
“Not on my watch...”

Treasurer's Report to the
UU Church of Berkeley Congregation
February 8, 2015

UUCB Financial Advisory Council

Mac Lingo

Larry Nagel

Maryann Simpson

Grace Ulp

Sara Roberts

Ira Nelken

Lynn Hammond

Jo Maxon

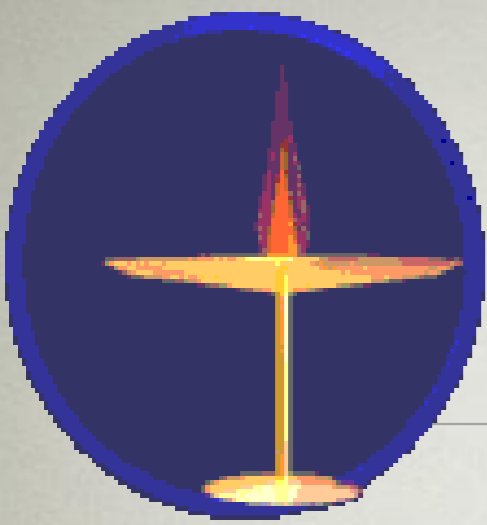
Lenore Ralston

Ralph Nelson

Jenni McLean

Purpose of the UUUCB Financial Advisory Council

- increase transparency in financial matters at the church,
- increase the general level of financial knowledge of the membership, and
- insure church members' financial concerns are identified and addressed.



No tears will go undryed
not on my watch

No child will go unhugged
not on my watch

No brother or sister will go unheard
not on my watch

No pain will go unmmended
not on my watch

Sandy Miller



Financial Results through December (6 mos)

- Revenues under \$16,600
 - Pledge revenue under \$30,000
 - +\$3K on “unpledged” and +\$7K on prior year
 - Weddings/memorials
 - Overrun in community rentals is making up underrun in Shu Ren classroom rental
- Expenses underrunning \$20,000
- Projected YE deficit \$27,000



A balance sheet to die for....

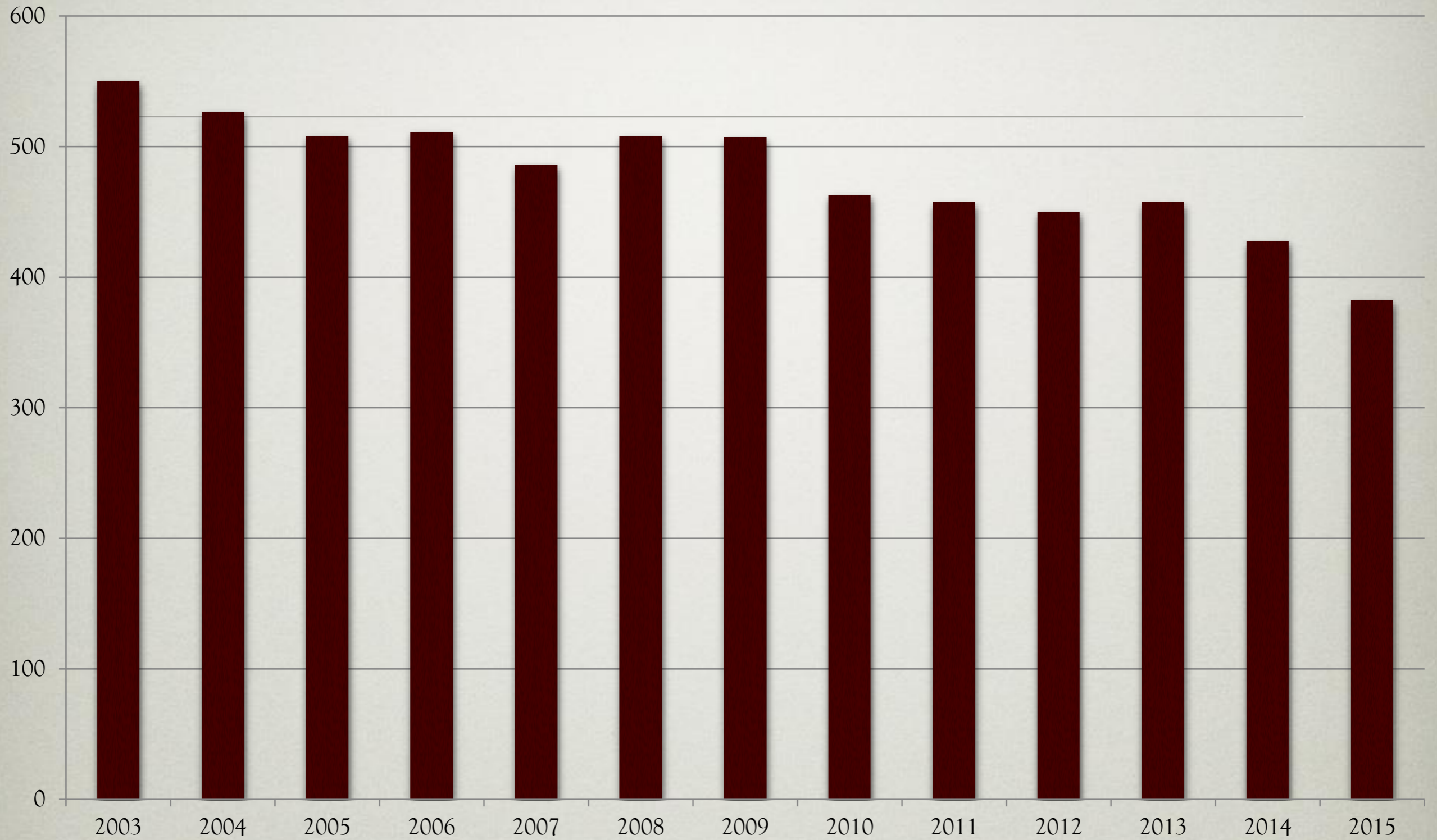
- No debt – buildings and 9 acres of land, plus Freestone
- Endowment worth \$1.5 M
- Over \$800,000 pledged for building investment, \$710,000 already collected
- An extraordinary music program
- Human capital within and outside our walls
 - “An active and dynamic partner” (immigration, CCISCO, GRIP, Read Aloud, UU Justice Ministry, UU Service Committee)
 - 5 community ministers and seven “member” ministers
 - Professional family ministry



