

APPROVED Minutes
UUFSD Board
Feb. 8, 2026, Administration Building
Convened at 11:39; Executive Session 1:15 - 2:25

ATTENDEES:

Linda Pratt, President
Greg Trigeiro, Vice President
Pamela Parker
Wenda Alvarez
Julia Darling
Larry Jones
John Drewe

Rev. Heather Megill
Lisa Shaffer, Secretary
Susan Hahm, Treasurer

Mike Cosgrove (briefly)

Kathy Faller
Emily Post, DREF
Rev. Tania Marquez *Attended Executive Session only*
Rev. Sunshine (via Zoom) *Attended Executive Session only*

SUMMARY: ACTIONS AND ITEMS FOR MARCH BOARD MEETING

- Leadership for Finance Committee
- Celebrations
 - Congregational meeting & vote
 - Cleanup from storm - kudos to B&G
 - HOMECOMING !!!!
- Presentations
 - Kathy Faller regarding Casas de Luz (CDL): After celebrating 20 years of home builds, Kathy started working on a succession plan. After looking at different options, Doxa (Doxaserves.org) appeared to be the most compatible nonprofit with CDL, sharing similar values. On Jan. 1, 2026, Kathy joined their board and is working with them to merge CDL with Doxa. Doxa has already picked up some financial activities, with the goal to be handling all the finances for CDL except the sleeping cottages by June 30, 2026. The sleeping cottage program will continue with UUFSD and continue to be bookkept by UUFSD.

Kathy will continue to oversee the sleeping cottage activity. The impact on UUFSD is handling fewer financial transactions. Doxa has assumed liability coverage for home builds; UUFSD still will be responsible for volunteers at cottage activities, which are covered by volunteer waivers.

- Emily Post regarding OWL funding: The Director of Religious Exploration and Fellowship requested \$984 from the Program Reserve fund to combine with funds already allocated for OWL in order to hire the nonprofit “More than Sex Ed” (MTSE) to offer a workshop for 4-6 grade students and a parent orientation workshop on May 31. This is to kickstart OWL.
 - **Wenda moved to approve \$2k for MTSE so the \$1000 already budgeted can be used for future OWL programs. Linda seconded; approved unanimously with Julia recusing herself because of a conflict of interest.**
- Consent agenda: Wenda pulled the Congregational Meeting minutes.
Greg moved; Julia seconded to approve the remaining consent items; unanimous approval
 - January Board minutes
 - Fire alarm replacement: Based on email conversations, there is consensus to go with Rapid Fire Safety and Security proposal
 - Endowment Committee request – prior Board approval of terms for committee members and addition of a new member
- Reports
 - Leadership Council
Wenda expressed interest in a future agenda item related to the PIJG.
 - Staff Reports
The Board requested that the administrator’s report note it is including the number of children attending the service to differentiate that from the number of children participating in RE. Rev. Heather will let Ashley know.
 - Treasurer
Capital campaign accounting – there was a change in how CC was noted in July 2025. Heather, Angie, and Sarah went through all the detailed reporting to bring the accounting into alignment to accurately reflect liabilities and revenues. The books have been reconciled. There will be \$178k left in the capital fund after all the bills have been paid.

Sarah will update the November and December reports. January report was accepted.
- Task Force on Accounting

Greg explained the written report that was distributed. Greg, Larry, Drewe are on the task force. Greg will get a proposal from ESP Accounting, the firm that First UU works with, after Feb. 28. Drewe and Larry have committed to contacting Chalice and Palomar, and will report back in March.

- Discussion Items
 - **Congregational meeting minutes – Linda moved; Pamela seconded; approved unanimously with clarifications as noted.**
 - Leadership needs
 - Pledge Drive: Linda will follow up with potential coordinators, including Mike Rosen, Charles Dodson and Alejandra Hoffman, Mike and Karen Kowalski, and Kathy Flanagan.
 - Safety Committee: There is a template for a campus safety plan. What is needed is someone to coordinate a task force to use the template and create a plan specific to UUFSD. Pamela will ask Michael Scott if he is willing to take this role. Other possible contributors include Robin Sales, Charles Alvarez, Kathryn Sturch, Alana Schuller, Susan Combs, Justin or Maria Moodie.
 - Finance Committee – postponed to next meeting
 - Dreambuilders request for funding Admin Building completion: **Greg moved; Pamela seconded to authorize Dreambuilders to spend up to \$20k to pay for Chris Kolb's insurance, the identified \$13.5k of remaining expenses, and to structure an incentive plan for Kolb based on progress, completion, and successful inspection and occupancy permit. Approved unanimously.** Greg will notify Dreambuilders.
 - Use of the kitchen: no decision. Greg to call Robbie at First UU about their parameters for renting their commercial kitchen. Susan Hahm will work with Sarah to clarify insurance coverage for people using our kitchen for events.
 - Concert proposal: no time for discussion. Linda will set up special zoom meeting
- Executive Session – the Board went into Executive Session at 1:15.

Endowment Committee as of 11/1/2024

Mark Tuller, Chair

908-510-5100; tullermark@gmail.com; term expires 10/11/25 (reappointed by Board on 10/12/22); not eligible for reappointment; eligible to be appointed as an advisor after term expires

Alisa Guralnick

858-342-2318; aguralnick@yahoo.com; term expires 4/15/27 (reappointed by Board 4/5/24); not eligible for reappointment

Greg Trigeiro

619-916-6829; gtrigeiro@gmail.com; term expires 11/1/27 (appointed retroactively from 11/1/24 by Board action in 11/24); eligible for reappointment

Maria Moody

313-909-9516; mariakmoodie@gmail.com; term expires 11/1/26 (appointed retroactively from 11/1/24 by Board action in 11/24); eligible for reappointment

Angie Knappenberger

760-805-4373; angie3886@gmail.com; term expires 11/1/25 (appointed retroactively from 11/1/24 by Board action in 11/24); eligible for reappointment

* * * * *

Chris Butler (INACTIVE)

425-691-8737 (?); butler194552@gmail.com (?); term expires 10/15/26 (reappointed retroactively from 10/15/23 by board action of 3/10/24); not eligible for reappointment)

Minister Rev. Ellie (EX OFFICIO, INACTIVE)

Treasurer Sarah Miller (EX OFFICIO)

Sarah is very active in relation to UU Common Endowment Fund as to deposits, withdrawals, bookkeeping, etc., but INACTIVE as to grant-making, publicity, solicitation, recognition, etc.)

Board liaison (EX OFFICIO, INACTIVE)

To the UUFSD Board of Directors,

The Endowment Committee needs your assistance in correcting the Board records regarding Endowment Committee appointments.

History: In November 2024, then-chair Mark Tuller prepared the attached chart, based on Endowment Committee meeting minutes. He submitted this chart for approval to the board sometime in November 2024 and believes this was approved. However, neither Greg Trigeiro nor Lisa Shaffer was able to verify this by any board meeting minutes from that time frames indicated in the charts. Therefore, we request that the board to do the following:

a) NEW: Appoint Lisa Shaffer for a 3 year term, effective on 2/8/2026.

b) Formally (re)approve the appointments of:

- Alisa Guralnick (retroactive to 4/5/2024) for a 3 year term, expiring 4/2027 and not eligible for reappointment.
- Greg Trigeiro (retroactive to 11/1/2024) for a 3 year term, expiring 11/2027 and eligible for reappointment in 2027.
- Maria Moody (retroactive to 11/1/2024) for a 2 year term, expiring 11/2026 and eligible for reappointment in 2026. ***Note that this shorter term is intentional, to allow for staggered terms of appointment.***
- Angela Knappenberger (retroactive to 11/2/2024) for a 3 year term which expired on 11/1/2025. Angela has formally requested to not be reappointed and will step down as soon as Lisa Shaffer is confirmed by the current UUFSD board of directors.

Also: Note that we have another possible Endowment Committee member, who is currently traveling but who has expressed interest. As soon as I have spoken with him to confirm his interest, I will request another appointment.

With Lisa's appointment, and Angela's resignation, this keeps the Endowment Committee at four members, with a fifth to be appointed as noted above (hopefully).

