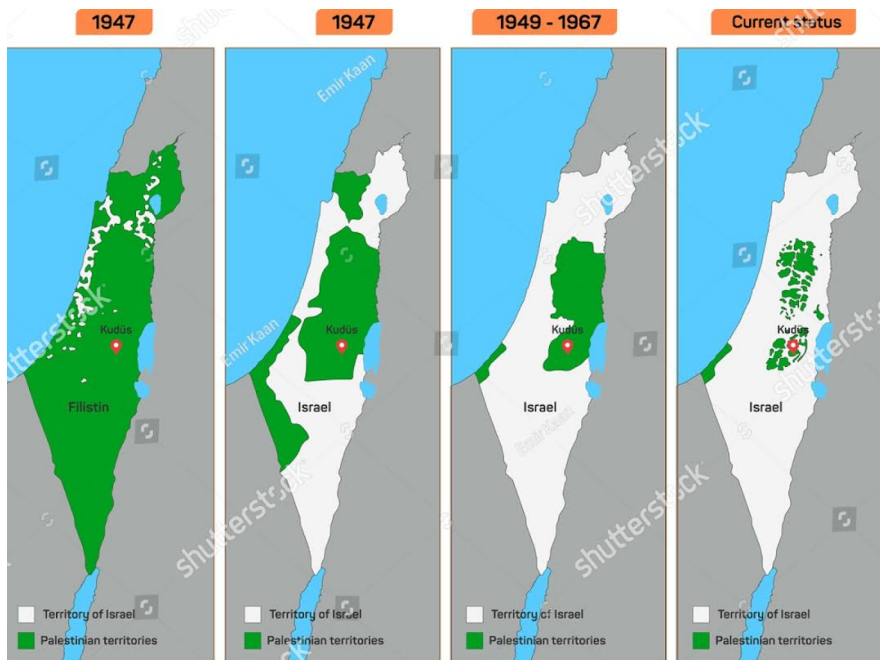
1 message

Irving Himelblau <ihimelblau@gmail.com>

Fri, Aug 8, 2025 at 2:39 PM

To: Linda Giannelli Pratt <gnle2011@gmail.com>

Cc: Jason Folkman <jfolkmaneh@gmail.com>, Donna Gerhauser <donnagerhauser@gmail.com>, UU Board <board@uufsd.org>



To the UUFSD Board of Directors,

In July 2024, Livia Walsh and I approached the Social Justice Action Committee with a proposal to create a Palestine-Israel Justice Group. The Committee agreed and our group became a member of the Unitarian Universalist Justice in the Middle East, a UUA umbrella organization, thus establishing the UUFSD Palestine-Israel Justice Group.

One of our intentions from the outset was to provide an educational program detailing the realities of the Palestine-Israeli conflict. To that end, we showed three movies with follow up educational discussions facilitated by Rev. Sarah Millspaugh and Rev. Ellie Kilpatrick: "Israelism," "1948 Creation and Catastrophe" and "Holy Redemption, Stealing Palestinian Land" and in June 2025, the Palestine-Israel Justice Group held a successful Educational Forum with over 40 people in attendance.

We addressed the issue of anti-zionism versus antisemitism. The PIJG considers Israel a Nation State, not a Jewish State. And, as such subject to international law. We were alarmed at the violations of territorial and civil rights being inflicted on the Palestinians in the West Bank and the Gaza strip. The creation of illegal Israeli settlements, limiting Palestinian access to their homeland by creating physical barriers and identification checkpoints and exploitation of natural resources, were acts considered illegal under international law.

The Gaza conflict further exposed the true nature and goals of the Israeli government, the destruction of the Palestinian homelands, the mass killing of men, women and children, the starvation of a captive population, and the proposed Israeli annexation of areas of Gaza.

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder's Hall West



UUFSD Secretary <secretary@uufsd.org>

[UUFSD Board] Support for Heather

1 message

livwalsh1@gmail.com <livwalsh1@gmail.com> Sun, Aug 10, 2025 at 10:17 AM To: UU Board <Board@uufsd.org>, President
UUFSD <president@uufsd.org>

Dear Board Members,

I'm writing this letter in support of Heather receding a contract as our Minister. She has proven herself to be committed, competent and confident beyond

Measure in every are of her involvement at uufsd including the sermons she had offered here and at UCC.

Thank you.