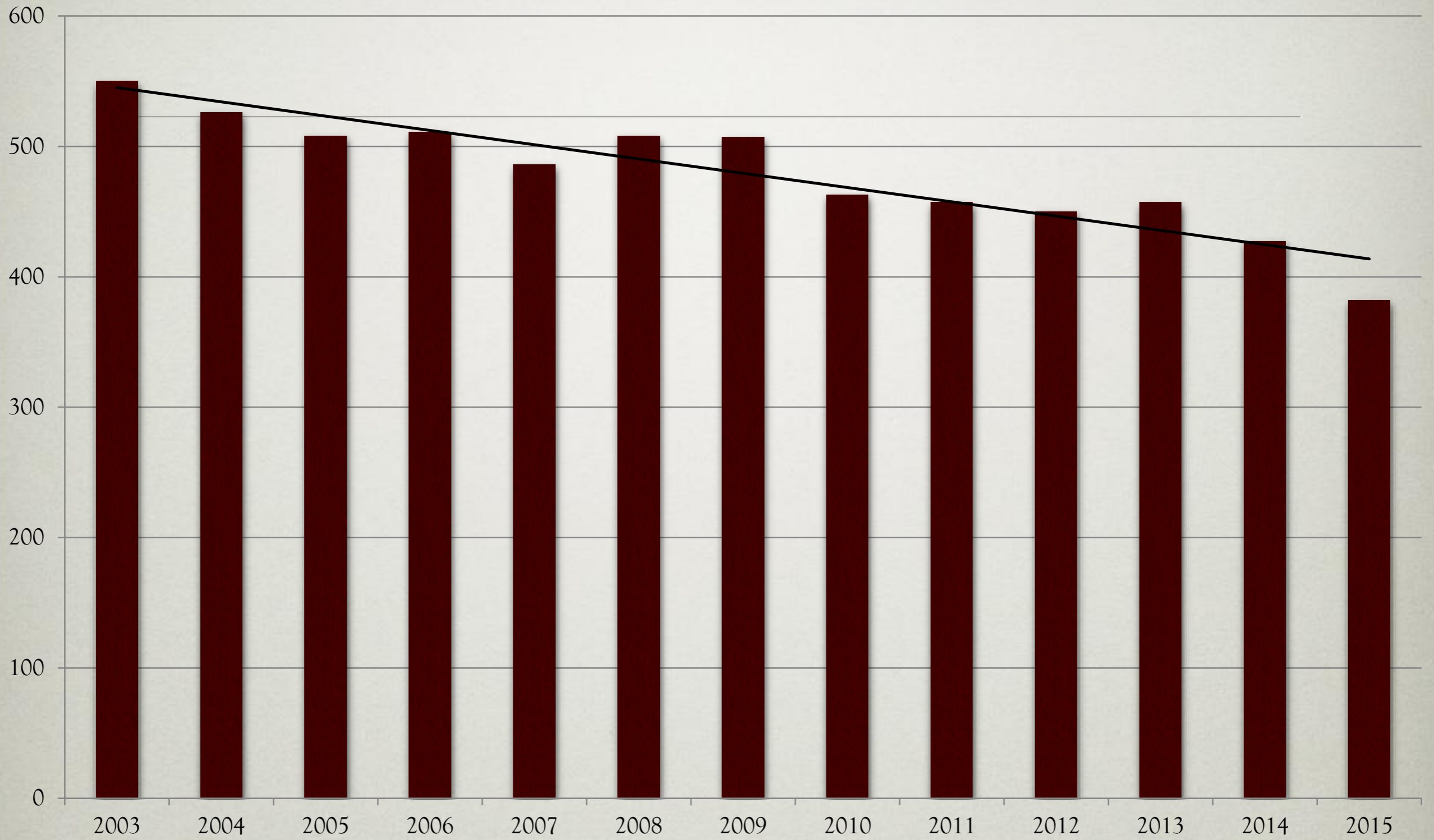
An infrastructure built for
600 members

and we just went below 400

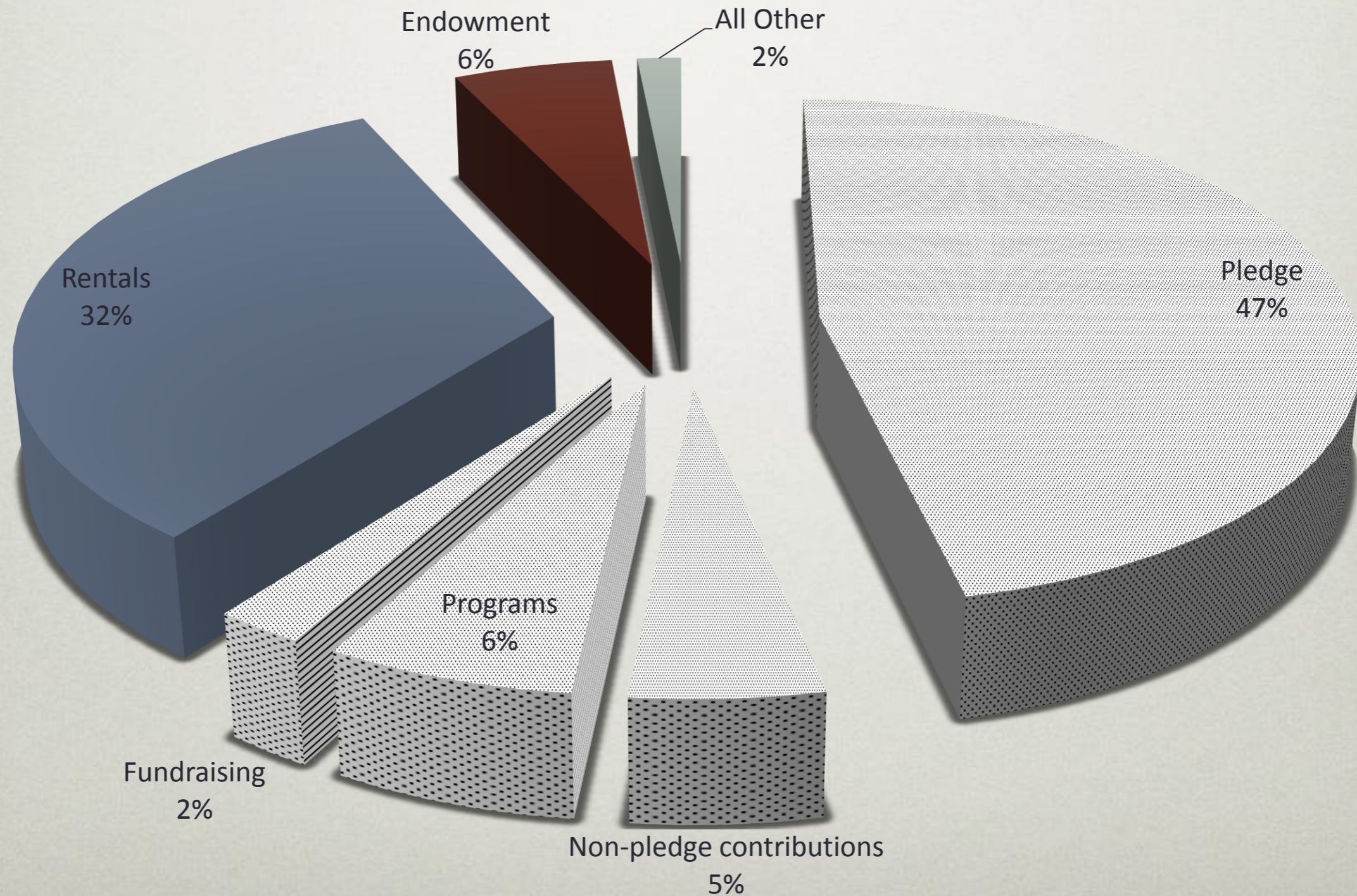
UUCB Membership



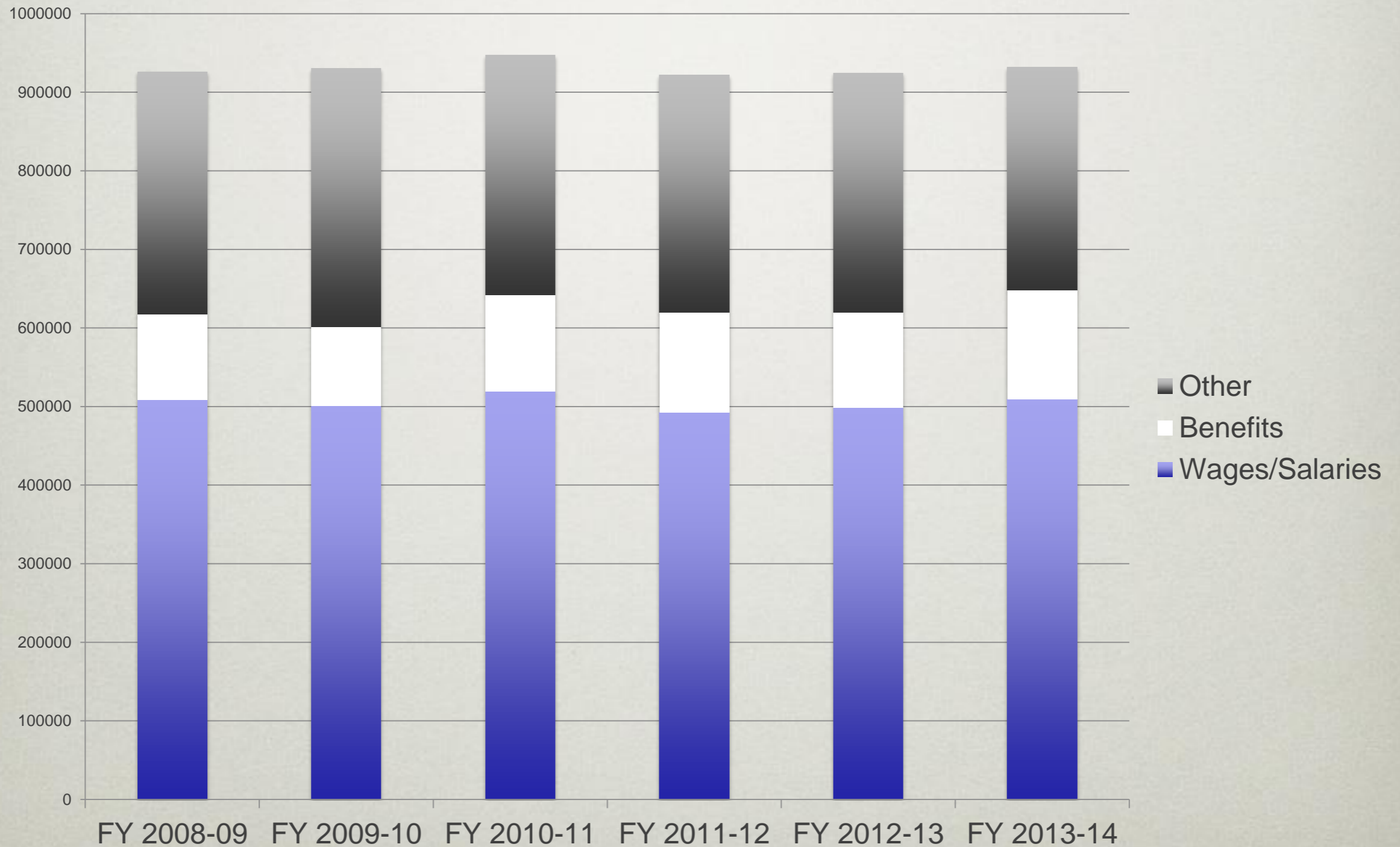
UUCB Membership

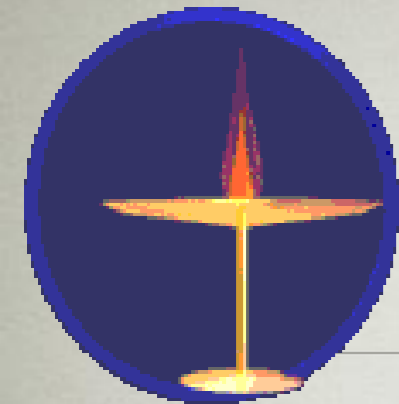