Lastly, please provide "Endowment@uufsd.org" a copy of the approved minutes for our records.

Thank you!

Alisa Guralnick, Chair of the Endowment Committee of UUFSD



From | **Hiller San Diego**
7130 Convoy Court
San Diego CA 92111
858-277-3473
hillerfire.com
CA LIC: 1105955 C10, C16

Quote No. | **2152986**
Type | Repair
Prepared By | Charlie Whitaker
Created On | 01/09/2026
Valid Until | 03/02/2026

Quote For | **UNITARIAN UNIVERSALIST CHURCH**
1036 SOLANA DRIVE
1036 SOLANA DR
DEL MAR CA 92014-3906

Description of Work

Scope of Work: Sprinkler Monitoring Fire Alarm Control Panel (FACP) Installation

Hiller is pleased to submit this proposal for the following:

Provide tools, materials, and labor to install a new Fire Alarm Control Panel (FACP) specifically dedicated to monitoring in the facility located at 1036 Solana Dr Del Mar, CA

This panel will be dedicated, code-compliant FACP and associated devices to monitor critical conditions of the fire sprinkler system, ensuring prompt notification of supervisory or alarm conditions to local authorities and facility personnel.

***PLANS AND PERMITS INCLUDED IN PRICING**

Owner Responsibilities

The **Owner** (Facility Management) is responsible for the following:

- **Access:** Providing access to the facility and all necessary rooms (Fire Riser Room, Electrical Room).
- **Documentation:** Providing the following drawings and documentation for system design:
 - Sprinkler system riser and floor plans.
 - Building CAD drawings.
- **Dedicated Power:** Providing and installing a **dedicated 120VAC circuit** to the proposed FACP location.
- **Pathway:** Providing and installing a minimum **\$3/4\$-inch conduit pathway** from the sprinkler water flow switch location to the FACP location.
- **Operational Costs:** Providing and posting a **Fire Watch** during system impairment or modification.
- **Existing System:** Maintaining the existing sprinkler system devices (waterflow and tamper switches) in good working order prior to connection.
- **[Specify a single point of contact** for the duration of the project.]

Exclusions

The following items are **NOT** included in the scope of work and are the responsibility of the Owner/Client:

- **Design Changes:** Any modifications or additional work required by the City Plan Review or Authority Having Jurisdiction (AHJ).
- **Aesthetics and Finish Work:**
 - Patching and painting of walls, ceilings, or floors resulting from installation.
 - Painting of conduit.
 - Installation or provision of access panels.
- **Specialized Work:**
 - Hazardous material abatement (e.g., asbestos).
 - Concrete coring or slab penetration.

• **Electrical/Grounding:**

- Bonding, grounding, or installing equipment enclosures/racks/raceways (except for the FACP itself).

- **Sprinkler System Hardware:** Installation or replacement of the actual sprinkler system piping, heads, control valves, or the waterflow/tamper switches themselves (assumed to be existing and functioning, unless otherwise specified).

ASSUMPTIONS, CLARIFICATIONS AND CUSTOMER SPECIAL PROVISIONS

- Due to potential changes in tariffs and trade regulations, the cost of materials we use in our products may increase. If tariffs or additional trade costs are imposed on our materials, we may find it necessary to adjust our pricing accordingly. This adjustment is essential for Hiller to continue delivering the superior quality and service you expect from us.

SERVICE AGREEMENT CONTRACT SERVICE RATES

Contract Customer's Labor Rates

Hiller has an official Service Labor Rate Schedule. Service calls will be charged at the current published rate made available at the time of service. Service Labor Rate Schedule is subject to change at any time.

SERVICE TEAM

A significant benefit of your Service Agreement derives from having the trained building service personnel of Hiller familiar with your building systems. Our implementation team of local experts provides thorough, reliable service and scheduling for the support of your system.

STANDBY TIME: Should our technician(s) be detained due to the effects of other trades and/or customers, this proposal will be subject to additional billing hours at Time & Material rates per hour. These hours will be added to your final invoicing.

CANCELLATION POLICY: Should customers cancel appt 48 hrs. or less before the confirmed appointment, Hiller reserves the right to charge customers 2 hrs. of labor per tech for cancellation, plus a service charge. These hours will be billed at the time of cancellation.

NO SHOW POLICY: Should a customer fail to show for a confirmed appointment, Hiller reserves the right to charge the customer 2 hrs. of labor per tech, plus a service charge. These hours will be billed at the time of scheduled appointment.

AGREEMENT TERMS

Period of Agreement: One year from approval

Sales Tax, if applicable, is NOT included in the above price(s). Applicable sales taxes will be calculated based on local requirements at the time of invoicing. The pricing quoted in this Proposal is firm for 30 days.

We appreciate the opportunity to provide the professional fire protection products and services your company demands and trusts.

Due to global conditions, temporary delays in delivery, labor, or services from Hiller and its sub-suppliers or subcontractors may occur. Among other factors, Hiller delivery is subject to the correct and punctual supply from sub-suppliers or subcontractors. Hiller reserves the right to make partial deliveries or modify its labor or services. While Hiller shall make every commercially reasonable effort to meet the delivery or service or completion date mentioned above, such date is subject to change.

Services to be completed

Alarm Systems

Install new alarm panel

SUBTOTAL	\$9,529.00
TAX @ 7.75%	\$137.10
GRAND TOTAL	\$9,666.10

Terms and Conditions

Approval indicates acceptance of Hiller's Terms and Conditions found here <https://hillerfire.com/terms-and-conditions-construction-1/>

By my signature below, I authorize work to begin and agree to pay the Grand Total according to the terms and conditions of this agreement.

Name: _____ Date: _____

Signature: _____

UUFSD Board,

In review of Dream Builders Committee Meeting Minutes from February 3, 2026, copied to you, it should be obvious that the Fellowship is at an inflection point with Chris Kolb in trying to get the Administration Building completed. As noted, and among other things, it is of particularly grave concern that his General Commercial insurance policy has lapsed as of January 31, 2026, and he evidently does not have funds to correct this immediately. The purpose of this memo is to outline what our Committee recommends to do about that and the other matters, and ask for your support and approval so we can work to get these problems fully resolved as soon as possible. While a history lesson on how we got here with Chris is probably not useful at this point, the following points reflect the Committee's recommendations on the key subjects:

- **Risk Management** - Chris's General Commercial insurance policy has lapsed. If we want him to finish the work and manage our risk appropriately, we should help him get this taken care of immediately. Dream Builders recommends making emergency funds available through either a gift from the Fellowship or from the Capital Campaign balance, once he establishes the cost of renewing his policy. As of 1:09pm PST on Feb 4, he says he understands the urgency of getting this taken care of, and is trying to get an answer from his broker on cost options. Any payment from the Fellowship should be made directly to the insurance broker and not through Chris Kolb
- **Chris Kolb Accounts Payable** - To the best of our knowledge and beliefs, none of Chris's subcontractors filed Preliminary Notices with the Fellowship for this project. A Preliminary Notice filed by a subcontractor or vendor is a prerequisite to them filing a future mechanics lien, which means the likelihood of having a lien filed against UUFSD is unlikely. In most cases however, it is unknown at this time how much Chris has actually paid to any of his sub-contractors and vendors. To unwind this, Chris Kolb would need to provide the Fellowship with a complete list of all sub-contractors and vendors he has contracted with, and Dream Builders would then endeavor to contact all of them to confirm the status of any remaining amounts due. Using that information and assuming Fellowship funds are made available, payments on outstanding balances would be made directly from the Fellowship to the various parties and not through Chris Kolb
- **Incomplete Work** - It is widely known Chris Kolb significantly underbid the project and is now severely upside down with his own cash flow. While Chris has admitted he cannot honor some (or all) of his accounts payable timely, he is also unable to establish future orders for goods and services still needed to complete the project. Dream Builders Committee meeting minutes from February 3 estimates funds to complete the work, excluding general contractor markups, exceed \$13,500 and could

well be higher. Assuming Fellowship funds can be made available, the Committee recommends working directly with Chris and his vendors to order and procure the materials he needs. Payments would be made directly to vendors and subcontractors and not through Chris Kolb.

