


Leadership Council
Meeting: December 16, 2025
Report will be submitted to the Board: January, 2026

Items for Board action @ Board meeting on January 11, 2025

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| Leadership Council P&P | 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. [First requested October, 2025, resubmitted December, 2025] |
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Reporting (non-voting) members:

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| President of the Board |  2025 Nov Congregation response to Transition Team |
| Administrator | Initial admin building move has been completed. Systems are beginning to take shape, and I am continuing work on streamlining the event rental process in addition to establishing my role as coordinator and liaison. - Ashley |

Operational members:

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| FINANCE (Finance, Stewardship, Endowment) | <p>Finance - (1) Waiting on input from one Board member to get closure on finalizing the updated rental fee schedule. The staff is waiting on this decision so that they can proceed with a number of pending rentals. (2) We will need to renew our multi-peril and umbrella insurance policies in the 1st quarter of 2026 and are working with two different brokers to see what our best options will be. (3) The Finance Committee is recommending to the Board that the \$10k unrestricted legacy gift from Gus Thorburn’s estate be distributed \$5k to the Endowment Fund and, as Gus was an architect who cared deeply about our campus and buildings, \$5k to pay for the furnishing of the new dedicated conference room with a small plaque commemorating his gift. - Sarah 12/10/25</p> <p>Stewardship - Nothing to report. - Sarah 12/10/25</p> <p>Endowment - The endowment committee will be meeting in early January and will open its annual grant cycle at the January Congregational Meeting. - Sarah 12/10/25</p> |
| FACILITIES (Dream Builders, Design Review, Buildings & Grounds, Library, Memorial Walkway, Safety & | <p>Dream Builders - Primary focus is on completion of Phase 2 and the Admin Building. Chris Faller and Jon Luft are sharing duties as owner’s representation for both projects. It appears Phase 2 will be complete no later than the 2nd week of January with no significant concerns at this time. Chris Kolb continues to work very slowly to complete the outstanding finishes in the Admin Building although admin staff have started using the building and all systems are working except there are no plumbing fixtures, countertops or cabinet doors, drawers or shelving yet. Due to uncertainty about how and when to implement future Master Plan or other capital</p> |

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| <p>Security)</p> | <p>improvement projects, there is little need at this time to recruit new members to this committee - Jon 12/17</p> <p>Contractors should be pouring concrete on Friday and will do their best to maintain concrete trucks at Vons instead of filling up the parking lot. There will be a 2 week cure time, and the fence will be moved backwards.</p> <p>Design Review - Design Review currently has one submission under review to consider some selected landscape removal, additions and remediation in various areas of the campus. Committee meetings to follow.</p> <p>Buildings & Grounds - General brush clearing ongoing around the campus, brush clearing around upper walkway lights and new lamps installed for higher level of night lighting, interim repairs at Footprints patio following flooding due to burst water line, replacement of failed glass at Founders Hall in progress to obtain updated estimate and provide the repairs. Recruiting more congregation members beyond a core group to participate in site and landscape maintenance on a regular basis is a continuing challenge. Special appeal should be made at the congregation meeting - Jon 12/17</p> <p>Memorial Walkway - Update will be provided after the next Dream Builders Committee meeting</p> <p>Safety & Security - No report at this time but will provide update for next report</p> |
| <p>GOVERNANCE</p> | <p>Policies & Procedures - I have joined the P&P Committee and will be working with Nancy Hebert. A deep dive is needed as many of our P&Ps need updating and some could be eliminated. Nancy and I will be looking into this as well as seeking one or two more members to join the Committee. Please inform your committees that any new or revised P&Ps are to be sent to me and cc'd to Nancy. Anyone developing a new P&P is asked to get the P&P template from me to use to develop their draft. - Angie</p> <p>Nominating - The committee will briefly present at the Congregational meeting and begin the process of recruiting new members following that meeting. - Angie</p> <p>COM - The Board has chosen the following members for the COM: Christie Turner, Tom Packard, and Andi MacLeod. Rev. Heather has chosen Sarah Miller, Darren Heinrichsen, and Jon Host. The COM will begin meeting in January. - Heather</p> <p>This group will organize the Israel/Palestine letters that come from opening up to the congregation that they can write a letter in support of or against signing the pledge. These will be presented in a special email blast on January 5th. Letters will be accepted until December 29th.</p> <p>Personnel - Nothing to report</p> <p>Bylaws - Nothing to report</p> |

Programmatic members:

MINISTER
(Worship, Music)

Worship - The Worship committee would like to expand our speaker base with members of the fellowship for Sunday services.

Emily, Ashley, and Heather are working on a new list of set up tasks for Sunday services for the Set Up staff. There will be a hard “reset” of procedures starting on January 25th when we return to the amphitheater.

The picnic table that AV used in the Hall is being replaced by a desk with a curtain to create a more formal AV station. Joe is purchasing more wireless microphones to ease logistics with AV.