Livia Walsh
Worship Chairperson

--

You received this message because you are subscribed to the Google Groups "Board" group. To unsubscribe from this group and stop receiving emails from it, send an email to board+unsubscribe@uufsd.org. To view this discussion visit <https://groups.google.com/a/uufsd.org/d/msgid/board/15CD86C8-FF63-41B5-A42B4B6829CBCCE6%40gmail.com>.

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder's Hall West



UUFSD Secretary <secretary@uufsd.org>

[UUFSD Board] Support for Heather

1 message

livwalsh1@gmail.com <livwalsh1@gmail.com>

Sun, Aug 10, 2025 at 10:17 AM

To: UU Board <Board@uufsd.org>, President UUFSD <president@uufsd.org>

Dear Board Members,

I'm writing this letter in support of Heather receding a contract as our Minister. She has proven herself to be committed, competent and confident beyond

Measure in every are of her involvement at uufsd including the sermons she had offered here and at UCC.

Thank you.

Livia Walsh
Worship Chairperson

--

You received this message because you are subscribed to the Google Groups "Board" group.

To unsubscribe from this group and stop receiving emails from it, send an email to board+unsubscribe@uufsd.org.

To view this discussion visit <https://groups.google.com/a/uufsd.org/d/msgid/board/15CD86C8-FF63-41B5-A42B-4B6829CBCCE6%40gmail.com>.

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder's Hall West

July 21, 2025

Dear UUFSD Board,

On Sunday, July 20, UUFSD held a Social Justice Action committee meeting. At the meeting, Jason Folkman, coordinator of the Palestine-Israel Justice Group (PIJG), asked the group to endorse a congregation-wide vote on signing the Apartheid-Free Pledge. He read a statement that summarized the steps PIJG have taken to educate the congregation on the situation in Israel-Palestine, and also specified three reasons UUFSD should endorse the pledge:

1. It's the right thing to do—the words of the pledge echo the values that this congregation holds. We have a conscience.
2. We are added to the list of signatories compiled by the American Friends Service Committee—which serves as a world-wide barometer of communities across the world who believe the Palestinians are deserving of human rights.
3. In view of the fact that the US is the number 1 supporter of Israel—politically and militarily—it's vital that Americans of all faiths speak out against this genocide.

Jason also noted that 1st UU in Hillcrest is also seriously considering signing the Apartheid-Free Pledge, and PIJG both here at UUFSD and at 1st UU are in close communication.

The SJA committee took a vote, and unanimously voted to take this request to the board.

We respectfully ask the board to hold a congregation-wide vote on this matter in September. By then, many congregants will be back from summer vacation. PIJG is offering to hold an "Ask any Question" Forum the week prior to the vote.

Thank you for your consideration.

Very Sincerely Yours,

Donna Gerhauser, SJA Chair, Jason Folkman, PIJG Coordinator

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder's Hall West



UUFSD Secretary <secretary@uufsd.org>

[UUFSD Board] Urgent Staffing Situation

Angie Knappenberger <angie3886@gmail.com>

Mon, Jul 28, 2025 at 8:43 AM

To: UU Board <board@uufsd.org>

Cc: "leadershipcouncil@uufsd.org" <LeadershipCouncil@uufsd.org>, Donna Gerhauser <donnagerhauser@gmail.com>

Dear UUFSD Board,

The purpose of the UUFSD Leadership Council is to create a stronger and healthier Beloved Community by fostering better communication and collaboration amongst our ministry teams, always with the Fellowship's vision and mission in mind.

Please note that we have come to recognize an urgent need to reassess our staffing situation in light of Rev Ellie's departure mid-August. We ask the Board to prioritize assessing how to best utilize our current staff and to determine what additional staffing is needed in order to effectively carry out both the basic administrative/operational functions we depend on and meet the spiritual needs of our Fellowship. While the formation of a "transition team" can serve as a positive step in looking at future possibilities, we strongly urge the Board to take action **now** to address our immediate need.

In addition to her role as both our DREF and our Administrator, Heather is now also covering many of the minister's tasks including staff management, providing pastoral care for those who come into the office, and providing programmatic leadership. She has expressed to the Leadership Council that her increased workload is not sustainable. Among the many talents that Heather has shown are an exceptional skill for organizing systems that are both efficient and produce tangible, positive results and a natural talent for building a strong sense of community and team building. Yesterday she showed that she also excels at the pulpit.