Dream Builders as a committee has no budget and can only provide information and recommendations. We recommend Fellowship funds be made available on an emergency basis specifically to address Chris Kolb's current insurance deficiency. Assuming other funds can be made available, we recommend that Dream Builders move forward immediately with investigating Chris Kolb's entire accounts payable history, and hard costs for work and products yet to be provided. This is the only way we can fully assess the level of additional funding needed.

Dream Builders Committee awaits the Board's earliest direction.

Thank you,

Jon Luft
Chair, Dream Builders

More Than Sex-Ed Program Proposal - 25-26

Unitarian Universalist Fellowship of San Dieguito (UUFSD)

Scope of Work:

More Than Sex-Ed (MTSE) will facilitate the following:

- Two (2) two-hour, in-person sessions each for one group of 4th - 6th graders, up to 25 participants
 - Sessions will be held back-to-back with a lunch break in-between
- One (1) 90-minute, virtual parent & caregiver orientation session

MTSE will provide the following:

- Two approved More Than Sex-Ed facilitators to deliver program content
 - MTSE programming is delivered in English
- One (1) 30-minute curriculum consultation with MTSE's Director of Curriculum & Instruction
- Lesson plans, activity materials, resources, and slide presentations
 - Spanish language printed materials can be provided upon written request
- Zoom link for virtual session

Unitarian Universalist Fellowship of San Dieguito (UUFSD) will be responsible for the following:

- Classroom space, ready to accommodate all enrolled students
- Access to presenter materials in classroom space (i.e. dry erase board, screen etc.)
- Notification to parents/caregivers of program implementation and invitation to parent/caregiver orientation
- Unitarian Universalist Fellowship of San Dieguito (UUFSD) representative(s) to be present, observe and assist during the entirety of parent/caregiver sessions.
- Unitarian Universalist Fellowship of San Dieguito (UUFSD) representative to be onsite to assist facilitators with any facility concerns and to provide supervision for youth participants during the facilitator lunch break
- Live language translator for participants, when needed
- Free or reimbursed parking for facilitators (on-site lot or ensure nearby street parking that is plentiful, non-metered, free of time limits, and not street sweeping restricted)

Term and Schedule:

The work will be scheduled between March 1, 2026 and June 30, 2026. The final schedule will be confirmed via email after the contract is signed. The final schedule is determined based on availability and must adhere to the following scheduling guidelines.

- Youth Sessions will be scheduled on a Saturday or Sunday between 10am and 5pm
- Parent/Caregiver session will be scheduled on a Tuesday, Wednesday, or Thursday between 5p – 8pm. Exceptions can be made in writing on a case-by-case basis.
- Class times & session topics must be confirmed at least two-weeks prior to program start date, changes after this will result in additional administrative fees.
- There is a consecutive 2-hour minimum for all in-person sessions.
- Additional hourly rate fee will be charged for any break longer than 1-hour between classes,

- There is a maximum of 5 sessions per day. Days with 5 sessions need to include a at least one 10-minute break and one 30-minute facilitator lunch break.

Location of Work:

The student sessions will be held at a Unitarian Universalist Fellowship of San Dieguito (UUFSD) on-campus location. The parent/caregiver session will be held virtually via Zoom. MTSE reserves the right to switch in-person programs to remote programs depending on Los Angeles County & State COVID safety recommendations.

Job Price:

The rate is variable based on the total number of program hours. We bill in 30-minute increments. Payment in full is due prior to the first session.

Unitarian Universalist Fellowship of San Dieguito (UUFSD)							
Grade Level	# of groups	# of sessions per group	Total sessions	Hours per session	Total # of Hours		
4th - 6th	1	2	2	2	4		
			2				
					Rate	Total Cost	
Total Youth Program Hours					4	\$280	\$1,120.00
Parent/Caregiver Ed			1	1.5	1.5	\$280	\$420.00
Session Subtotal						\$1,540.00	
Estimated Transportation Fees (based on \$0.725 Federal Reimbursement rate)					612.8	\$0.725	\$444.28
Estimated Fees for Adjustments or Breaks (longer than 1 hour)					0	\$280	\$0.00
Estimated Additional Consultation Hours					0	\$400	\$0.00
Total Program Cost						\$1,984.28	

The following additional fees will be assessed once schedule is finalized:

- A mileage reimbursement fee based on the federal reimbursement rate will be assessed for each facilitator on in-person days.
- Additional hourly rate will be charged for any break longer than 1-hour in-between classes.
- Additional fees may apply for short notice contract or scheduling changes.

Indemnification:

Each of the parties will indemnify, hold harmless, and defend the other party and their respective officers, directors, members, employees, and agents from and against all liabilities, demands, damages, expenses and losses, including reasonable attorneys' fees, arising out of the performance of this program, except to the extent of the other party's gross negligence or willful misconduct. This mutual indemnification shall survive the termination of this program.

Recording Use Agreement:

Sessions may NOT be recorded in any form (audio, video, or other) to protect the full confidentiality of participants and to protect MTSE against misuse of our proprietary content.

Intellectual Property:

MTSE shall own all right, title, and interest in and to the work, including all written material and work product rendered by MTSE.

Confidential Information:

Neither MTSE nor Unitarian Universalist Fellowship of San Dieguito (UUFSD) will disclose or use any confidential information of the other Party, other than to the extent necessary to perform the work in accordance with this program or as required by law or legal process.

Use of Client Name:

MTSE can use Unitarian Universalist Fellowship of San Dieguito (UUFSD) name in their online list of previous and current clients. Other than this use, MTSE will not use Unitarian Universalist Fellowship of San Dieguito (UUFSD)'s name, insignia, or any facsimile of client material for any other purpose, including but not limited to advertising or references, without the express prior authorization of Unitarian Universalist Fellowship of San Dieguito (UUFSD).

Compliance With Laws:

MTSE represents and warrants that MTSE shall be in compliance with all applicable state and federal laws at all times while performing services under this Program. MTSE further represents and warrants that MTSE (including MTSE staff) will comply all student privacy laws, including but not limited to FERPA.

Vendor Certification Requirements:

All MTSE staff working with students will have completed a DOJ background check and TB risk assessment (or TB test) prior to commencement of working with students. MTSE can provide Unitarian Universalist Fellowship of San Dieguito (UUFSD) with written certification that all MTSE employees have completed with the fingerprinting and criminal background investigation requirements of the California Education Code, and that the California Department of Justice has determined that no MTSE employees have been convicted of a felony. MTSE can provide Unitarian Universalist Fellowship of San Dieguito (UUFSD) with written certification that all MTSE employees have undergone a risk assessment and/or been examined and determined to be free of active tuberculosis. All new MTSE employees obtain tuberculosis clearance dated within the 60 days of initial employment, and renew clearance every 4 years. Should Unitarian Universalist Fellowship of San Dieguito (UUFSD) require additional certification requirements, they shall pay for such service at their own expense.

Licenses and Insurance

MTSE is responsible for determining and obtaining all personal or business licenses and insurance necessary to lawfully and safely perform the duties contemplated hereunder, including without limitation general liability insurance, errors and omissions insurance, professional liability insurance, medical insurance, disability insurance, workers' compensation insurance, and business tax license. MTSE can name Unitarian Universalist Fellowship of San Dieguito (UUFSD) as an additionally insured on MTSE's insurance policies by written request as an addendum to this proposal.

Independent Contractor

It is expressly understood between the Parties that MTSE is an independent contractor and not an employee of Unitarian Universalist Fellowship of San Dieguito (UUFSD). Nothing in this agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between Unitarian Universalist Fellowship of San Dieguito (UUFSD) and MTSE.

Proposal Acceptance

To accept the proposal, please email robin@morethansex-ed.org. If the proposed scope of work is accepted, an official agreement will be issued from MTSE's fiscal sponsor, Community Partners to the Unitarian Universalist Fellowship of San Dieguito (UUFSD) contract signatory via DocuSign.