Music - More music will be incorporated into the following upcoming services, including solos and/or duets as well as a choral anthem: 1/25, 2/22, 3/22, 4/19.

And Service Be Its Prayer (January 11th) -

- Heather will be sending a boiler plate message by Thursday to leadership council representatives for them to send to their committees to respond to regarding who is interested in going up to speak at service. If folks report back they want to say something, Heather will create a document and share it so folks can fill in or tell Heather and she will fill it in. Once we have a list of folks who want to speak, they will be contacted to prepare for the service.
- Fun and fellowship committee is being recreated, and we want to briefly say that it is going to come back to life.
- Jon would like 5 minutes to recruit more people for buildings and grounds, and will say the purpose of the committees for dream builders and design review. They have a meeting on January 6th and will talk about who the best person would be to deliver those messages.
- Time will be given to finance to talk about stewardship and endowment, they also need a finance chair.
- Angie would like one minute to speak about worship ushers, as well as policies and procedures.
- Heather will talk to Livia about the worship associates.
- For social justice, climate has submitted already and will have a person to attend to the table and speak for one minute. Ted believes once the email is sent out that there will be more folks that want to speak, including TIAS and the Israel/Palestine group.
- Barbara or Mary Anne will want a minute to speak about the need for folks for the Interfaith Shelter.
- Emily will speak for RE, kitchen, and starting the official fun and fellowship committee, and will speak to Robin about the library committee needs.
- Barbara brought up the idea that someone needs to say something about compassionate care, and Heather wants to start an elder care program so would need someone to coordinate that.
- The idea was brought up for Andi to piggy back on buildings and grounds with the idea of bringing back the first Saturday lunch potluck at the end of the work party.

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| | <p>Andi and Chris Faller are talking about that. This will be starting in January.</p> <ul style="list-style-type: none"> • Heather brought up the idea to have floating people with clipboards, either ushers or greeters, to have folks write their names down to be contacted by the groups. Sarah brought up the idea of having a QR code with a link to the committee handbook so folks can directly contact the committee they're interested in joining. Linda L. offered to walk around with a clipboard. |
| <p>DREF (RE & Library)</p> | <p>RE - Successful holiday party! 6 families with youth present (including two new families). Carols from choir members and an overall attendance of about 45 people. Thanks to Liora for assisting! December game night was cancelled to encourage people to attend the holiday party and given the busy nature of this month. OWL update- Emily met with Robin Darling (Julia's daughter) who runs an inclusive sex ed non profit. She will share a proposal with Emily for a workshop day to help kickstart our inclusive sex education. Emily is reaching out to other congregations to coordinate and invite a larger group of youth.</p> <p>Library - Emily met with the Library committee to serve as their liaison to the Leadership Council. They have a budget that was previously used for some maintenance in Palmer Library. They are looking to use that budget to be more proactive in their library collection. They will host a "bookwarming party" on Jan. 25 as part of the Homecoming day to reintroduce people to the library collection. If you have any recommendations of books or authors that you would like to see added to the library, please let Emily and Robin Mitchell know.</p> |
| <p>MEMBERSHIP (Development & Growth)</p> | <p>Membership -- Membership has expanded its Team from 8 to 15 people and continues to connect seasoned UUFSD folks with newcomers and to connect visitors with committees and events they're interested in. New members are serving as greeters and ushers and getting involved in FillaBelly and Hospitality. The next set of membership forums will take place in February and a new member welcoming ceremony will take place in March.</p> |
| <p>COMMUNICATIONS (Communications)</p> | <p>The Publication Venue proposal (Private vs Public publications) has been passed to the board for consideration at their Dec. 14 meeting.</p> |
| <p>SPIRITUAL DEVELOPMENT & CARE (Spiritual Groups: Sacred Circles, Sacred Texts, Buddhist Groups, Earth Centered Spirituality, Compassionate Care)</p> | <p>Sacred Circles - Our theme for December is "Hope" and all Sacred Circle groups are doing well. New members would like to join, and they will be included beginning in January.</p> <p>Buddhist Groups - The Memorial for Roger Parker is scheduled for 12:30pm on January 30. It will be low key and mostly planned by the meditation group. We had a visitor today from the Meditation group. This continues a small trend that eventually members of the meditation group join the Fellowship.</p> <p>Earth Centered Spirituality - No updates. We are reading and discussing "Is a River Alive?" and have 10 people meeting regularly.</p> <p>Compassionate Care - Working on 3 upcoming memorials: Norma Showalter, Roger Parker (COL date 1/30), Roger Harmon. Starting an "Elder Care" program - support includes helping people downsize, holding presentations about death and dying, facilitating</p> |

