

Leadership Council
Meeting: January 27, 2026
Report will be submitted to the Board: February, 2026

*Items for **BOARD** action @ Board meeting on February 8, 2025*

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| | None at this time. |
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*Items for **CONGREGATIONAL** action*

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| MUSIC | Seeks more musicians to share their talents during services. |
| FINANCE | Seeks a new chair. |
| STEWARDSHIP | Seeks a new coordinator. |
| BUILDING & GROUNDS | Seeks helpers for site maintenance. |
| LIBRARY | Seeks content area experts to help curate the collection. |
| COMPASSIONATE CARE | Seeks an Elder Care Coordinator. |
| WORSHIP | Announcements during worship services: At the beginning of your announcement: please include one sentence about what your program does so that visitors know what you are referencing and don't feel left out. |

Reporting (non-voting) members:

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| President of the Board | The next board meeting is February 8th. Gratitude to everyone for all the services and the congregational meeting in January. The board has a number of things to talk about in February's meeting and will be having an executive session with Rev. Tanya and Rev. Sunshine at the end of the meeting. Agenda items will be sent in advance so people can participate in other portions of the meeting. If there are items that the Leadership Council feels need to be on the board agendas for February or in general, reach out to Linda. - Linda 1/27 |
| Administrator | The administration building move is in its final stages. The staff weekly checklist for services has been finalized. I am currently working on getting the event rental process streamlined, and we have many new rental inquiries and events coming up. - Ashley 1/22 |

Operational members:

FINANCE

(Finance, Stewardship, Endowment)

Finance - We currently do not have a Finance Committee Chair and the budgeting cycle starts in February. This is when committees are asked to start putting together their budget requests for the coming year (take note everyone!). These budget requests are due no later than March 15 so we know what the asking budget is before the Pledge Drive starts in April. There is no new news regarding our upcoming insurance policy renewals - Sarah 1/23/26

Stewardship - We currently do not have a Stewardship Steering Committee Coordinator. The Pledge Drive is coming up (held in April) and we really need someone to step up and take lead on this. Having a balanced and sustainable budget *depends* on having enough pledged income to cover payroll and other personnel costs - Sarah 1/23/26

Endowment - The Endowment Committee met and started the annual Endowed Fund Grant process. Proposed grants are approved by the congregation at the Annual Meeting in June. - Sarah 1/23/26

FACILITIES

(Dream Builders, Design Review, Buildings & Grounds, Library, Memorial Walkway, Safety & Security)

Dream Builders - Dream Builders committee continues in a project management role on the Phase 1, Administration Building Remodel, and the Phase 2, Parking Lot Improvements. The lower parking lot will be re-stripped by the end of the month.

Phase 1 continues at a pace that is still much slower than expected, seemingly caused by the contractor having underbid the project originally, and a current lack of cash flow (from his other projects?), to complete the Phase 1 work scopes. The countertops are finally installed along with the upper cabinet finishes. The lower cabinet finishes, final installation of plumbing fixtures in the toilet room, and tile, guard railing and handrailing at the front entry are all still incomplete. The Fellowship has no leverage over the GC at this point to force execution of the work, other than reliance on the contractor's good faith and intent to finish the work as and when he is able. There is not enough scope remaining in the work scope to justify trying to hire a different work force to get these things done in an economical manner.

Phase 2 is nearing completion with a date of January 31 for final handover. As of late last week it became evident the Landscape Subcontractor is having trouble locating/procuring a few of the specified plant species in the size specified. There is potential for this to cause a delay in the final handover date, although the rest of the work is expected to be complete.

