

**Leadership Council**  
**Meeting: February 24, 2026**  
**Report will be submitted to the Board: March, 2026**

*Items for **BOARD** action @ Board meeting on March 8, 2026*

<b>New Website</b>	<i>The Leadership Council, the CoM, and the Communications Committee have approved the new website. Updates and small revisions continue. Board member access to the site will be shared Monday, March 9th. The new site is scheduled to replace the old site April 1, 2026.</i>
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*Items for **CONGREGATIONAL** action*

<b>Worship</b>	Seeking speakers for lay led services in May-August. Please email <a href="mailto:worship@uufsd.org">worship@uufsd.org</a> if you would like to be considered as a speaker during worship services.
<b>Compassionate Care</b>	Seeking an Elder Care coordinator. Please email <a href="mailto:compassionatecare@uufsd.org">compassionatecare@uufsd.org</a> if interested.
<b>Stewardship</b>	Seeking Pledge Drive coordinator. Email <a href="mailto:stewardship@uufsd.org">stewardship@uufsd.org</a> .
<b>Library</b>	Seeking content area specialists for book collection development. Email <a href="mailto:library@uufsd.org">library@uufsd.org</a> .

*Reporting (non-voting) members:*

<b>President of the Board</b>	The Board is taking the lead on finding volunteers for the Safety Committee and the Stewardship Committee. Any suggestions are welcome! Reminder about the Feb 22 Ribbon-Cutting Event for the Parking Lot, and the March 1st Congregational Meeting about the Master Plan. There will be a potluck for that, so please let your cluster know.
<b>Administrator</b>	Continuing to streamline event rental processes and create sustainable systems. There are 10 event inquiries in process or scheduled.

*Operational members:*

<b>FINANCE</b> (Finance, Stewardship, Capital Campaign, Endowment)	<p><b>Finance</b> - The Finance Committee has started the budgeting process for FY26-27. All programs and committees have been asked to submit their budget requests for next year by 3/27/26. Kathryn Sturch has agreed to be keeper of the master budgeting spread sheet. Our Package Liability Insurance Policy with Church Mutual was renewed on 2/11/26 with a 33% increase in cost (~\$2k). Our Umbrella Policy will be due next month and we expect a similar markup. Still waiting to hear from UUA about other insurance options. Still looking for a new Chairperson. - Sarah 2/18/26</p> <p><b>Stewardship</b> - The Pledge Drive will be held in April. A team has formed to run the pledge drive.</p>
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	<p>Still looking for a new coordinator. - Sarah 2/23/26</p> <p><b>Endowment</b> - The Endowment Committee has started to receive grant proposals/requests for the grants that will be awarded by the congregation at the annual meeting in June. The application window closes on 4/15/26. In order to make it easier to apply, there is now a button to the grant application form on the <a href="http://uufsd.org">uufsd.org</a> landing page.</p> <p>Angela Knappenberger has stepped down from the committee. Lisa Shaffer was recently appointed by the Board as a new member, and the board has been asked to appoint John Sundberg at their next meeting. This will bring the Endowment Committee to 5 members: Alisa Guralnick, Greg Trigeiro, Maria Moodie, Lisa Shaffer, and John Sundberg (by policy, the Treasurer and Minister are advisory members of the Endowment Committee). - Sarah 2/18/26</p>
<p><b>FACILITIES</b> (Dream Builders, Design Review, Buildings &amp; Grounds, Library, Memorial Walkway, Safety &amp; Security)</p>	<p><b>Dream Builders</b> -</p> <p><b>Admin Building</b> - Chris Kolb will be supplanted this week (Feb 23) as general contractor for the Administration Building by UUFSD acting as Owner / Builder. Chris Kolb will be relieved of his pending accounts payable for the project by UUFSD who will reach out to all vendors and subcontractors and endeavor to pay the amounts owed directly. UUFSD will manage the work yet to be done as required to complete the project and obtain the permit sign off. This project should be complete within the next 30 days pending unforeseen circumstances.JL</p> <p><b>Phase 2</b> should be complete in the next 30 days with a few punch list items to take care of. We expect one final invoice from the general contractor to close the project which will also include unconditional lien releases from the GC and all who filed Preliminary Notices. Upon permit sign off the City will refund the grading permit security bond to UUFSD. JL</p> <p><b>Phase 3 and 4</b> - Dream Builders has recommended to the Board to orient themselves to start addressing planning and commitments to the next phases of the Campus Master Plan in the upcoming fiscal year. UUFSD/Dream Builders is planning to engage Good &amp; Roberts to provide planning budget numbers so UUFSD has reliable budgeting goal information as the basis for decision making. Finance committee should remain informed and be an active part of the budget planning process for Phase 3 and 4 - JL</p> <p><b>Design Review</b> - There are no pending issues before design review and no outreach is needed in any direction. JL</p> <p><b>Buildings &amp; Grounds</b> - Weekend work parties continue to be the main activity of Buildings &amp; Grounds. There is a water leak somewhere on the east end of the campus that has eluded discovery and repair since early February. Buildings &amp; Grounds are active in trying to locate and correct the problem. JL</p> <p><b>Memorial Walkway</b> - No update from the artist about installation date of the final panel. Last we heard, he was planning on some time next month. - Sarah 2/21/26</p> <p><b>Safety &amp; Security</b> - The Board is taking the lead on finding volunteers for the Safety Committee JL</p>

