

**Leadership Council**  
**Meeting: September 23, 2025**  
**Report submitted to the Board: October 2025**

*Items for Board action @ Board meeting on October 12, 2025*

<b>Committee on Ministry</b>	The Board should discuss/choose 3 committee members for the COM so meetings can begin in November.
<b>Leadership Council P&amp;P</b>	The Leadership Council P&P 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.

*Reporting (non-voting) members:*

<b>President of the Board</b>	<p>October 5th is the first Coffee with the Board, where people can attend to ask questions as desired.</p> <p>Next meeting is October 12th. Invitation to report on the LC's progress.</p>
<b>Administrator</b>	<p>The search for a new Administrator continues with the following search team: Rev. Heather Megill, Wenda Alvarez, Lisa Shaffer. Interviews should conclude by Sept 28th and an offer letter sent by Oct 1st.</p> <p>Sandy Hill has hired Ygnacio Ovieda (UUFSD's cleaner) to provide their cleaning services. Now we have one cleaner/caretaker for our entire campus, which will foster a sense of unity and togetherness between our renter and us, as well as provide an opportunity for Ygnacio to feel a sense of ownership in the role of sole campus caretaker.</p>

*Operational members:*

<b>FINANCIAL</b> (Finance, Stewardship, Capital Campaign, Endowment)	<p><b>Finance</b> - Capital Fund accounting will be evaluated by Jane Gilpin, CPA, with recommendations for how to book what will become long term assets on our BS. SLM</p> <p><b>Stewardship</b> - We are in the midst of the Fall Auction.</p> <p><b>Capital Campaign</b> - The Capital Campaigns wrapped with all pledges honored. SLM</p> <p><b>Endowment</b> - In the first quarter of FY25-26, the Endowment received a \$24,200 legacy gift from a former member, \$10,000 from the Fellowship (approved by the Board at its September meeting and taken from the Operations Reserve), and a \$100 donation from a member. The 2025 Endowment Grants have been disbursed. SLM</p>
---	---

<p><b>FACILITIES</b> (Dream Builders, Design Review, Buildings &amp; Grounds, Library, Memorial Walkway, Safety &amp; Security)</p>	<p><b>Dream Builders</b> - Construction of Phase 2 is fully underway with a projected completion date of early December. There have been several minor concerns about safety such as status of perimeter fencing and exterior lighting. These issues are being addressed as a normal part of participating in the construction process. Weekly Owner/Architect/Contractor meetings are being held. There are no major issues to report. The admin building is getting closer to completion but no firm date has been established. Jon to address the Board regarding how to move forward with the balance of the Capital Campaign Master Plan, and look at best practice for utilizing volunteer manpower to administrate the complexities of design and construction. DB P&amp;P may need revisions.</p> <p><b>Design Review</b> - There are no current requests for review of design proposals, although there have been rumors about efforts to create a campus directory and clarify where/how visitors can access Sandy Hill facilities versus UUFSD, through new signage and graphics. Design review is not meant to design things but to review proposals put forth by others.</p> <p><b>Buildings &amp; Grounds</b> - Buildings and grounds continues Saturday work parties and has no specific concerns or issues for the Council</p> <p><b>Library</b> - There is nothing to report there</p> <p><b>Memorial Walkway</b> - The Fellowship now has the funds to complete the last section of the commissioned walkway. The artist, Jerry Thiebolt, informed us that he has finished the first step of sculpting the components. We are waiting to hear about a completion/installation date. SLM</p> <p><b>Safety &amp; Security</b> - The congregation should be informed that if there are issues of safety and Security they should be brought to the attention of the Board and Buildings and Grounds as a first stop. There is now a Safety and Security team in place, run by Ron Demuth.</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 will seek approval from the P&amp;P committee and the Board.</p> <p><b>Nominating</b> - N/A</p> <p><b>COM</b> - The Board and Minister will work together to choose 6 committee members (Board chooses 3 and Minister chooses 3). Committee will begin meeting in November.</p>

<p><i>Programmatic members:</i></p>	
<p><b>MINISTER</b> (Worship, Music)</p>	<p><b>Worship</b> - Service order is changing slightly to move Announcements to earlier in the service and away from Joys &amp; Sorrows. Speakers are lined up through October.</p> <p><b>Music</b> - Discussion has commenced regarding what the music program funds pay for versus the Worship program funds. New hymnals are needed.</p>

