

Our Sustainable Future Update



January 25, 2026

First UU Church of San Diego



Our Sustainable Future (OSF) -
First UU Congregational Forum



January 25, 2026

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Why We Are Here Today

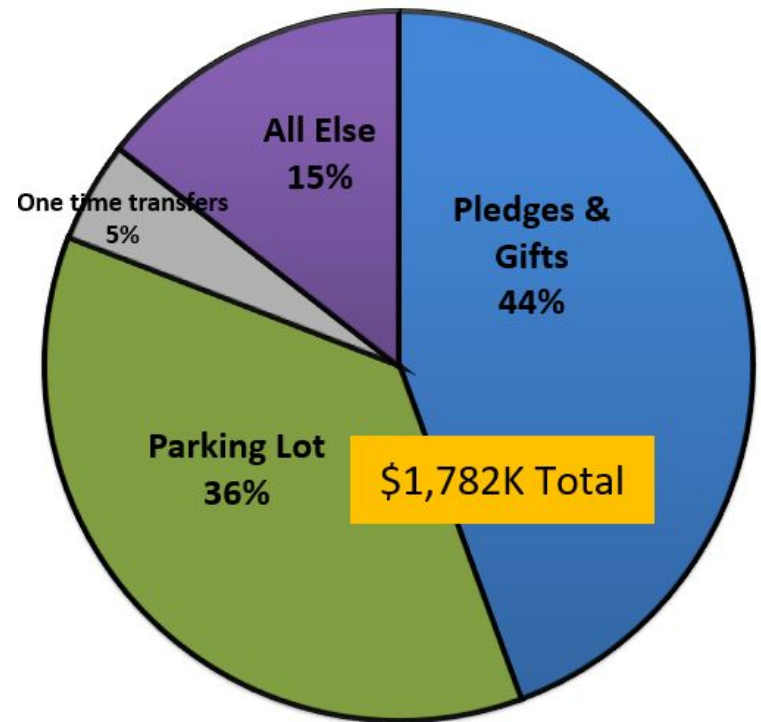
Mission

Determine whether
to **remain on the
Hillcrest campus**
OR relocate
to ensure vitality
and financial
sustainability

- Activities & Progress in 2025
- What We Have Learned
- Where We Go From Here
- Hear From You!

What is Driving Our Decision?

- ❑ Decreasing parking lot revenue
- ❑ Declining membership & contributions
- ❑ \$1.3 million mortgage
- ❑ \$5+ million deferred maintenance



Scenarios We Are Exploring

How do we align our decision with our vision, mission, values, and identity?

*Reduce
Budget &
Stay*

**Redevelop
& Stay**

*Sell &
Relocate*

What We Learned in 2025

Small Group Forums & Survey

- $\frac{3}{4}$ would accept staying or relocating

“Stay & Redevelop” Option

- Offers lower than last appraisal
- Workshop highlighted potential to reduce campus footprint
- Consultants developing scenarios