<p><b>GOVERNANCE</b> (Policies &amp; Procedures, Nominating, Committee on Ministry, Personnel, Bylaws)</p>	<p><b>Policies &amp; Procedures</b> - Updates in progress are P&amp;P 430: RE Committee and P&amp;P 411: Sunday Services Location. Any committee that updates or creates a P&amp;P is asked to keep Angie in the loop. Updates are to be presented via a red-lined version of the current P&amp;P. AK</p> <p><b>Nominating</b> - The Committee has been running articles in the newsletter and OOS to publicize the two Board positions that will become open as of July 1, 2026. We have completed our outreach to those who were suggested to us by the current Board members. The Committee has received five completed Volunteer Interest Surveys and will begin scheduling interviews with these five members. The Committee is on target to be in a position to present a slate of Candidates for the Board positions and a slate for President/Vice President to the Board at its May Board meeting. AK</p> <p><b>COM</b> - Has begun meeting on the 4th Sunday of the month @ 11:30. Current focus is developing their P&amp;P, reading Leadership Council reports, and having their “observation caps” on during Fellowship activities. As Sarah Miller, one of the three CoM members appointed by Rev Heather, will be away for 6 months starting in March, Rev Heather has asked Angie to be a substitute member of the CoM during that time period. AK</p> <p><b>Personnel</b> - Nothing to report</p> <p><b>Bylaws</b> - Nothing to report</p>
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<i>Programmatic members:</i>	
<p><b>MINISTER</b> (Worship, Music)</p>	<p><b>Worship</b> - Systems are settling into place in the amphitheater. We are working on creating space for the choir to sit on the stage for the entirety of the service to facilitate mobility issues some have with getting on and off the stage. Speakers are being sought for May onward, including summer.</p> <p><b>Music</b> - The music library files are moving into the Programs room in the Administration building and will no longer be housed in Caroline DeMar’s garage.</p>
<p><b>DREF</b> (RE &amp; Library)</p>	<p><b>RE</b> - Cafe Valentino’s was a great success! 4 families attended with 7 children serving and assisting. Total attendance was 35 people. February was our largest Brewhouse with 22 people in attendance. We did not host a game night this month to focus on Cafe Valentino’s. The Board approved a proposal for an OWL workshop to take place on May 31- Emily will now start that planning process. Light installation in Palmer Library is complete and painting has started, should be complete by the end of the week. Furniture can be moved back in as soon as the painting is done.</p> <p><b>Library</b> - Next committee meeting is Thursday, March 5. The committee is excited to have check out systems back in place and maintaining the book nook. They continue to be interested in content area experts who want to volunteer to help curate the collection.</p>