60% of our revenue comes from our members



UUCB Expense: FY 2008/9-2013/14





We have controlled expenses

- Primarily by controlling the salaries and hours of our employees
- We still have three employees who do not meet minimum UUA recommended salary levels, down from 6
- Cost to bring everyone to at least minimum and provide overall 2% is \$25,000
- We have no source of funds for the additional \$200 K - \$250 K/year to invest in our buildings once the current capital funds are used

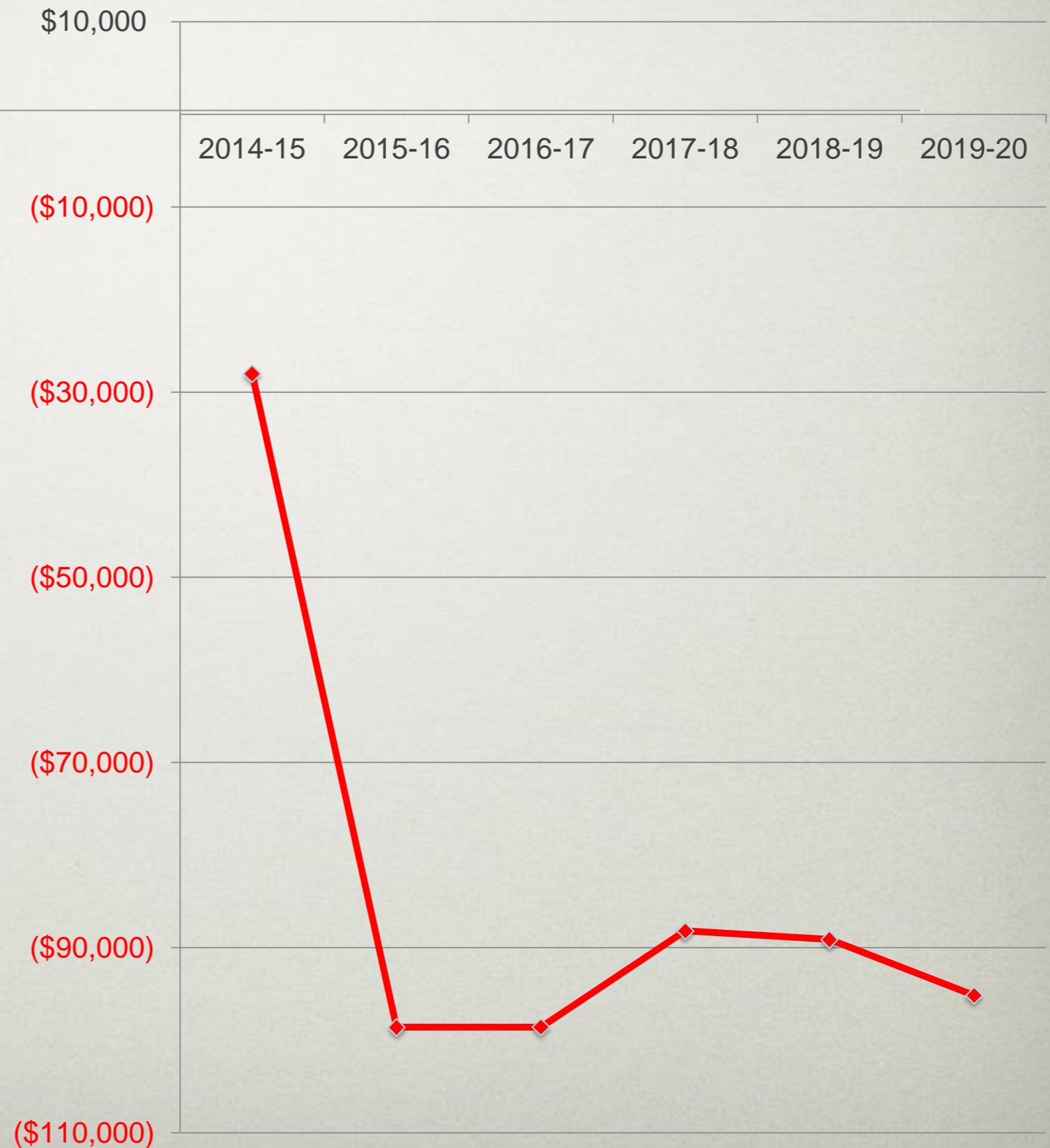
What we know now

- Shu Ren is leaving effective June 30
- We have dropped from 427 to 383 members
- We can (and have) significantly increase(d) community rentals
- We have at least \$22,000 of search and transition costs over the next two years
- Next year includes an intern