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| | <p>concerns related to end of life issues. People currently in the Compassionate Care circle are: Dale Gottdank, Guliz Kuruoglu, Caroline DeMar. - Heather</p> <p>Sacred Texts - Still in Hiatus. Discussing making it a book club for religious discussion. (Rich)</p> |
| <p>SOCIAL JUSTICE (Climates Action, Casas de Luz, FillABelly, GVP, Homeless Shelter, Food Insecurity, UU the Vote, Palestine-Israel Justice, Immigrant Support) *Helping Our Neighbors</p> | <p>11/16/2025 Notes Social Justice</p> <ol style="list-style-type: none"> 1. Remembering Norma Showalter <ol style="list-style-type: none"> a. Thank you all for taking some time to share memories of Norma, especially her dedication and can-do attitude. Big thank you to Betsy Gilpin who is leading Norma’s “Blankets for Seniors” donations through November 30. 2. UU the Vote <ol style="list-style-type: none"> a. Ted reported that this past year, 420 letters were sent b. Efforts will crank up next year, with the focus on Georgia c. UU has a phone banking system that includes a training program, but past problems need to be fixed d. Mailing lists are typically provided by Vote Forward 3. Finance Update <ol style="list-style-type: none"> a. Kathy Faller shared the latest figures; an updated spreadsheet will be sent under separate cover 4. Generosity Sunday <ol style="list-style-type: none"> a. Potential recipients suggested were the Community Resource Center (Betsy), Boys to Men (Terry), and Interfaith (Wenda) b. Julia informed us that her daughter’s non profit, More Than Sex Ed offers training to educators and has contracts with some LA schools; she suggested that the non profit would like to apply for Generosity Sunday and they would be willing to come speak at a Sunday service; Rev. Heather said that we need teachers and facilitators for OWL (Our Whole Lives) and that Emily is reaching out to other local congregations looking for volunteers; Julia suggested that her daughter’s non profit might be able to offer training; we voted in favor of allowing More Than Sex Ed to apply for Generosity Sunday c. Wenda suggested that Generosity Sunday become entrenched as part of Social Justice Action; Wenda is bowing out as Generosity Sunday lead and Victor Seguritan is the new lead. 5. Gun Violence Prevention <ol style="list-style-type: none"> a. Rev. Heather said that a vigil will be held on Sunday, Dec. 14, 4:30 - 5:00 pm with Steve Bartram in remembrance of Sandy Hook 6. Leadership Council <ol style="list-style-type: none"> a. Ted reported that there will be an Involvement Fair after the January 11 service. Each committee is asked to make a one minute elevator speech. Ted suggested that we work on how to best present the many social justice groups and activities. |

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| | <p>7. Next meeting is Dec. 21, 11:30 am; the January meeting will need to be done via Zoom due to the Jan. 18 congregational meeting.</p> <p>Climate Action Notes 12/3/2025 Greg B to evaluating the <u>UAA Green Sanctuary Program</u> Signup sheets in the core area for potluck dishes 1/11, Greg B will do a 1 min. talk. Leslie to help at table in Core Area <u>UUFSD Garden Project</u> approved start in Spring Leslie UUFSD is contacting North County Climate Group about a joint event. Darren will contact RE to see what projects we can work on together</p> <p>Casas de Luz -</p> <p>Fill A Belly -</p> <p>Gun Violence Prevention -</p> <p>Interfaith Shelter - Mary Ann Trause and Barbara Walker have begun planning for the shelter which will be from January 25th thru January 31st. We will be needing a lot of volunteers and would like some committees to sign up for a night. We will begin sign-ups on January 4th. We will be having a Coffee Klatch before the service on January 11th to generate interest, explain the process and take suggestions. - Barbara</p> <p>Barbara is thinking committees could trade off taking nights at the shelter, and will formulate an email to the leadership council that says what the specific asks are that can then be forwarded to each of the committees. Barbara will also bring this idea to the social justice meeting this Sunday 12-21.</p> <p>Food Insecurity -</p> <p>UU the Vote - No update</p> <p>Palestine - Israel Justice - Had a discussion group this month and will vote on the proposed pledge at the next congregational meeting. Letters either in support of or against the pledge will be accepted through December 29th. People should email their letters to Rev. Heather and Ashley (office@uufsd.org) to be included in an email blast to be sent on Jan. 5th so that the congregation can read them prior to the vote at the Congregational Meeting.</p> <p>Immigrant Support / TIAS - Collected money for the Giving Tree.</p> <p>Generosity Sunday -</p> |
| <p>FUN & FELLOWSHIP (Social Groups, Kitchen)</p> | <p>Book Club -</p> <p>Men’s Groups - The Friday men’s group has indicated that they have space for new members. I passed along 2 names to them. (rich)</p> |

Women's Group -

Outdoor Adventures -

Kitchen - Emily is working with our RE assistant teacher, Charlotte, and our oldest youth to ensure full coffee service on the second Sunday of the month.

Bit O Fun

A section will be added here for parties in the next cluster update form. Current parties alias is fun@uufsd.org, Sarah will change to parties@uufsd.org as the previous alias is too similar to the other funandfellowship@uufsd.org alias.