“Sell & Go” Option

- Monitoring available properties

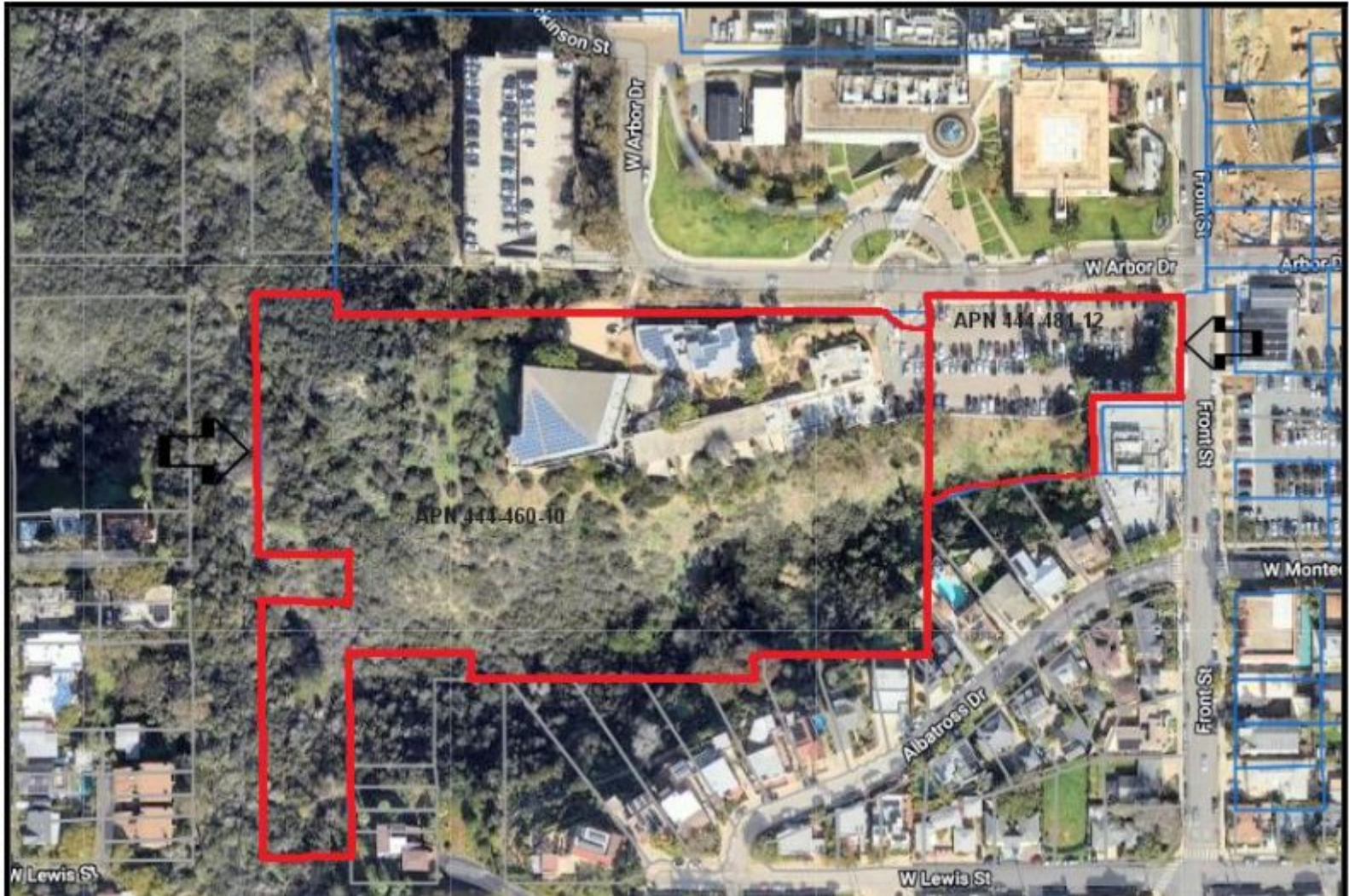
“Sell & Go” Is Now Less Feasible

- Occasionally, a property becomes available
- Typically, we have 30 days to make an initial offer and 30 more days to a final, binding offer
- Purchasing costs have gone up, making it even more challenging financially

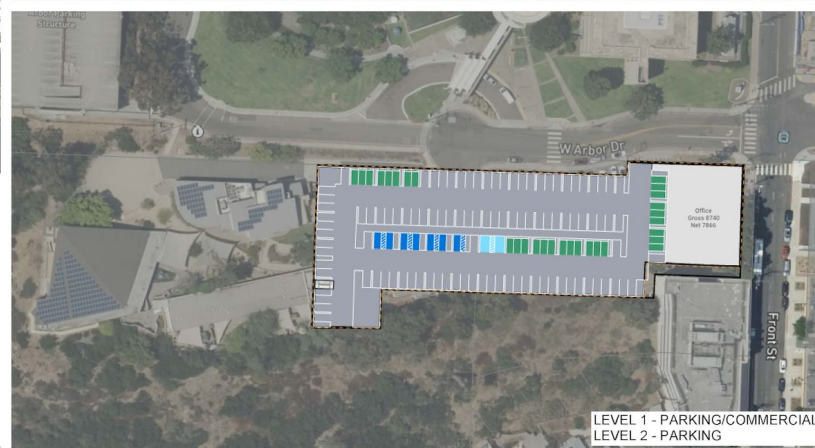
Developer Proposals

- We have received one written offer for our parking lot (~ \$10m) + parking
- We reached out to other developers but only one has shown interest
- However, that developer seems very interested in working with us to create a viable “stay” option