Allocation of Capital Campaign Expenses - Dream Builders has requested the itemized expense/profit pages for the Capital Campaign (Phase 1 and Phase 2), from Accounting, so the committee has a clear understanding of how the expenses for the projects have been allocated to various booking categories. Recent, preliminary findings published by Accounting regarding net funds remaining from the capital campaign for Phase 2 considering approx. \$1.6m reserve fund against a final contract value from the General Contractor of \$1,326,251 are not well defined. Dream Builders is concerned that whatever the Board is told in terms of net reserves in the fund after Phase 2 is complete, is a defensible representation of an objective accounting process. Dream Builders and Accounting are in discussions on this matter. Jon 1/28

Sarah sent the requested report to Angie earlier today. Think there were some extra funds coming out of the capital campaign, so the reserve in the capital campaign is less than we thought. - Sarah 1/27

Conditional Use Permit / Master Plan, Whats Next - Dream Builders has recently sent a Memo to the Board with suggestions on establishing a path forward for the next Phase of the project, including conducting an informational presentation with Q&A for the congregation at large, following Sunday Service on March 1. Jon Luft will lead the presentation.

Library Building Refurbishment - Lighting to be installed this week, painting date TBD

Design Review - Design Review recently considered an in depth proposal from Sarah Miller to address removal of non-native and invasive plantings on the campus with suggestions for eradication. The committee found that none of the plant species earmarked for removal are deemed critical or environmentally sensitive in the City, County, or State ordinances and therefore recommended approval of the proposal. Buildings and Grounds did have concerns about unrestrained removal of landscape materials in favor of a disciplined approach to eradication. Sarah will develop a more detailed plan for eradication in due course. Design review is currently considering a proposal from Sandy Hill to make improvements in the children's playground mostly comprised of installing decorative elements to enliven the environment, and needed repair and maintenance of some of the playground equipment. Design Review understands Sandy Hill is and will be responsible for all costs associated with their proposal, considering the aesthetic impact. Some concerns have been raised about who "owns" the liability for injuries that occur as a result of using the playground equipment.

Buildings & Grounds - Buildings and Grounds continues Saturday work parties to address site and equipment maintenance, and continues to recruit more participation from the congregation as a whole. Significant cleanup was done in the amphitheater after several months of non-use.

Memorial Walkway - The artist, Jerry Thiebolt, reports he intends to install the final section of the Memorial Walkway in March - Sarah 1/26/26

Safety & Security - Two years ago, Church Mutual hired a consultant to develop a customizable template to help Churches develop their own Emergency Response Plans. The template complies with all federal and state regulations and best practices. We bought the template, and that started the task force in September 2025. Ron Demuth was leading the task force but has stepped down and remains available for consultations - Sarah 1/27

The Worship Committee, Rev Heather, and Robin Sales are looking into how to complete this effort. They have been working on procedures to cover these needs until such time as we have an official taskforce to complete the work. There is currently no one leading this committee. Heather will follow up with Robin Sales and others to create an actual plan. - Heather 1/27

Robin Sales brought up a few things regarding safety and security. We need clarity on procedures for medical/psychiatric/intruder responses. - Jon 1/27