<p><b>MEMBERSHIP</b> (Development &amp; Growth)</p>	<p><b>Membership</b> - 11 people attended membership classes in February. A discussion with Rev. Heather, Sarah Miller and Chris Byrnes clarified ways we can share information among our members without putting too much of it online. A Patio Ambassador training led to a great suggestion: to ask newcomers to gather at the Visitors table during the social hour to make it easier to reach them all.</p>
<p><b>COMMUNICATIONS</b> (Communications)</p>	<p>In addition to the new Website, we are proposing to break up the Newsletter into two Newsletters so all our news will fit in an email without truncation. Here is a short description of the new process:</p> <p>All announcements will appear in one of our two Newsletters. The <b>Under the Umbrella</b> Newsletter will publish all member-related news and events happening on campus; the <b>Beyond the Umbrella</b> Newsletter will publish all community and general news and events. Depending upon the content, the Administrator will pick the relevant Newsletter. Each announcement will appear only once in a Newsletter; thereafter all the Announcements will be viewable on the <b>Website</b> in the <b>Member Only</b> section or through a link in the Newsletter for non-members.</p>
<p><b>SPIRITUAL DEVELOPMENT &amp; CARE</b> (Spiritual Groups: Sacred Circles, Sacred Texts, Buddhist Groups, Earth Centered Spirituality, Compassionate Care, Rest Renew Rise Community Flow)</p>	<p><b>Sacred Circles</b> - All is going well and we have added new members to some of our groups.</p> <p><b>Buddhist Groups</b> - We are very grateful and happy to be back in the library. The acoustics there would be improved if the lattice wooden structure could be reinstalled in the ceiling. We are also glad that the painting is postponed and do not care if any repainting occurs. We think the library is lovely as is.</p> <p><b>Earth Centered Spirituality</b> - Nothing to report.</p> <p><b>Compassionate Care</b> - Norma Showalter's memorial went smoothly thanks to the help of the new Compassionate Care team. We are still seeking an Elder Care Coordinator.</p> <p><b>Sacred Texts</b> - Nothing to report.</p> <p><b>Rest Renew Rise Community Flow</b> - Nothing to report.</p>
<p><b>SOCIAL JUSTICE</b> (Climate Action, Casas de Luz, FillABelly, GVP, Interfaith Shelter, Food Insecurity, UU the Vote, Palestine-Israel Justice, Immigrant Support/TIAS, Generosity Sunday) *Helping Our Neighbors</p>	<p><b>Climate Action - Notes from February 4, 2026 Climate Group Zoom Meeting</b></p> <p><b>Present:</b> Greg Brown, Susan Combs, Ted Foster, Donna Gerhauser, Betsy Gilpin, Leslie Gomez,</p> <ol style="list-style-type: none"> <li>1. Vegan Potluck: Well received.</li> <li>2. Involvement Fair: Two New People interested: Holly Kolman and someone else.</li> <li>3. Eagle Scout Project: Soil/amendments researched and approved. Moving forward.</li> <li>4. Communication with Congregation: No new ideas. Few read Newsletter</li> </ol>

	<p>5. Replacing Gas Appliances: See #6c below.</p> <p>6. Planning CATF April 19th Sunday Service: Ideas</p> <ul style="list-style-type: none"> <li>a. Get words for Climate Change version of “You are My Sunshine”, print them in Sunday bulletin, have congregation sing the song as kids March around with double-sided signs with climate-relevant messages.</li> <li>b. Have Susie Lane talk about Vegan diets and health (10 min)</li> <li>c. Have someone speak on “I Electrified my House” (10 min)</li> <li>d. Invite someone from Clean Earth Kids as a Generosity Sunday speaker (5min)</li> <li>e. Have Nils Lund? play his guitar and sing his songs</li> </ul> <p>7. Lunch for Lynne’s Talk, 4/15: Leslie donated \$\$ to purchase food, Betsy will prepare something, Greg will bring Fruit.</p> <p>8. Talents of Congregants: How can we learn of expertise of fellow members? There is some concern about too much personal info on the website, but there is talk of a second website just for members. One idea was to interview (with video) people that have something to share and, after editing, post it on the private website. Will need a video editor. We could start with members of the CATF.</p> <p>9. Plug in Solar panels: Bill in State Legislature to allow them. We discussed making this a project for CATF. Getting folks to sign the petition will be the main focus.</p> <p>10. Agenda item for March 4th Zoom Meeting (Leslie is host): Update CATF material on UUFSD.org. Present material is outdated.</p> <p><b>Casas de Luz -</b></p> <p><b>Fill A Belly -</b></p> <p><b>Gun Violence Prevention -</b></p> <p><b>Interfaith Shelter -</b></p> <p><b>Food Insecurity -</b></p> <p><b>UU the Vote - Starting process for Grants</b></p> <p><b>Palestine - Israel Justice -</b></p> <p><b>Immigrant Support / TIAS -</b></p> <p><b>Generosity Sunday -</b></p>
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**FUN & FELLOWSHIP**  
(Social Groups, Kitchen)

**Book Club** - nothing new.

**Men's Groups** - nothing new.

**Women's Group** - nothing new.

**Outdoor Adventures** - nothing new.

**Kitchen** - nothing new.

**Bit O Fun** - nothing new.

**Parties** - nothing new.