Business as usual

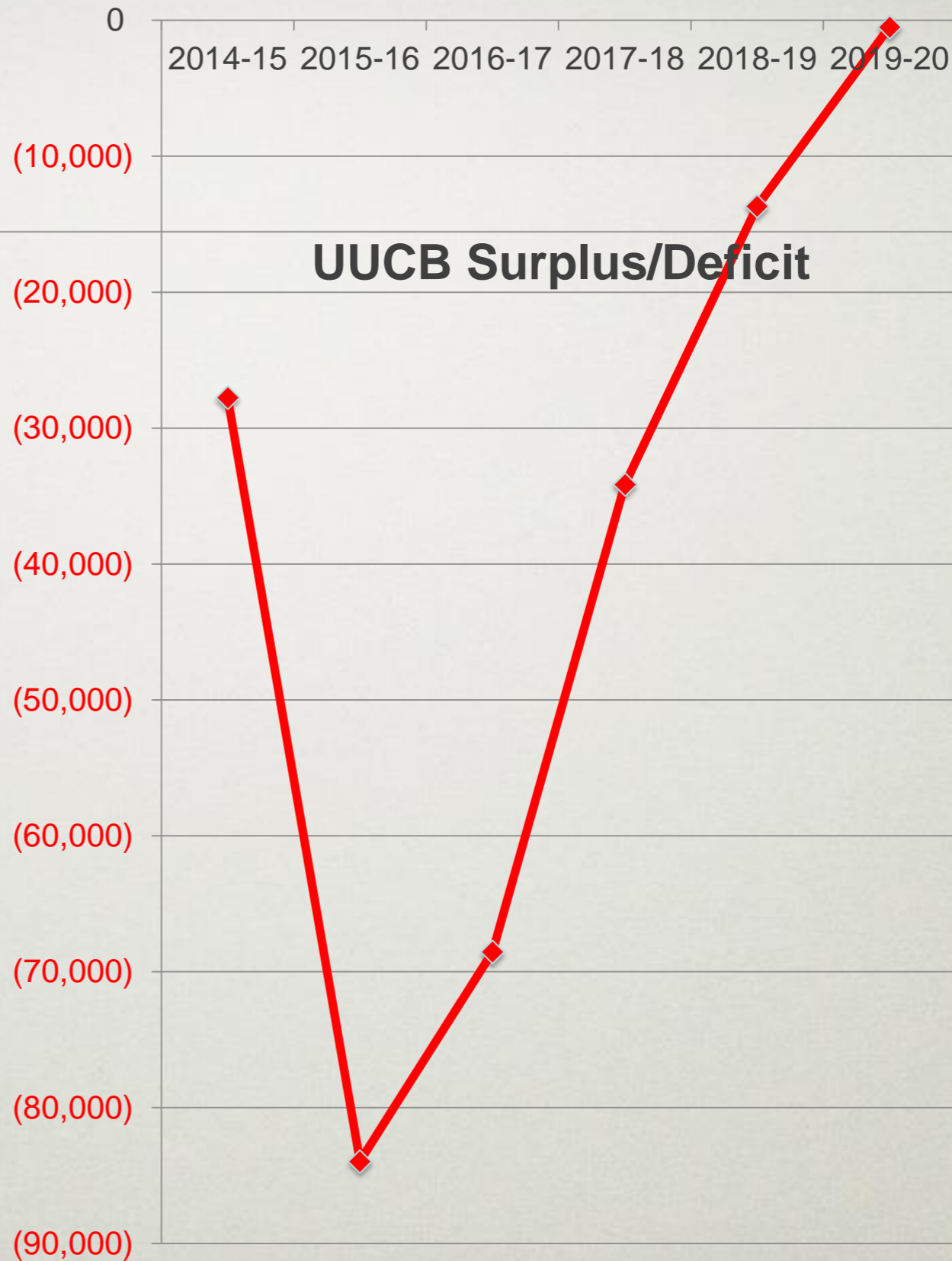
- Continues past years' membership trends (350)
- Adds what we know
- Does not include intern
- 2% increase in average pledge
- No salary increases
- 10-15% health insurance increases
- Does not include building reserve (\$200 K/year)