Let's Look At Our Configuration



This Option Could Generate 2X \$



SITE	MULTIFAMILY	OFFICE	PARKING
Acreage	1.44	Units	305
FAR	3.59	Floor Load	26
BLDG CVG%	95.2	Beds	345
IMP CVG%	95.2	Net	7,866
DU/AC	211.4	Gross	8,740
		Stalls Req.	39
		Average	392
		Ratio (NRSF)	1.54

- STUDIO - 16%
- 1 BED - 70%
- 2 BED - 13%



ARCHITECTURE ENGINEERING INTERIORS
LANDSCAPE ARCHITECTURE PLANNING
619-795-2300 Office
619-795-2302 Fax

OPTION 02B - COMPLETE COMMUNITIES - LOT LINE ADJUSTMENT- TESTFIT
TYPE 3 CONSTRUCTION

4190 FRONT ST. SAN DIEGO, CA 92103

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Job Number	110925
Date Issued	
Checked By	
Scale	N.T.S.
OPTION 01B TESTFIT	

We Asked For Your Help to Prioritize

- Campus spread out over multiple buildings
- Workshops to prioritize needs for stay or move option
- Congregation provided insights:
 - Core activities
 - Sacred spaces and objects
 - Opportunities to maximize use

Campus Visioning Priorities:

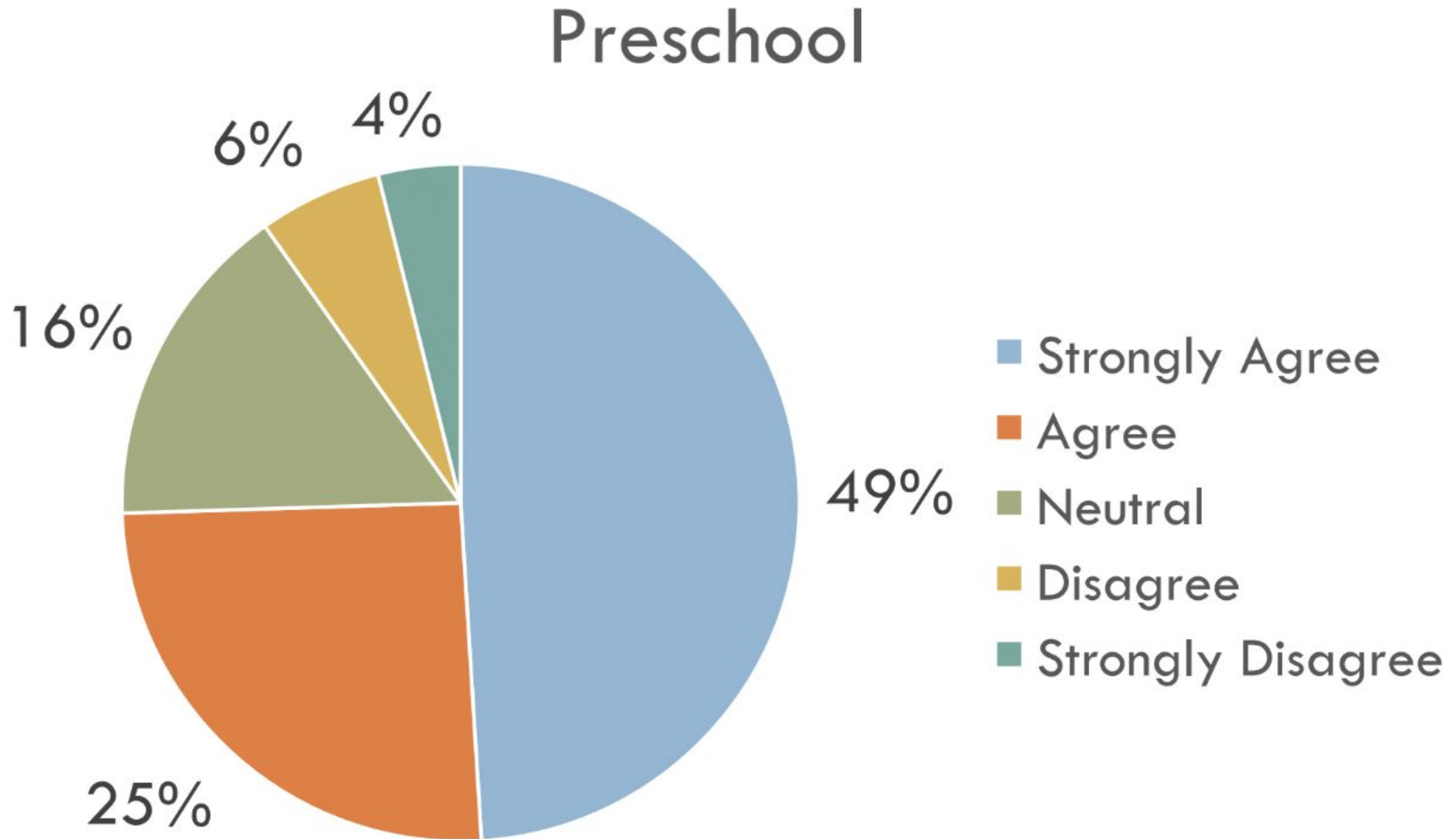
Make More Efficient Use of Space

- Meeting House severely underutilized
- Only 3 meeting spaces used 2x/week or more
- Preschool has nearly exclusive use of $\pm 5k$ sq. ft.