Rapid Fire Safety & Security

1700 Iowa Ave #210
Riverside CA 92507
United States
(951) 352-7589
www.rapidfiress.com

PROPOSAL #PR-0009003

Proposal Title: Fire Alarm

Prepared For Customer:

Unitarian Fellowship
P.O. Box 201
Solana Beach CA 92075
United States

Site Location:

Unitarian Fellowship
1036 Solana Dr
Solana Beach CA 92075
United States

Prepared By:

Robert Reyes
Rapid Fire Safety & Security LLC
rreyes@rapidfiress.com
(951) 352-7589

Scope of Work:

- 1-XF6-100 Fire Alarm Control Panel
- 1-DMP 630F-R Remote Annunciator
- 1-DMP 263LTE-V/381-2 Cell Communicator
- 1-Manual Pull Station monitor only (provided, powered and installed by others)
- 4-Smoke Detector monitor only (provided, powered and installed by others)
- 1-Lot of wire and misc. hardware to connect devices to panel
- 1- Lot plans and submittals to the City of San Diego for permit acquisition
- 2-Inspection with Fire Department

* Plans and Permit fees up to \$1500.00 anything above is billed as incurred
 * Price excludes any Tariff fees imposed by any governmental authority. All Tariff fees on products for this project will be passed through at actual cost.

*Customer to provide Floor Plan or Original Fire Plans for Design and Engineering of Fire System, additional cost will be incurred if not able to provide documents

Exclusions:

120VAC. Conduit. Trenching, underground conduit (wire pull string) and back fill. Additional Labor and Inspections due to other contractor's failures. Outside Contractors. Patch and Paint. Fire Watch. Additional AHJ Requirement. Bad wiring that needs replaced. Replacement of devices preinstalled by previous provider. Programming of existing fire alarm system (if required)

Installation Investment Amount: \$7,228.85

Recurring Monthly Services: \$109.63

Created: 12/12/2025

Proposal Expires: 1/11/2026

Fire Alarm - Installation		Amount
XF6-100	Fire Control Panel, 6 Onboard 24V Class B zones, 1 24 V 100 Zone LX-Bus.	\$1,156.60
263LTE-V/381-2	VERIZON LTE CELLULAR COMMUNICATOR W/ 381-2 CABLE	\$281.40
630F-R	Remote Annunciator	\$265.40
711S	ZN EXP, SINGLE POINT	\$315.20
SSU00672	SAE SSU00672 FDB Fire Alarm Documents Box, 12" x 13.1" x 2.3" D, Red	\$170.00
Misc. Hardware Set	Clamps, connectors, screws and anchors as required to complete installation.	\$100.00
Permit Fees	Permit Fees	\$1,500.00
Plans to Draw and Submit	Plans to Draw and Submit	\$750.00



Rapid Fire Safety & Security

1700 Iowa Ave #210
Riverside CA 92507
United States
(951) 352-7589
www.rapidfiress.com

PROPOSAL
#PR-0009003

Fire Alarm - Installation		Amount
RFTAI-LABOR-INST-125	INSTALLATION & SERVICE CONTRACT RATE	\$2,250.00
RFTAI-LABOR-TRIP CHARGE	INSTALLATION & SERVICE CONTRACT RATE - TRIP CHARGE	\$240.00
Subtotal		\$7,028.60

Fire Alarm - Services		Amount
Fire Alarm Monitoring		\$65.00
Fire Alarm Inspection	Fire Alarm Testing and Inspection	\$25.00
Fire Extinguisher Inspection	Fire Extinguisher Inspection	\$19.63
Subtotal		\$109.63

Installation	Subtotal	\$7,028.60
	Tax Total	\$200.25
	Total	\$7,228.85
Services - Monthly Rate	Subtotal	\$109.63
	Total	\$109.63

RAPID FIRE SAFETY & SECURITY LLC ("COMPANY")'S ACCEPTANCE OF ANY PURCHASE ORDER FOR THE EQUIPMENT AND SERVICES SPECIFIED IN THIS PROPOSAL IS EXPRESSLY CONDITIONED ON CUSTOMER'S ACCEPTANCE OF THE TERMS AND CONDITIONS CONTAINED IN COMPANY'S INSTALLATION AND SERVICES AGREEMENT ("AGREEMENT"). SUCH AGREEMENT SHALL SUPERSEDE ANY CONFLICTING OR ADDITIONAL TERMS CONTAINED IN ANY CUSTOMER PURCHASE ORDER OR RELATED DOCUMENTS, AND MAY ONLY BE MODIFIED BY A WRITTEN DOCUMENT EXECUTED BY COMPANY AND CUSTOMER.

To: UUFSD Board of Directors
From: Emily Host, Director of Religious Exploration and Fellowship
Re: Proposal for Additional Budgetary Funds for 2025-2026 year
Date: February 8, 2026

Dear Board members,

We have a unique opportunity to offer an OWL-aligned workshop for Grades 4-6 with the non profit, [More Than Sex-Ed](#). We are requesting additional funds in the amount of **\$984.28** to accept their proposal and offer a May 31 workshop.

1. 2025-2026 Approved RE Budget: \$5,450
 - a. \$1,000 of that budget is earmarked for OWL (\$750 to train 2 OWL Facilitators + \$250 OWL Curriculum Purchase)
 - b. \$1,000 of RE Budget committed to the workshop (18% of budget)
 - c. Ask of \$984.28 to meet the workshop proposal

2. More Than Sex Ed Proposal: \$1,984.28
 - a. Potential to recoup part of this initial expenditure with a non-member fee
 - b. 6 regularly attending youth in Grades 4-6, we would need to recruit a minimum of 4 additional youth per OWL and More Than Sex-Ed Guidelines
 - c. Potential scenarios:

4 non member youth, \$20 per youth	\$80
20 non member youth, \$20 per youth	\$400
4 non member youth, \$30 per youth	\$120
10 non member youth, \$30 per youth	\$300

- d. Board investment in OWL and More Than Sex-Ed ranges in possibility from \$500 to \$900 (dependent on participation numbers and fee charged to recoup this additional budgetary request)

This opportunity allows us to support an alumni of UUFSD, Robin Darling and give our youth a jumpstart into a holistic sexual health education curriculum. Our Fiscal Year 2025-2026 Budget can go toward training at least 1 additional OWL facilitator and starting an OWL Cohort.

Thank you for your consideration.

Respectfully submitted,
Emily Host

PLANNING GUIDANCE Since I am no longer heading up Stewardship, I am writing to inform my successor (whoever that may be) that the Pledge Drive is usually conducted during the month of March, but planning for it begins in January.

I am willing to do some of the back-end work in Breeze if needed, but I do not want to be involved with any other aspect. We definitely need some new blood and some new ideas to energize our pledge drive. I think the Leadership Council could be put to good use here, since there are several committees already involved in the effort.

Here are the standard elements of the Pledge Drive for your consideration:

January - February

The Finance committee and Board decide on the next year's budget and set a goal for the Pledge Drive based on the Preliminary Budget. Requests for increases in pledges should be accompanied by specific justification in the Budget. (*Finance and Board involved*).

March

The four Sundays around March (sometimes including the last one in February or first one in April) are used to communicate the goals of the Pledge Drive. Topics have been as varied as special Sermons, special Music, audience participation, or testimonials. (In my experience, it doesn't matter whether you decide to go all-out on these services, or low-key, the financial outcome is the same.) (*Worship involved*)

During this time, email blasts are sent to the congregation with appeals to renew your pledge, along with the link to the form to do so. This is the most important part of the Pledge drive, IMHO. Typically we have only gotten 70% of our members to update their pledge; the rest are rolled-over using their last year's pledge (assuming they are up-to-date on their payments).

The rolled-over pledges represent the biggest unknown in the formula -- we don't know what their real intention is, whether to stay or to go. We won't find out until later. People who are behind in their payments are contacted personally to inquire about their commitment before committing them to a new pledge. (*Membership involved*)

The Newsletter also features the Pledge Drive with some written elements, like testimonials or a "Who pledged this week" list to encourage others.

April-May

First, Pledge Statements are sent out during this time to remind people what they have promised to pay. This is the first time rolled-over people get to see their pledge in

black-and-white, and those who are on the fence typically make up their minds now. A week or so is given for people to respond to the email; some people don't ever respond, for whatever reason. Some personal contact is often done here. (*Membership involved*).