<p><b>DREF</b> (RE)</p>	<p><b>RE</b> - The search for the new DREF is underway with the search team of: Rev. Heather Megill, Liora Kian-Gutierrez, Susan Hahm, and Julia Darling. Interviews commence this week and hopefully an offer will be sent prior to October 1st.</p> <p>Emily Host has been hired as an RE Support Teacher and per Linda Pratt's approval is able to work up to 10 hours a week to cover RE needs during the transition.</p> <p>RE is throwing a fundraiser carnival on Saturday, Sept 27th to raise funds for the Casas de Luz Youth Home Build in Mexico the weekend of Oct 18-19. \$6,500 needs to be raised.</p>
<p><b>MEMBERSHIP</b> (Development &amp; Growth)</p>	<p>We will hold newcomer and prospective membership classes in October and a Member Welcome ceremony in November. We're also planning community engagement activities to help both newcomers and members connect with each other.</p>
<p><b>COMMUNICATIONS</b> (Communications)</p>	<p>We had an interesting discussion with the Transition team member Donna G. There were many points that we made that were not commonly known. We are looking forward to the Volunteer Fair to publish our goals more publicly.</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> - Facilitators met with Rev. Heather and are ready to move forward with annual set up meetings. Meetings will start in October.</p> <p><b>Buddhist Groups</b> - Ongoing on Fridays. Already met with Transition Team.</p> <p><b>Earth Centered Spirituality</b> - Finishing a book "The Seed Keeper." Ongoing. Already met with Transition Team.</p> <p><b>Compassionate Care</b> - The Pastoral Care team is being rebranded as the Compassionate Care Team to encourage continuous care of our members, not just members in acute crises. Sunday services will begin featuring a "Compassionate Care Circle" during Joys &amp; Sorrows in which prayer candles can be lit for specific people receiving care in our community. There is a mealtrain currently going for Louise Lin Garrett after her surgery.</p> <p><b>Sacred Texts</b> - is on hiatus.</p> <p>Alisa and Transition Team has scheduled meetings for all groups.</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> - Potlucks are ongoing. October 19th is next potluck. January 18th follows, then there will be the Climate Action Earth Day service and potluck on April 19th. Auction item: November 16th: Recycled Fashion. Looking for a coordinator for the Repair Clinic. Members are taking turns leading each meeting.</p> <p><b>Casas de Luz</b> - UUFSD Youth build October 18-19th.</p> <p><b>Fill A Belly</b> - Ongoing</p>

	<p><b>Gun Violence Prevention</b> - No activities planned at the moment.</p> <p><b>Interfaith Shelter</b> - January 31st-February 7th</p> <p><b>Food Insecurity</b> - CRC donations on the 2nd and 4th Thursdays of each month. Norma is going to coordinate CRC holiday baskets.</p> <p><b>UU the Vote</b> - No activities planned at the moment.</p> <p><b>Palestine- Israel Justice</b> - Movie screening and discussion took place Sept 21st. The Board will work on presenting multiple sides of the Anti-Apartheid Statement prior to the Congregational vote in January. Linda Pratt is the point person for these efforts.</p> <p><b>Immigrant Support / TIAS</b> - Ongoing every Wednesday.</p> <p>Groups are concentrating on their own issues, but there is a desire to coordinate efforts for one event to ensure support and success.</p> <p>Next meeting is Monday, Sept 29th @ 7pm on Zoom.</p>
<p><b>FUN &amp; FELLOWSHIP</b> (Social Groups, Kitchen)</p>	<p><b>Book Club</b> - 80 people interested and on mailing list</p> <p><b>Men's Groups</b> - 2 current groups. John's group is closed (full). Larry's group is open to creating a third group. Sign ups are open currently.</p> <p><b>Women's Group</b> - Sign ups are open currently.</p> <p><b>Outdoor Adventures</b> - Looking for more opportunities to engage families.</p> <p><b>Kitchen</b> - The youth, under Emily Host's direction, will begin running coffee hour once a month, increasing our full service coffee hour weeks to 2x per month. They are working with Kay Byrnes in October and will begin on their own in November.</p>