Sample Use Chart

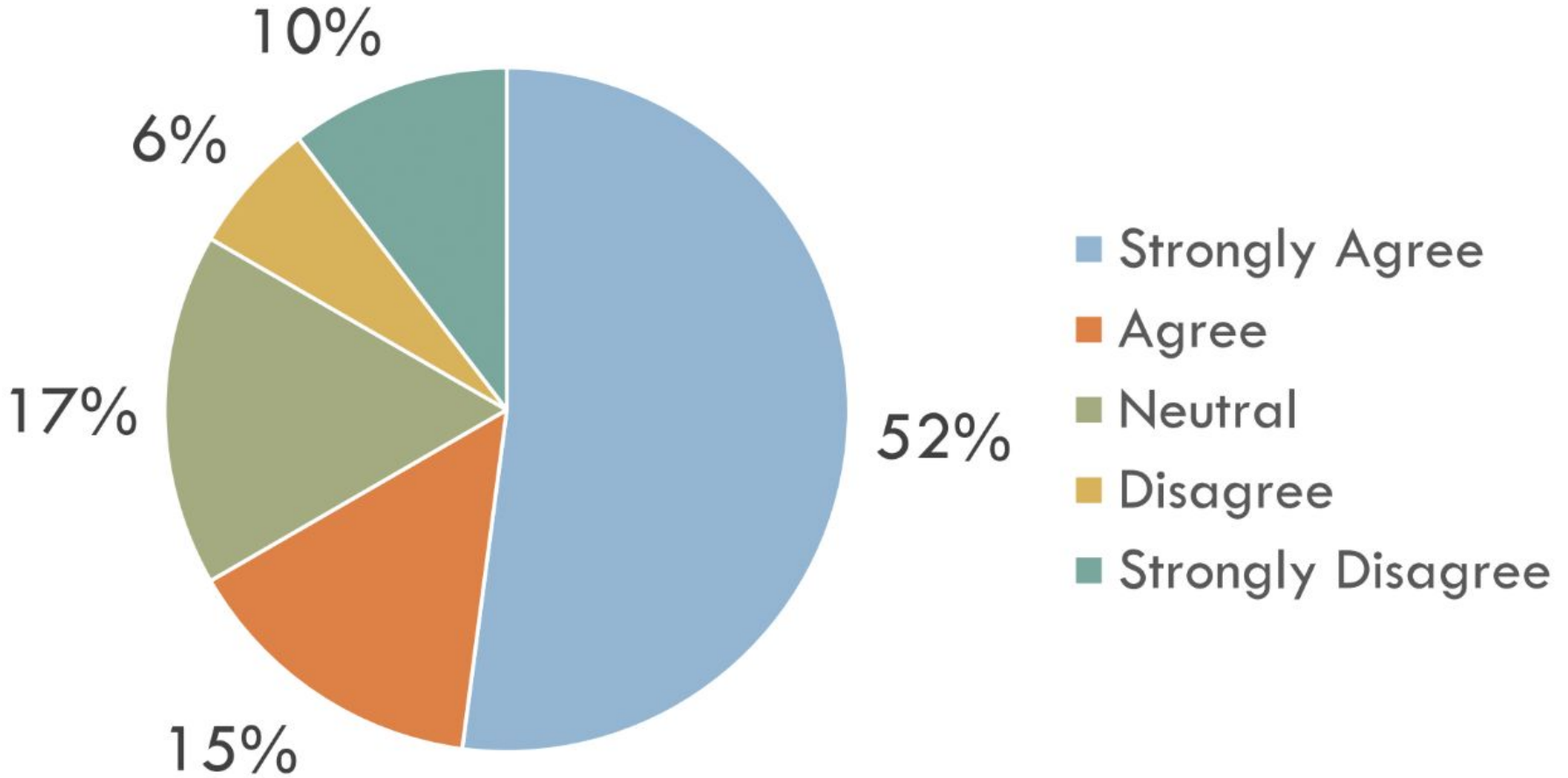
	300/Bard/ Kitchen	301/ Law	302	310	311/ Library	313/ Archive
Sunday morning						
Sunday afternoon						
Sunday evening						
Monday morning						
Monday afternoon						
Monday evening					2 nd Mon.	
Tuesday morning						
Tuesday afternoon						
Tuesday evening	3 rd Tues.					
Wednesday morning						
Wednesday afternoon						
Wednesday evening						
Thursday morning						
Thursday afternoon						
Thursday evening						
Friday morning						
Friday afternoon		3 rd Fri.				
Friday evening						
Saturday morning	3 rd Sat.					
Saturday afternoon						
Saturday evening						