Finance is given a preliminary result of the pledge drive, which is composed of 70% updated pledges, and 30% rolled-over pledges.

The Finance committee re-evaluates the Budget based on the total pledges at this time. In my experience, this first preliminary pledge total is very close to the final result. Any secondary appeals for people to increase their already-updated pledge have had limited results in the past.

June

The final result of the pledge drive is confirmed with Finance. The final budget is prepared based on this number, and is presented to the congregation for approval.

thanks,
rich

An ESTIMATE for the Fund Drive Goal

Per UUA recommendation and our own historical budget patterns, we need to have enough pledged income to cover our Personnel costs or our budget will not be sustainable over the long run. Additionally, UUFSD, as a matter of fiscal responsibility, includes only 95% of what's pledged in our budget to make sure we won't run short.

Current *Total Personnel Expenses* are about \$335,000 (which turns out to be what was pledged this year). This includes the raise for Katie and the reconfiguring of funds to cover the contracts with Heather, Emily, and Ashley. It also includes worker's comp insurance (which will probably go up more than 2.8% this year), direct deposit bank fees, and a bit extra for other personnel costs. The Federal COLA for 2026 is 2.8%

Current Personnel costs (\$335,000) * 2026 COLA (2.8%) = \$344,380 = next year's costs
Next year's costs (\$344,380) w/ 5% safety factor increase = \$362,500 = Pledge Goal for FY26-27

That's an increase of \$26,500 over what's been pledged for this year, or a pledge increase of not quite 8%

Last year, to cover all budgeted Personnel expenses plus the safety factor, the pledge drive goal was \$350,000, but we fell \$15k short of that. That's why we had to poach funds that otherwise would have gone to pay our UUA Dues to balance this year's budget. UUA's ask for FY25-26 was ~\$19,000. We paid just \$1,000, which is the minimum allowed if we're to remain members of the UUA. This amount was with the congregation's agreement that the Board would revisit this in June and send more to UUA if the Board felt we could afford it. Note that based on the Net Income in our operating fund as of 1/31/26, it looks like we will end the year in the black and be able to send UUA more at the end of this year, if that's what the Board decides. Just a heads up.

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*

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

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:

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

<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>

	<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 - Continues</p> <p>Buddhist Groups - Buddhist mediation groups are returning to the Library for meetings.</p> <p>Earth Centered Spirituality - Continues</p>

<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 - Just began meeting</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

	<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

Minister's Report - February 5, 2025

Rev. Heather Megill

Worship:

- Services have returned to the Amphitheater with new staff set up procedures and newly introduced ideas including the Sharing Nook for RE and beautification on the hillsides. Alterations to the new procedures are ongoing until a sustainable, functional, and effective system is settled.

Compassionate Care:

- The committee carried out Norma Showalter's celebration of life with around 60 people attending. Many remarked that it was particularly lovely and were grateful that we held it without any family support. I led the service and Livia Walsh (with committee assistance) organized the event and was the service associate.
- Pastoral care visits continued throughout January with those concerned about the upcoming and past Anti-Apartheid Pledge vote.

Committee on Ministry:

- The committee is working on a P&P.
- The committee discussed a Right Relations Team and would like to nurture that team under the umbrella of the COM. Action items and timeline include:
 - February: Rev. Heather will talk to Rev. Tania (UUA).
 - Can the UUA run an educational workshop on Right Relations for us in late spring/summer?
 - What is the best way to educate the congregation about RR before instituting what some may feel is a "policing body?" (NOTE: A prospective member asked why we are focusing on Right Relations right now. They wondered how that reflected on the way our community operates and communicates. Aka "Why do you need that? That feels like a red flag to me. Has something happened?")
 - February/March: The COM will begin to go through the CRR task force proposal and include important details in the COM's P&P under the RR section.
 - April: Rev. Heather will give a sermon on Right Relations on April 26, 2026.
 - May/June: UUA led educational workshop?
 - September: RR Team will be assembled.

Leadership Council:

- The service-oriented Sunday and Involvement Fair (Jan 11) went very well and many groups found individuals interested in joining programs and committees.
- The new website is under review.
- The LC Report now includes a list of current program and committee needs.

Administration:

- The Administrator and Finance team are still located in the Programs room as a temporary set up place while we await counters and cabinets in the main space. (*same as last month's report*)
- The Palmer library has had lighting upgrades and awaits painting. Groups are beginning to return to that space.
- The AV kiosk in the amphitheater has been cleaned/sanitized.

Other Monthly Activities:

- Attended the film "The Voice of Hind Rajab" with members of the PIJG and some First UU congregants, who are working on educating their congregation about the situation in Palestine/Israel. Jason Folkman has been invited there to speak and assist them.
- Presented a brief history of Unitarian Universalism at the February 4th SDIMA Dialogue event.
- Worked with Lisa Shaffer and Libby Scott on reinvigorating the Concert Series.
- Attended the MLK Jr Prayer Breakfast with members of the SJA.

ADMINISTRATOR'S REPORT – January, 2025
MEMBERSHIP STATISTICS as of February 3, 2026

Voting Members	169		<p><u>Membership Changes</u></p> <p>Visitor to Friend: Jonathan Newman</p>
Inactive Members	10		
Rising Member	12		
Community Member	13		
Members emeritus	3		
Friends	54		
Total	261		

SUNDAY ATTENDANCE

Date	In Person	Via Zoom	RE	Total	
1/4/26	78	19	Not reported	97	
1/11/26	76	19	9	104	
1/18/26	108	13	8	129	
1/25/26	140	9	13	162	
<i>Average</i>	100	15	10	123	

Site Rentals this Month (if any): Insight San Diego continues on Wednesdays, and began meeting monthly on Saturdays as well starting 1-17. Villa Musica Flute Concert occurred on 1-18, and two celebrations of life were held for Norma Showalter and Roger Parker on 1-31 and 1-30 respectively.

Incidents on Campus this Month (if any):

- The Christmas storm caused a leak inside of the Treetops classroom (reported 1-5) and damage to the fencing by the playground.
- Recieved another complaint about parking during TIAS on 1-7, which included the neighbor stating they were going to confirm with the city that folks are parking in no parking zones. This was communicated to TIAS and to Linda. A meeting occurred on 1-13 to find solutions.

Administration Activities or Events of Note:

- Completed final draft of staff weekly checklist and communicated changes to staff.
- AV shed sanitization was completed and homecoming service back in the amphitheater went very well!
- Completed congregational certification.
- Termite tenting is scheduled for March 30-April 1st.

-An ongoing water leak was identified after communication with Santa Fe Irrigation District. Currently working with Chris Faller to identify and resolve.

-Ten event inquiries are in the works or set.

Respectfully submitted,
Ashley Morn

UUFSD RE Report February 8, 2026

2025-26 RE Theme: Time to Grow

REGISTRATION (Regularly Attending Children)

Total Regularly Attending Families: 10

Regularly Attending Families that are members: 9

PreK-K	1-4	5-8	Total
6	5	2	13

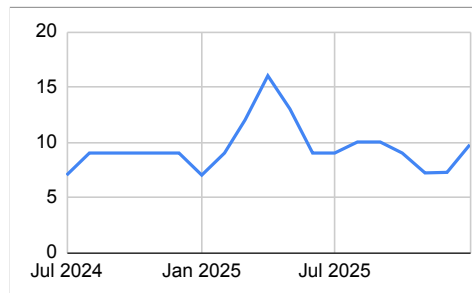
EVENT ATTENDANCE

Event	Date	# of Kids	# of Adults	Total Attendance
Game Night	1/19	4	9	3 families
Brewhouse	1/2/26	2		2 families

SUNDAY SERVICE ATTENDANCE

	PreK-K	1-4	5-8	Total
1/4/26	4	3	0	7
1/11/26	5	1	1	7
1/18/26	4	5	3	12
1/25/26	7	3	3	13
AVERAGE				9.75

AVERAGE MONTHLY ATTENDANCE



PROGRAMMING

SPECIALTY - Completed

RE Volunteer Luncheon (August)
 Community Beach Party (August)
 Casas de Luz Carnival (Sept)
 Casas de Luz Build (Oct)
 OWL Training (Nov)
 Holiday Party (Dec)

ONGOING

UU Brewhouse (1st Fri)
 Game Night (3rd Mon)
 Art Club (1st Sundays)

SPECIALTY - Upcoming

Camp (April 10-12)
 Cafe Valentino's (Feb)
 OWL (Spring)
 Parents' Night Out (Mar, May)
 RE Volunteer Training (Spring/Ongoing)
 Climate Justice Spring Play (April)
 Seder and Easter Egg Hunt (Apr)
 Pride By the Beach (June)

SUPPORT

RE PERSONNEL

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

RE COMMITTEE UPDATE

Current projects include: Palmer Library revamp, move to Admin. building, review of library practices, review of kitchen practices. RE Focus this month were the special services including Service Be its Prayer and Homecoming. 2 visiting families were considered regular attendees this month. RE Committee meeting focused on updating and revising the RE P&P and aligning it with the Child and Safety P&P and Membership P&P. No budget items to report for January- no new expenditures.