UUCB Surplus/Deficit



A measured response

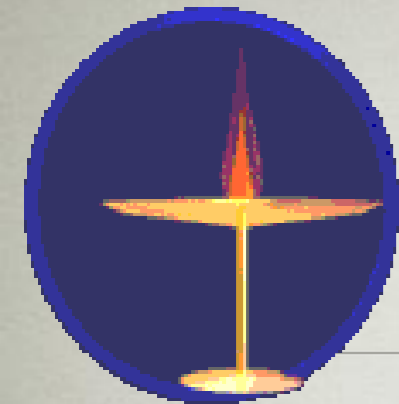
- 5% increase in average pledge this year, 3% after
- 450 members by 2020 (+67)
- 2% salary increases
- 10-15% health insurance increases
- Significant community rental increases
- Includes intern and search
- Does not include building reserve (\$250 K/year starting 2020)



Meeting the challenge

- 20% increase in average pledge this year, 3% after
- 475 members by 2020 (+102)
- 2% salary increases
- 10-15% health insurance increases
- Significant rental increases next few years
- Includes intern and search
- Does not include building reserve (\$250 K/year starting 2020)



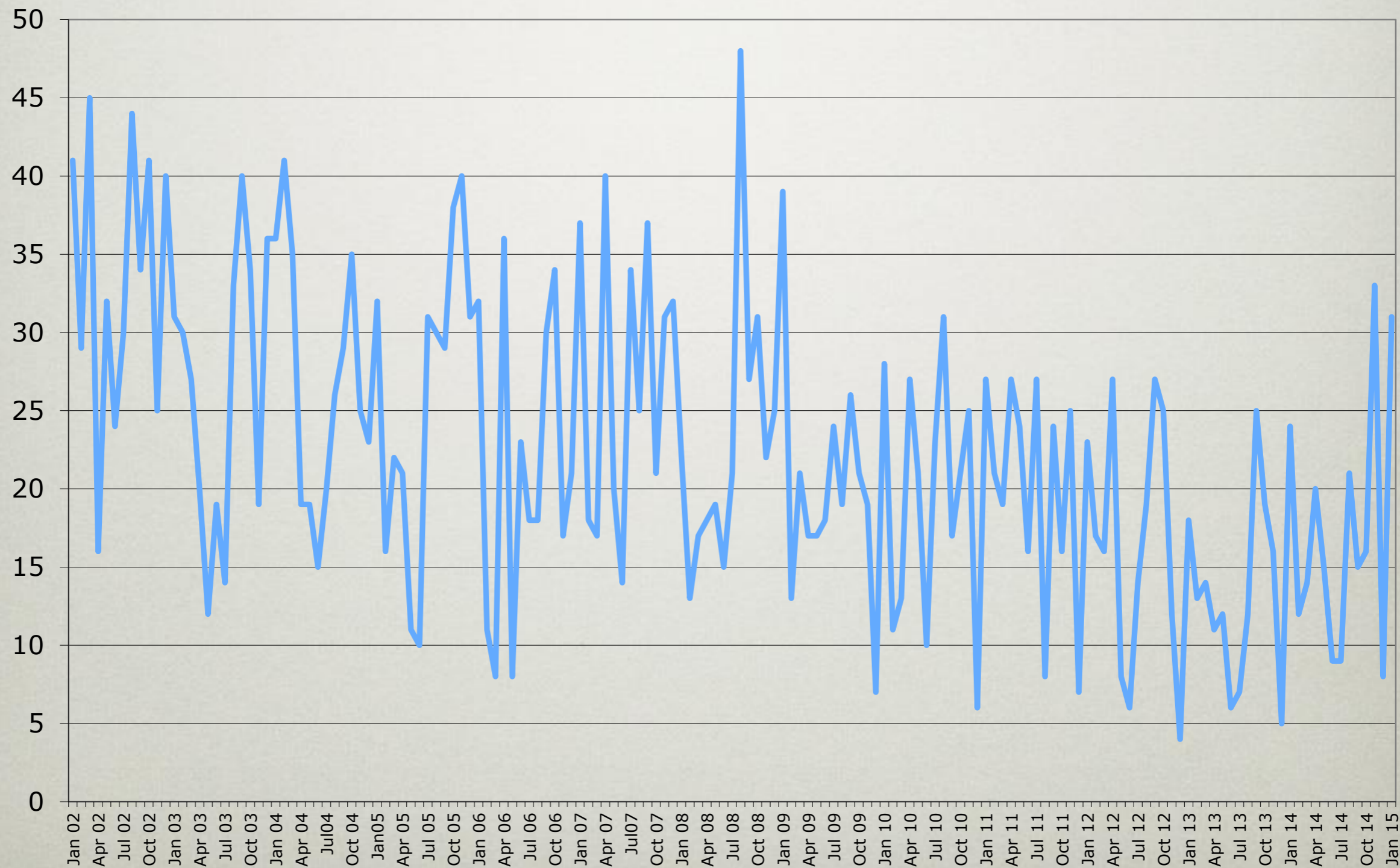


We still have hard conversations

- Will we need to develop part of our land?
 - The capital campaign “bought” us 3-5 years
 - Neighbors may be joining Grace Ulp
- Do we belong on this hill?
- How do we grow in an environment where people are not into “church”?