As a first step in this reassessment process, it is our recommendation that the Board invite Heather into conversation about re-envisioning her role at UUFSD as well as her vision on how we can meet our staffing needs in this moment. She has invested the time and energy to get to know our community well and understands our immediate staffing needs better than anyone. As we begin to assess our staffing needs, her guidance and perspective on how we best move forward seems like the logical place to start.

We appreciate your attention to this time-sensitive situation.

Respectfully,

UUFSD Leadership Council

Angie Knappenberger

Barbara Walker

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder's Hall West



UUFSD Secretary <secretary@uufsd.org>

[UUFSD Board] Please put Heather in charge for a year

1 message

SarahUUFSD <sarahuufsd@gmail.com>
To: UU Board <board@uufsd.org>

Sun, Aug 3, 2025 at 10:30 PM

Dear Members of the Board,

I have been a member of UUFSD since January of 2010 and, except for my years living in Florida, have served in leadership for most of that time, including 8 years serving on the Board. I have thus experienced the ministries of David Miller, Megan Cefalu, Thomas Perchlik, Joe Green, and Ellie Kilpatrick from a leadership point of view as well as that of a member. This experience has led to a certain perspective that I would like to share with the Board.

Context is always important because it keeps us grounded, and the context that we must keep in mind is that we are a Fellowship. It's in our DNA. We were lay led for many years and, I am told, were not even part of the UUA for a long time. We, as a community, are still not really in step with UUA. Case in point: our members voted 80%-20% to reject the Article II revision while UU congregations as a whole voted 80%-20% to adopt them. We remain very much an independent and largely self-sufficient community, capable of being lay-led, and very much in control of our own polity.

Having had many conversations with members over the years, it's clear that we're each here for our own constellation of reasons: a need for community, a spiritual home, a place to be uplifted and inspired, shared music, shared art, shared social action, a way to make a difference, a place to help us raise our kids, a way to give back, and much more. Most of those reasons have surprisingly little to do with which minister is here. It has everything to do with the kind of community we are. As a result, I have come to believe that the most important quality in a leader for our community is someone who can get us to pull together even more effectively and become an even stronger Beloved Community. Not so much a boss or an inspirational leader or someone who wants to fit us into their vision of ministry, but someone who can serve as a facilitator and coach and community organizer who helps us realize our potential as a Beloved Community.

While the Board decides what to do long term, we still need a plan to get us through the next year. Happily, we are blessed with a ready solution.

I urge the Board to put Heather in charge for a year, hire a new office administrator to take on those tasks as *soon as is humanly possible*, and task Heather and the RE committee to figure out how to cover RE. That will give the Board and the membership time to get clear on how to go forward and give us a stable, capable, transition staff for the coming year.

Whether Heather is offered a one year contract as our minister (which is doable: <https://www.uua.org/leaderlab/non-uu-ministers>), or a one year contract with a different title, nothing would make me feel more secure and hopeful for the future of the Fellowship than to have her hand on the tiller while we figure this out. Given her demonstrated skills in administration, chaplaincy, team building, RE, music, fun and fellowship, and the pulpit I, for one, would be truly happy to have her serving as our minister.

Thank you for your consideration.

Sarah

Sarah Miller | 760-809-0780
SarahUUFSD@gmail.com

Do more than belong: participate. Do more than care: help. Do more than believe: practice. Do more than be fair: be kind. Do more than forgive: forget. Do more than dream: work. — William Arthur Ward

UUFSD Board of Directors Meeting Minutes

August 10, 2025, 12:35 - 3:00, Founder's Hall West

June 6, 2025

Dear Officers & Board,

In adopting a budget for next year, the Endowment Committee recommends that you move \$10,000 of reserves to the Unrestricted Fund of the Endowment, where it will do permanent work.

As we understand the draft budget, a significant amount of money is in investment accounts and is not intended for FY 2025-26 spending. While this includes fully-funded reserves for Buildings & Grounds and the Program Reserve, we understand additional cash is unused and un-earmarked, except for earning interest. Of course it is prudent to steward cash for unforeseen current needs; however, the Congregation also has long-term obligations to justice, care of the vulnerable, guarding the earth, and other goals at the foundation of our faith. The Endowment is established precisely to underwrite these goals for generations.

It's appropriate to take this action now, while it is financially feasible. The Congregation has been extraordinarily generous to put us into a position where we can fund current needs and building projects. But we recommend adding \$10,000 to the forever view.

Respectfully,

The Endowment Committee

Mark Tuller

Alisa Guralnick

Angie Knappenberger

Greg Trigiero

Maria Moody