Prepared by Emily Host
 2/4/2025, explore@uufsd.org

UUFSD Profit Loss Budget vs Actual July through January 2026

	Jul 2025 - Jan 2026	Annual Budget	Over/Under Budget	58% of Year % of Budget
Ordinary Income/Expense				
Income				
Assets Released From Restriction				
From Endowed Funds	4,570.00			
From Other Funds	6,000.00			
Total Assets Released From Restriction	10,570.00			
Revenues				
Pledges				
REV.PLG.01 - Pledge Income	215,691.37	314,000.00	-98,308.63	68.69%
Total Pledges	215,691.37	314,000.00	-98,308.63	68.69%
Site Rental				
REV.SIT.01 - Sandy Hill	30,575.00	52,800.00	-22,225.00	57.91%
REV.SIT.02 - Special Event	452.78	7,500.00	-7,047.22	6.04%
REV.SIT.03 - Other	2,151.00	2,500.00	-349.00	86.04%
Total Site Rental	33,178.78	62,800.00	-29,621.22	52.83%
Fundraising				
REV.AUC.01 - Auction	3,889.90	13,000.00	-9,110.10	29.92%
REV.FDR.02 - Other	7,376.06	0.00	7,376.06	100.0%
Total Fundraising	11,265.96	13,000.00	-1,734.04	86.66%
Contributions to Programs				
REV.MUS.01 - Music Program	370.00	0.00	370.00	100.0%
REV.SJA.01 - Social Action	4,200.00	0.00	4,200.00	100.0%
Total Contributions to Programs	4,570.00	0.00	4,570.00	100.0%
Contributions to General Fund				
REV.SUN.01 - Sunday Collection	10,166.20	12,000.00	-1,833.80	84.72%
REV.MIS.01 - Other	11,718.16	4,000.00	7,718.16	292.95%
Total Contributions to General Fund	21,884.36	16,000.00	5,884.36	136.78%
Contributions to Other Funds				
REV.END.01 - Endowment Fund	30,514.13			
REV.CAP.01 - Capital Fund	153,310.70			
REV.CDL.01 - Casas de Luz	44,456.95			
REV.CHF.01 - Coffee House Fund	1,142.32			
REV.DBN.01 - DeBenneville Fund	50.00			
REV.LIB.01 - Library Fund	175.37			
REV.MWL.01 - Memorial Wall Fund	900.00			
REV.SPC.01 - Special Collection	12,020.44			
Total Contributions to Other Funds	242,569.91			
Investment Income				
Bank Acct Interest				
General Fnd Interest	1,341.12	6,000.00	-4,658.88	22.35%
Capital Fnd Interest	8,301.60			
Total Bank Acct Interest	9,642.72	6,000.00	3,642.72	160.71%
UUCEF Interest & Dividends	1,179.50			
UUCEF Realized Gains & Losses	5,324.65			
Vanguard x2001 Income	11,480.83			
Vanguard x6320 Income	5,732.34	5,000.00	732.34	114.65%
Total Investment Income	33,360.04			
Total Revenues	562,520.42			
Total Income	573,090.42			
Gross Profit	573,090.42			

UUFSD Profit Loss Budget vs Actual July through January 2026

Expense	Jul 2025 - Jan 2026	Annual Budget	Over/Under Budget	58% of Year % of Budget
Operations Expenses				
Office				
OPS.OFF.01 - Postage	78.00	300.00	-222.00	26.0%
OPS.OFF.02 - Office Supplies	395.23	750.00	-354.77	52.7%
OPS.OFF.03 - Copier	2,472.58	3,200.00	-727.42	77.27%
OPS.OFF.04 - eSubscriptions	1,071.29	3,000.00	-1,928.71	35.71%
OPS.OFF.05 - Phone & Internet	1,581.27	2,250.00	-668.73	70.28%
OPS.OFF.07 - Other Expenses	0.00	200.00	-200.00	0.0%
Total Office	5,598.37	9,700.00	-4,101.63	57.72%
Finance				
OPS.FIN.01 - Accounting Fees	4,870.82	12,100.00	-7,229.18	40.26%
OPS.FIN.02 - Credit Card Fees	1,134.05	2,000.00	-865.95	56.7%
OPS.FIN.03 - Bank Fees	722.30	50.00	672.30	1,444.6%
OPS.FIN.04 - Other Expenses	0.00	300.00	-300.00	0.0%
Total Finance	6,727.17	14,450.00	-7,722.83	46.56%
Site				
OPS.SIT.01 - Insurance	0.00	7,000.00	-7,000.00	0.0%
OPS.SIT.02 - Real Estate Taxes	4,458.52	4,100.00	358.52	108.74%
OPS.SIT.03 - Gas & Electric	583.28	200.00	383.28	291.64%
OPS.SIT.04 - Water	4,381.03	4,000.00	381.03	109.53%
OPS.SIT.06 - AV Maintenance	577.61	3,000.00	-2,422.39	19.25%
OPS.SIT.07 - B&G Maintenance	10,757.36	20,000.00	-9,242.64	53.79%
Total Site	20,757.80	38,300.00	-17,542.20	54.2%
Total Operations Expenses	33,083.34	62,450.00	-29,366.66	52.98%
Denomination Expenses				
OPS.DEN.01 - UUA Dues	1,000.00	1,000.00	0.00	100.0%
Total Denomination Expenses	1,000.00	1,000.00	0.00	100.0%
Committee Expenses				
EXP.BRD.03 - Board Exp	290.76	500.00	-209.24	58.15%
EXP.COM.03 - Communcations Exp	50.00	550.00	-500.00	9.09%
EXP.END.03 - Endowment Exp	0.00	200.00	-200.00	0.0%
EXP.FND.03 - Fundraising Exp	375.00	1,500.00	-1,125.00	25.0%
EXP.MEM.03 - Membership Exp	89.74	550.00	-460.26	16.32%
EXP.PCC.03 - Pastoral Care Exp	0.00	200.00	-200.00	0.0%
EXP.SUN.03 - Worship Exp	2,888.09	4,770.00	-1,881.91	60.55%
Total Committee Expenses	3,693.59	8,270.00	-4,576.41	44.66%
Program Expenses				
EXP.FNF.03 - Fun&Fellowship Exp	1,146.51	2,500.00	-1,353.49	45.86%
EXP.MUS.03 - Music Program Exp				
EXP.MFG.03 - Music Fund Grant	821.20	370.00	451.20	221.95%
EXP.MUS.03 - Music Program Exp - Other	1,247.08	2,000.00	-752.92	62.35%
Total EXP.MUS.03 - Music Program Exp	2,068.28	2,370.00	-301.72	87.27%
EXP.REL.03 - RE Program Exp	720.06	5,450.00	-4,729.94	13.21%
EXP.SJA.03 - Social Action Exp	2,133.71	3,500.00	-1,366.29	60.96%
Total Program Exenses	6,068.56	13,820.00	-7,751.44	43.91%
Payroll Expenses				
Minister Expenses				
PER.MIN.00 - MIN Housing	19,281.38	20,600.00	-1,318.62	93.6%
PER.MIN.01 - MIN Wages	24,843.83	74,132.00	-49,288.17	33.51%
PER.MIN.02 - MIN UUA Pension	4,412.51	8,800.00	-4,387.49	50.14%