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| <p>GOVERNANCE</p> | <p>Policies & Procedures - The P&P for the Leadership Council (#115) has been approved by the Board and is now published on our UUFSD website. RE is working to update the P&P for the RE Committee. Any committee that updates or creates a P&P is asked to include me in the loop. I will be sure that the P&P is approved by the P&P Committee and track its progress in getting the P&P approved by the Board and posted on the website. We ask that the P&P be approved by the P&P Committee before being submitted to the Board for approval. A red-lined version is requested when P&Ps are being updated. The Committee is looking to do a deep dive soon to update and bring all P&Ps into a consistent organization. Angie</p> <p>There is a template for new P+P's.</p> <p>Nominating - The Nominating Committee has begun their process of finding two members to fill the Board positions that will become open July 1st and who to put forward as President and Vice President. Chair, Alisa Guralnick, explained the process at the Congregational Meeting January 18th and that anyone interested is asked to reach out to any of the Committee members (Angie K, Mary Anne T, or Alisa) or email us at nomcom@uufsd.org. The Committee will start having articles in the newsletter and the OOS. As is our practice, the Committee will be reaching out to the current Board to ask how things are going and if they have any particular recommendations. At the May Board meeting, the Committee will inform the Board of the slates that will be presented at the Annual meeting on June 7th for the two open Board positions and for President and Vice President. Angie</p> <p>COM - Members had their first meeting Jan 25th, where they discussed the original founding COM charter, creating a P&P, and the role of a Committee on Right Relations. It was decided that Right Relations is a natural "child" of the COM and will be developed by the COM over the next six months with this timeline:</p> <ul style="list-style-type: none"> ● February/March 2026: The COM will process the Right Relations proposal created by the Board task force and begin creating a P&P for the RR Team ● February/March 2026: The COM will seek guidance from the UUA regarding an organic approach to developing a culture of Right Relations and ask for them to lead a workshop/training in late spring/summer ● April 19, 2026: Rev. Heather will deliver a sermon about Right Relations, to help explain the concept to the congregation ● Sept 2026: A Right Relations Team, under the umbrella of the COM, will be convened to facilitate and mediate between parties in conflict on an as needed basis (Rev. Heather) <p>Personnel - Nothing to report Bylaws - Nothing to report</p> |
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| <p><i>Programmatic members:</i></p> | |
| <p>MINISTER (Worship, Music)</p> | <p>Worship - Worship has returned to the amphitheater and the staff has had a hard reset regarding roles, responsibilities, and presentation. Cathy Leach-Phillips has stepped off the Worship committee. Now that we are not streaming live to YouTube, we are able to sing all</p> |

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| | <p>hymns in the hymnals. Feedback from the first service back in the amphitheater was overwhelmingly positive. Fine tuning of worship services is ongoing.</p> <p>Music - The Music Committee is seeking more musicians to share their talents during services. Please spread the word in the event there is a hidden musician among us who might want to provide special music for services.</p> |
| <p>DREF (RE & Library)</p> | <p>RE - December was a great month! We had a successful Christmas Eve service and Holiday Party. Palmer Library has been cleaned and is now available for Buddhist groups to return. Insight Meditation will return to the library February 1. Next upcoming events: Cafe Valentino's and Parent's Night Out. Starting to plan for camp in April. Continuing to work toward OWL offerings.</p> <p>Library - Library re-opens on January 25. Library committee has added a new committee member. Library committee is looking for content area experts to help curate the collection. They have funds available to add to the library and respond to the needs/requests of the congregation.</p> |
| <p>MEMBERSHIP (Development & Growth)</p> | <p>Membership --our committee was among those that tabled at the Programs involvement Fair. After Membership was asked to help rejuvenate attendance at B&G's monthly work parties, Andi attended a B&G meeting in January and helped put together a plan to start Brunch Breaks mid-morning during the work parties so folks can gather and socialize, as well as place a Welcome Board at the start time of each party to help volunteers slot into a job that suits their skills.</p> <p>Two membership classes are planned in February and a Patio Ambassadors training will also take place then. We've been asked by a few new members to minimize information in our New Member Bios that the public can see and are working to make sure no one feels overexposed. We're also continuing to work on updating our committee's P&P. —Andi 1/26</p> <p>There have been some concerns about data security arising. The idea was brought up to create a checklist where people can agree to where their information is put, and can opt out if needed. Andi will create a draft document, and will send it to Sarah and Rich to take a look. There is a link currently in the newsletter to Breeze to update one's information, that link could be put on the website or somewhere else in the newsletter.</p> |
| <p>COMMUNICATIONS (Communications)</p> | <p>We continue to separate our PUBLIC from our PRIVATE communications. Some people miss having the Youtube streaming, and difficulty finding the Zoom link. - Rich</p> <p>In the new website, there will be a space for folks to sign up for the newsletter. - Heather 1/27</p> |
| <p>SPIRITUAL DEVELOPMENT & CARE (Spiritual Groups:</p> | <p>Sacred Circles -</p> <p>Buddhist Groups - Buddhist mediation groups are returning to the Library for meetings.</p> <p>Earth Centered Spirituality -</p> |