Campus Visioning Priorities: Reduce Campus Footprint



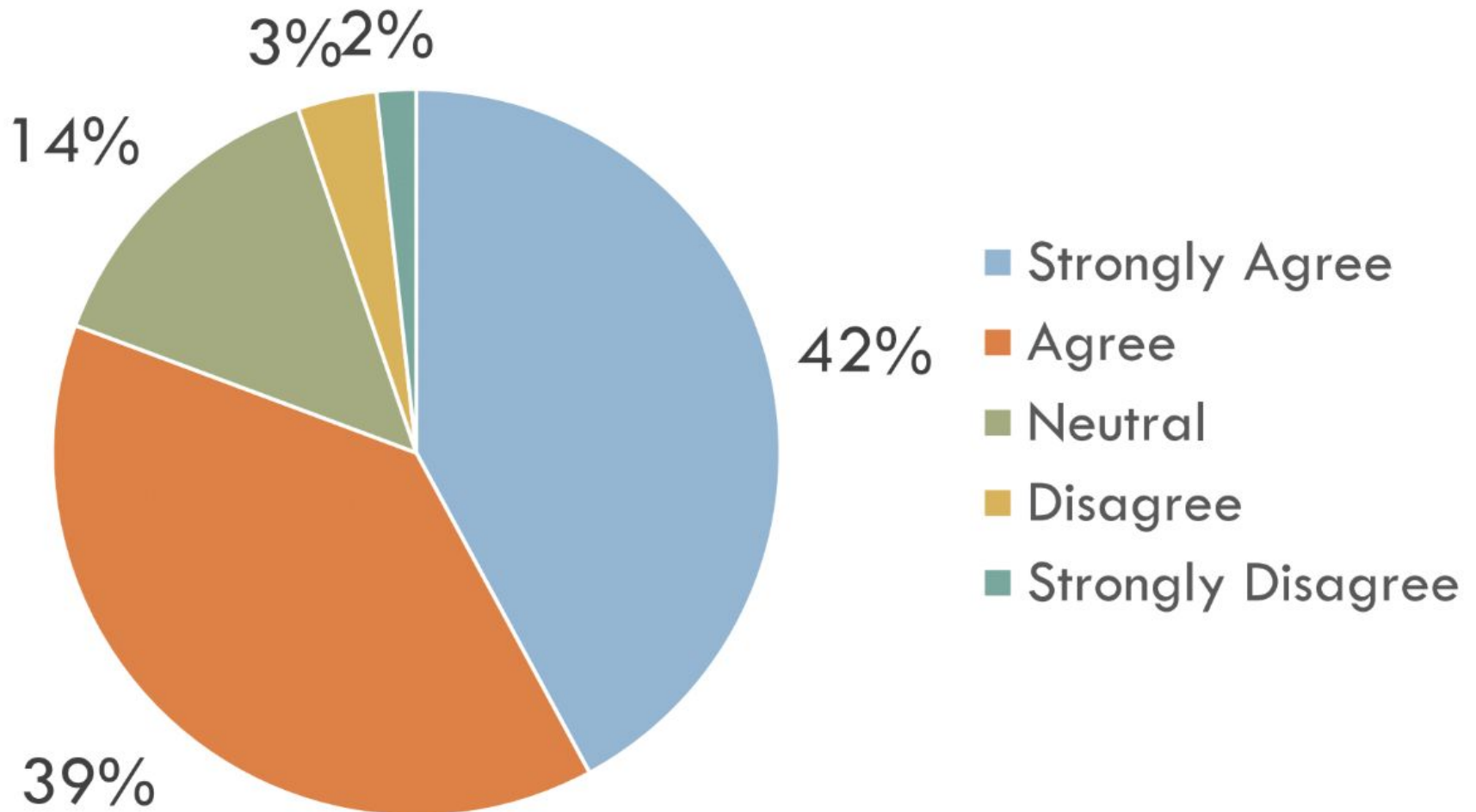
Campus Visioning Priorities: Reduce Campus Footprint

Religious Education



Campus Visioning Priorities: Reduce Campus Footprint

Administrative Building



Campus Visioning Priorities: Reduce Campus Footprint

- Consolidate and relocate offices, storage for greater efficiency
- Maintain on-site space for religious education and counseling, potentially in an updated Meeting House
- Make the main kitchen accessible to members
- Determine whether to negotiate shared use, independent redevelopment, or off-site relocation of preschool

Campus Visioning Priorities: Honor What Is Sacred



Needs Assessment Summary

Prioritize Safety Concerns

- Wheelchair lift, fire panel, electrical breaker

Address Medium-Term Needs

- Drain pipes, HVAC, water heater

Plan for Long-Term Priorities

- Relocate/reconfigure space
- Upgrade lighting, technology, acoustics

Renovate or Rebuild?

St. Paul's Cathedral (San Diego)



Renovate or Rebuild? St. Luke's (Seattle)



What is Next? When will we decide?

- Publish needs assessment and workshop summary
 - Complete work with our consultant to understand our “stay and rebuild” options
 - Engage with interested developers
 - Investigate uses of our significant open space
-

A decision will be made when a financially viable option is ready for congregation review

Q&A Then Discussion

- Written questions first
- Additional questions if there is time
- We will allow ~ 30 minutes for additional discussion (please be concise to give time for others)

Thank You For Attending!!

Visit the OSF pages on the website to keep up to date. Detailed information is on the members only page.