UUFSD

Profit Loss Budget vs Actual

July through January 2026

	Jul 2025 - Jan 2026	Annual Budget	Over/Under Budget	58% of Year % of Budget
PER.MIN.03 - in Lieu of FICA	2,474.23	0.00	2,474.23	100.0%
PER.MIN.04 - MIN Medical	3,961.35	9,459.24	-5,497.89	41.88%
PER.MIN.07 - MIN LTDLife Ins	1,137.39	2,091.00	-953.61	54.4%
PER.MIN.08 - MIN Prof Exp	1,091.80	9,000.00	-7,908.20	12.13%
Total Minister Expenses	57,202.49	124,082.24	-66,879.75	46.1%
DRE Expenses				
PER.DRE.01 - DRE Wages	22,000.99	45,500.00	-23,499.01	48.35%
PER.DRE.02 - DRE UUA Pension	347.80	0.00	347.80	100.0%
PER.DRE.03 - ER Payroll Taxes	1,411.72	3,481.00	-2,069.28	40.56%
PER.DRE.04 - DRE Medical	1,136.49	0.00	1,136.49	100.0%
PER.DRE.07 - DRE LTDLife Ins	38.22	153.00	-114.78	24.98%
PER.DRE.08 - DRE Prof Exp	67.24	1,000.00	-932.76	6.72%
Total DRE Expenses	25,002.46	50,134.00	-25,131.54	49.87%
Administrator Expenses				
PER.ADM.01 - ADM Wages	21,128.10	39,000.00	-17,871.90	54.18%
PER.ADM.02 - ADM UUA Pension	347.80	0.00	347.80	100.0%
PER.ADM.03 - ER Payroll Taxes	1,340.95	2,984.00	-1,643.05	44.94%
PER.ADM.04 - ADM Medical	1,136.46	5,000.00	-3,863.54	22.73%
PER.ADM.07 - ADM LTDLife Ins	38.22	153.00	-114.78	24.98%
PER.ADM.08 - ADM Prof Exp	321.93	0.00	321.93	100.0%
Total Administrator Expenses	24,313.46	47,137.00	-22,823.54	51.58%
Music Program Expenses				
Choir Director				
PER.MUS.01 - Choir Dir Wages	10,755.02	18,663.00	-7,907.98	57.63%
PER.MUS.03 - ER Payroll Tax	712.94	1,428.00	-715.06	49.93%
Total Choir Director	11,467.96	20,091.00	-8,623.04	57.08%
Accompanist				
PER.MUS.11 - Accompanist Wages	8,269.76	12,262.00	-3,992.24	67.44%
PER.MUS.12 - Accompanist PR Tax	519.06	938.00	-418.94	55.34%
Total Accompanist	8,788.82	13,200.00	-4,411.18	66.58%
Total Music Program Expenses	20,256.78	33,291.00	-13,034.22	60.85%
Site Support Staff Expenses				
PER.SIT.01 - Childcare	1,988.14	5,072.00	-3,083.86	39.2%
PER.SIT.02 - Custodian	9,638.82	17,100.00	-7,461.18	56.37%
PER.SIT.03 - Setup Staff	4,728.56	8,280.00	-3,551.44	57.11%
PER.SIT.09 - AV Specialist	8,479.54	19,499.00	-11,019.46	43.49%
PER.SIT.10 - AV Assistant	520.09	2,795.00	-2,274.91	18.61%
PER.SIT.11 - RE Staff	616.25	4,176.00	-3,559.75	14.76%
PER.SIT.12 - ER Payroll Taxes	2,411.68	3,046.00	-634.32	79.18%
Total Site Support Staff Expenses	28,383.08	59,968.00	-31,584.92	47.33%
PER.MIS.01 - Worker's Comp Ins	917.00	1,000.00	-83.00	91.7%
PER.MIS.02 - Other Personnel Exp	1,772.40	2,000.00	-227.60	88.62%
Payroll Expenses - Other	38.82			
Total Payroll Expenses	157,886.49	317,612.24	-159,725.75	49.71%
Other Fund Expenses				
EXP.CAP.03 - Capital Fund Exp	39,653.47			
EXP.CDL.03 - Casas de Luz Exp	42,792.65			
EXP.CHF.03 - Coffee House Fund Exp	228.86			
EXP.MWL.03 - Memorial Wall Exp	163.12			
EXP.MIN.03 - Minister Disc Exp	1,016.23			

UUFSD
Profit Loss Budget vs Actual
 July through January 2026

	Jul 2025 - Jan 2026	Annual Budget	Over/Under Budget	58% of Year % of Budget
EXP.SPC.03 - Special Coll Exp	4,938.03			
Total Other Fund Expenses	88,792.36			
Total Expense	290,524.34			
Net Ordinary Income	282,566.08			
Other Income/Expense				
Other Income				
Donor Restricted Activity				
Released from Endowed Funds	-4,570.00			
Released from Other Funds	-6,000.00			
Total Donor Restricted Activity	-10,570.00			
Total Other Income	-10,570.00			
Other Expense				
Nonrecurring Admin Building Exp	6,767.80	11,000.00	-4,232.20	61.53%
Grants Awarded by UUFSD	2,000.00			
Board Approved Expenses	1,845.00			
Total Other Expense	10,612.80	11,000.00	-387.20	96.48%
Net Other Income	-21,182.80	-11,000.00	-10,182.80	192.57%
Net Income	261,383.28	-11,000.00	272,383.28	-2,376.21%
NET INCOME - GENERAL FUND ONLY				
Total Ordinary Income - General Fund ONLY	293,663.93	416,800.00	-123,136.07	70.46%
Total Ordinary Expenses - General Fund ONLY	201,731.98	403,152.24	-201,420.26	50.04%
Total Other Expenses - General Fund ONLY	10,612.80	11,000.00		
Net Income - General Fund ONLY	81,319.15	2,647.76		

The Unitarian Universalist Fellowship of San Dieguito

Balance Sheet

July through January 2026

	<u>Jan 31, 26</u>
ASSETS	
Current Assets	
Checking/Savings	
US Bank CapFund Sav 3500	338,370.36
US Bank CapFund Chkg 7269	39,637.38
US Bank Operations Sav x9485	139,829.34
US Bank Operations Chkg x2702	103,402.60
Total Checking/Savings	<u>621,239.68</u>
Accounts Receivable	
Accounts Receivable	
Pledges	-5,300.00
Total Accounts Receivable	<u>-5,300.00</u>
Total Accounts Receivable	-5,300.00
Other Current Assets	
Undeposited Funds	302.34
Total Other Current Assets	<u>302.34</u>
Total Current Assets	616,242.02
Fixed Assets	
Buildings & Grounds	1,381,067.34
Total Fixed Assets	<u>1,381,067.34</u>
Other Assets	
Investments	
Fidelity - Casas de Luz Fund	117,837.92
UUCEF - Endowment Fund	208,473.32
UUCEF - Endowed Music Fund	17,687.41
Vanguard x2001 - Capital Fund	57,557.03
Vanguard x6230 - General Fund	280,189.02
Total Investments	<u>681,744.70</u>
Total Other Assets	681,744.70
TOTAL ASSETS	<u><u>2,679,054.06</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
US Bank Credit Cards	2,853.01
Total Credit Cards	<u>2,853.01</u>
Other Current Liabilities	
Phase 2 Contracts	
P2-2504 - G&R Base Contract	360,265.86
P2-2507-DPA	2,090.00
P2-2507-OTH	382.10
Total Phase 2 Contracts	<u>362,737.96</u>
Bonus' Payable	452.40
Payroll Liabilities	