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| <p>Sacred Circles, Sacred Texts, Buddhist Groups, Earth Centered Spirituality, Compassionate Care)</p> | <p>Compassionate Care - Norma Showalter’s memorial is taking place on Saturday Jan 31st. The CC team is working on creating an “Elder Care” program to provide informative forums and services for members facing end of life concerns. The team is seeking someone who would like to help coordinate this program.</p> <p>Sacred Texts - In hiatus</p> <p>Rest Renew Rise Community Flow -</p> |
| <p>SOCIAL JUSTICE (Climate Action, Casas de Luz, FillABelly, GVP, Homeless Shelter, Food Insecurity, UU the Vote, Palestine-Israel Justice, Immigrant Support) *Helping Our Neighbors</p> | <p>Climate Action Notes -Climate Action Committee Meeting Notes January 7, 2026</p> <p>Attendees: Linda Luisi, Ted Foster, Greg Brown, Donna Gerhauser, Mary Lou Schultz, Leslie Gomez, Darren Heinrichsen</p> <p>Agenda</p> <ol style="list-style-type: none"> 1. January 11 Service We discussed the then upcoming January 11 “Service” service. Greg practiced his one-minute pitch. Leslie suggested that whoever is hosting the Climate Action information table could ask visitors what climate topics and issues interest them. 2. January 18 Potluck We need a kitchen lead - maybe Susan Coombs? Linda will check with Susan. We also need people for cleanup. Food tables will be moved into Founders Hall so that the food can be served before the congregational meeting and people can eat during the meeting at their seats. 3. Eagle Scout Garden Project Linda spoke with Liam, the Eagle Scout doing the project. He’s seeking approval from the Scouts and finalizing his budget. He is meeting with the Del Mar Rotary regarding funding. 4. The February 15 climate presentation by Lynn Talley is scheduled simultaneously with the Social Justice Action committee meeting. Donna thought that perhaps the SJA meeting should be rescheduled to avoid a conflict. Darren suggested checking with SJA membership to see how many folks plan to attend Lynn’s program, which is an auction item. 5. Green Sanctuary program |

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| | <p>We had a lively discussion on the revised requirements for a congregation to earn Green Sanctuary status. Greg did the research and learned that there are four essentials:</p> <ul style="list-style-type: none"> *Congregational Transformation *Community Resilience - prepare for and respond to climate disruption *Justice - partnering with those harmed most by climate change *Mitigation - actions taken as a congregation <p>Greg said that we also need to demonstrate five approaches to involving the congregation. We would need to submit a report of our progress in order to receive Green Sanctuary status for a year. We agreed that instead of pursuing this status, we would rather focus on better communicating how green we already are. For example, Ted said that heat pumps were installed for the new administration building. We also agreed to further discussion on what measures we can pursue on campus. Leslie suggested that we focus on what it would take to remove all gas appliances.</p> <p>Casas de Luz - Casas de Luz is moving their Mexico built projects to another non-profit group. Their work on the local cottages will remain under the umbrella of UUFSD.</p> <p>Fill A Belly -</p> <p>Gun Violence Prevention -</p> <p>Interfaith Shelter -</p> <p>Food Insecurity -</p> <p>UU the Vote - No News</p> <p>Palestine - Israel Justice - The Social Justice Action Committee and PIJG is considering next steps following the congregational vote on the anti-apartheid pledge. This will include correcting misinformation, improving communication with the Board and our Minister, addressing ongoing concerns and revisiting the voting process.</p> <p>Immigrant Support / TIAS -</p> <p>Generosity Sunday -</p> |
| <p>FUN & FELLOWSHIP (Social Groups, Kitchen)</p> | <p>Book Club - no news to report.</p> <p>Men's Groups - no news to report</p> <p>Women's Group no news to report</p> <p>Outdoor Adventures - no news to report</p> |

Kitchen - Kay and Emily have had one organizing session and will schedule another so that the kitchen can be as functional as possible for groups and rentals.

Bit O Fun - still on hiatus.

Parties - Cafe Valentino's will be our next party! Friday, Feb 13, 2026