The Unitarian Universalist Fellowship of San Dieguito

Balance Sheet

July through January 2026

	<u>Jan 31, 26</u>
LIA.PER.03 - Medical Insurance	701.13
LIA.PER.04 - LTD&Life Insurance	-244.13
Payroll Liabilities - Other	193.46
Total Payroll Liabilities	650.46
Reimbursed Expenses	44.00
Total Other Current Liabilities	363,884.82
Total Current Liabilities	366,737.83
Total Liabilities	366,737.83
Equity	
Unrealized Gains&Losses	
Unrealized G&L Fidelity	1,345.86
Unrealized G&L UUCEF Music Fund	3,143.21
Unrealized G&L UUCEF Endowment	23,420.87
Unrealized G&L Vanguard x2001	5,395.76
Unrealized G&L Vanguard x6230	5,431.23
Total Unrealized Gains&Losses	38,736.93
Permanent Restricted	
FND.END.01 - Endowment Fund	144,656.94
FND.END.02 - Music Fund	13,456.86
Total Permanent Restricted	158,113.80
Temp. Restricted	
Building Funds	
FND.CAP.01 - Capital Campaign	1,417,696.67
Total Building Funds	1,417,696.67
Other Funds	
FND.CDL.04 - Casas de Luz Fund	133,338.15
FND.CHF.04 - Coffee House Fund	604.59
FND.DBN.04 - DeBenneville Fund	2,323.98
FND.LIB.04 - Library Fund	1,626.12
FND.MWL.04 - Memorial Wall Fund	17,358.78
FND.MIN.04 - Minister Disc Fund	7,062.32
FND.SJA.04 - SJA Funds	1,402.50
Total Other Funds	163,716.44
Board Designated Reserves	
RES.PGM.01 - Program Reserve	20,000.00
RES.MIN.01 - Minister Reserve	25,000.00
RES.SIT.01 - Facilities Reserve	100,000.00
RES.OPS.01 - Operations Reserve	90,000.00
Total Board Designated Reserves	235,000.00
Total Temp. Restricted	1,816,413.11
Unrestricted Net Assets	37,669.11
Net Income	261,383.28
Total Equity	2,312,316.23
TOTAL LIABILITIES & EQUITY	2,679,054.06

Capital Fund Summary as of 1/31/26

P&L-REV.CAP.01	\$153,310.70	
P&L: USBank CapFndSvgs Interest	\$9,356.97	
P&L: Vanguard x2001 Interest	\$11,658.80	
P&L-EXP.CAP.03	-\$39,630.62	
	NET	\$134,695.85
BS: Vanguard Unrealized G&L	\$5,395.76	
BS: FND.CAP.01	\$1,417,696.67	
	Total	\$1,557,788.28 Total available to capital fund
BS: Total Fixed Assets	\$1,381,067.34	Everything spent or committed
<hr/> <hr/>		
Capital Fund NET		\$176,720.94

Notes:

As of 2/6/26, the January statements have not been entered into our books, so the numbers for Capital Fund Savings Account Interest (row 2) and Capital Fund Vanguard Investment Account Interest (row 3) are from the 1/31/26 statements, not the BS.

The one change in this report from the one submitted for 12/31/25 is line 10 where everything already spent and still committed for Phase 2 is recorded on the Balance Sheet under Total Fixed Assets. In previous reports, a liability of \$151,800 to Doug Paterson Architects for Base A/E Services had been recorded on the BS in its entirety as a Phase 2 liability, but the payments, most of which had already been made, had been classed as "Master Plan" expenses. This error has been corrected, the contract has been fully paid, and those changes are now reflected on the Balance Sheet.

Per Jon Luft, we are also expecting over \$21k in reimbursements for phase 2:

- about \$10k from Good and Roberts for work not done
- \$652 retainer from Lucas | Thomas Legal services
- \$10,662 grading security bond deposited with the City of Solana Beach

Respectfully, Sarah Miller, Assistant Treasurer

Accounting Task Force report February 8, 2026

First UU Church San Diego

Uses Leaf & Cole CPA, for tax returns. Their website says, “provides accounting, auditing and tax preparation services to over one hundred not-for-profit entities including Religious Organizations.”

They requested information on our organization. I sent background information and financial information and was finally told they don't do consulting work and I should check with ESP Accounting who does accounting and financial statements for First Church (but Leaf & Cole does their tax returns.)

ESP Accounting, Reply from Erin

“your request, as I understand it, is somewhat outside my firm's primary scope of work. We do primarily Bookkeeping/Controller Services (internal accounting) for churches, rather than consulting. When I have taken consulting contracts in the past it has often seemed to be a frustrating endeavor both for myself and the staff/volunteers doing the accounting. I have opinions about how things should be done, always with balancing operational efficiency and the desire for a clean audit at the forefront. I may not be as good a trainer or persuader as I would like.

Having said all of that, I have a number of thoughts just from the detail you provided (a combination of curiosities and concerns).

What I would be willing to do is look over your materials and generate a memo to your Minister and Board with my thoughts and recommendations. My consulting rate is \$180/hour and I estimate spending no more than 4 hours. I would then be willing to be available for Zoom meetings or email communication about the memo.”

(4 hrs X \$180 = \$720)

Summit UU Church, Santee

I have messaged the treasurer of Summitt and never heard back.

Palomar and Chalice

John Drewe and Larry Jones are looking into information or referrals from Palomar and Chalice.

Other CPA firms

Sonnenberg CPA has not returned emails since our last board meeting and their phone number says the number is no longer in service. This is after talking to Leonard Sonnenberg in early January and emailing him information he requested for providing us a proposal for consulting.

West Rode & Roberts CPA says on their website “Religious & Faith-Based Organizations – Specialized nonprofit audits & tax-exempt status reviews for churches, ministries, and mission-driven organizations.”

I spoke to someone in mid January and they requested some background information and some financial information so they could give us proposal. Finally I got this message. “Unfortunately, our firm does not currently have the capacity to assist with this request.”

Greg Trigeiro

Proposal for a UUFSD concert series

What: Musical concert series in 2026

- Something for Everyone (variety of types of music)
- Concerts for a Cause (each concert will dedicate a portion of funds to a chosen nonprofit)
- Concerts in November, March, April, and maybe May

Objectives:

- Musical entertainment for Fellowship and local community
- Introduce non-UU folks to our Fellowship (minister to welcome audience; include brief introductory material in concert program)
- Raise money for worthy causes
- At least self-supporting from ticket sales; preferably net positive financially

Requirements:

- Lead coordinator
- Select musicians and nonprofit partners
- Ticket sellers; ticket takers
- "Stagehands" (set up and take down)
- Stage rental; tables & setup for premium seats
- Marketing and promotion (possibly including through partnership with nonprofit beneficiary)
- Food & beverage - obtain, sell/serve, cleanup

We think the best chance for success is to have some support from paid staff and would use the funds raised at a Gala to help pay for additional hours for staff. If we could create a financial reserve that could be used to pay for extra hours for the DREF and occasionally the Administrator, they could support the concert series, and the DREF could also serve as the site manager and event coordinator for additional rental events and events, pro-actively marketing our unique site. Rough estimate is \$15k for a year would cover 8-10 additional hours/week of additional time, which is more than we would expect to need.

In order to create a fund to use for extra staff time, and promote a 2026/27 concert series, we propose to hold a Gala concert on April 19, 2026. The event would center on a musical performance. It would also include an opportunity for attendees to pledge financial support for an ongoing concert series starting in Fall 2026 (as described above). [NOTE: the annual pledge drive should be over by then, and the Fellowship auction is planned for May, so this is a good in-between time for a different kind of initiative.]

We have the opportunity to get a matching grant from a local nonprofit that promotes musical performance and possibly also a grant from the Spirit Level Foundation. At the April gala intermission we would take a break and use a trusted fundraising approach of inviting people to raise their hand or paddle to make a donation, starting with at least one pre-arranged big donor

to set the stage. People attending would not be required to participate, but we would hope they would be inspired to do so, even if it's at the \$10 or \$20 level. Rev. Heather has offered to be the auctioneer for the paddle raise. We would also plan to submit a request to the UUFSD Endowment Fund.

Our success at the gala would determine if/how much funding would be requested from the congregation in the 2026/27 budget cycle.

TO START:

We need an ok from the Board and a small "gala team" to develop more detailed plans and start the process. So far, we have reviewed this plan with the Music Committee and they are in support (we have heard from Alisa and Jan), and we have a new volunteer who will handle social media and marketing.