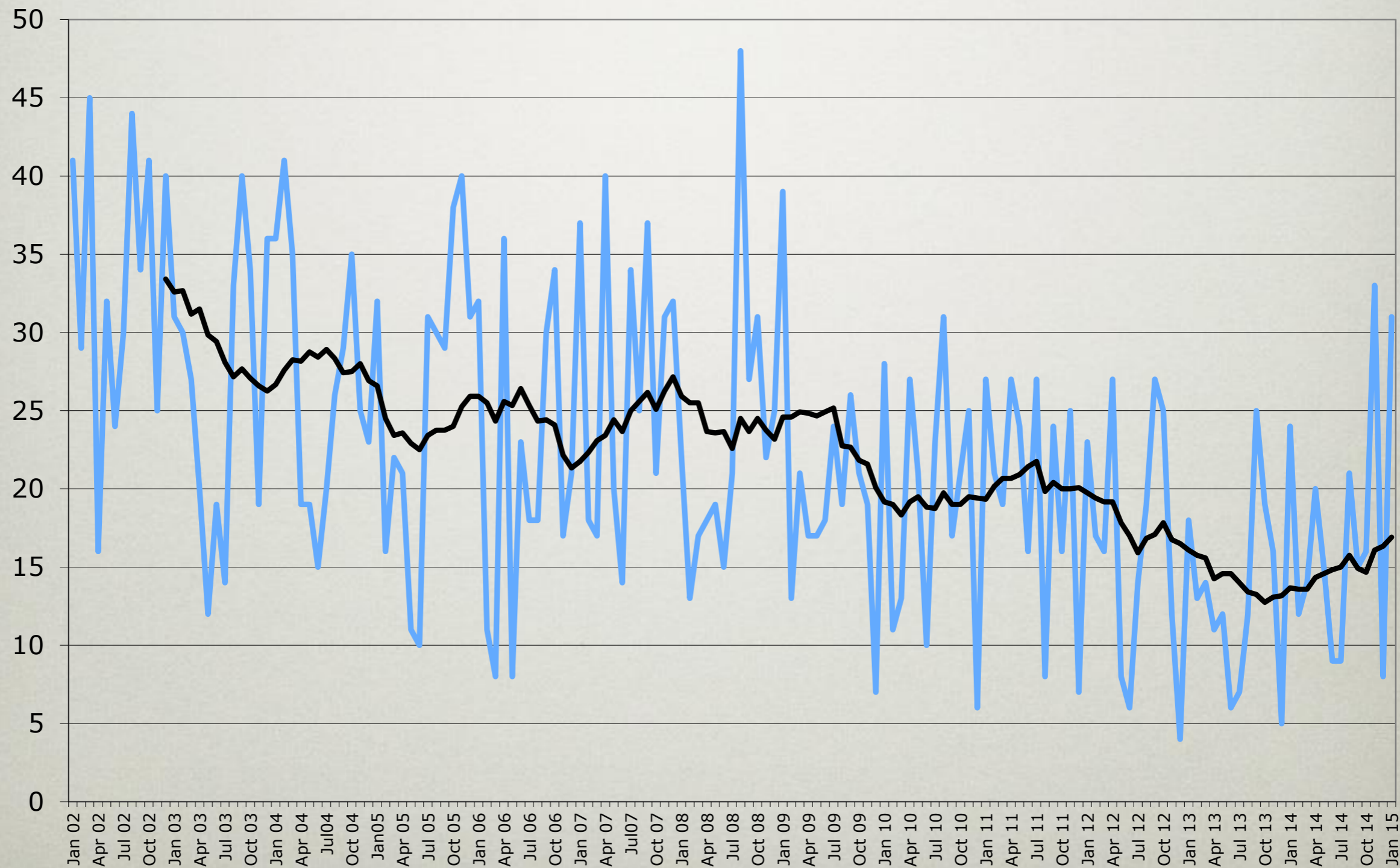
Monthly First Time Visitors

UUCB 2002 - 2014



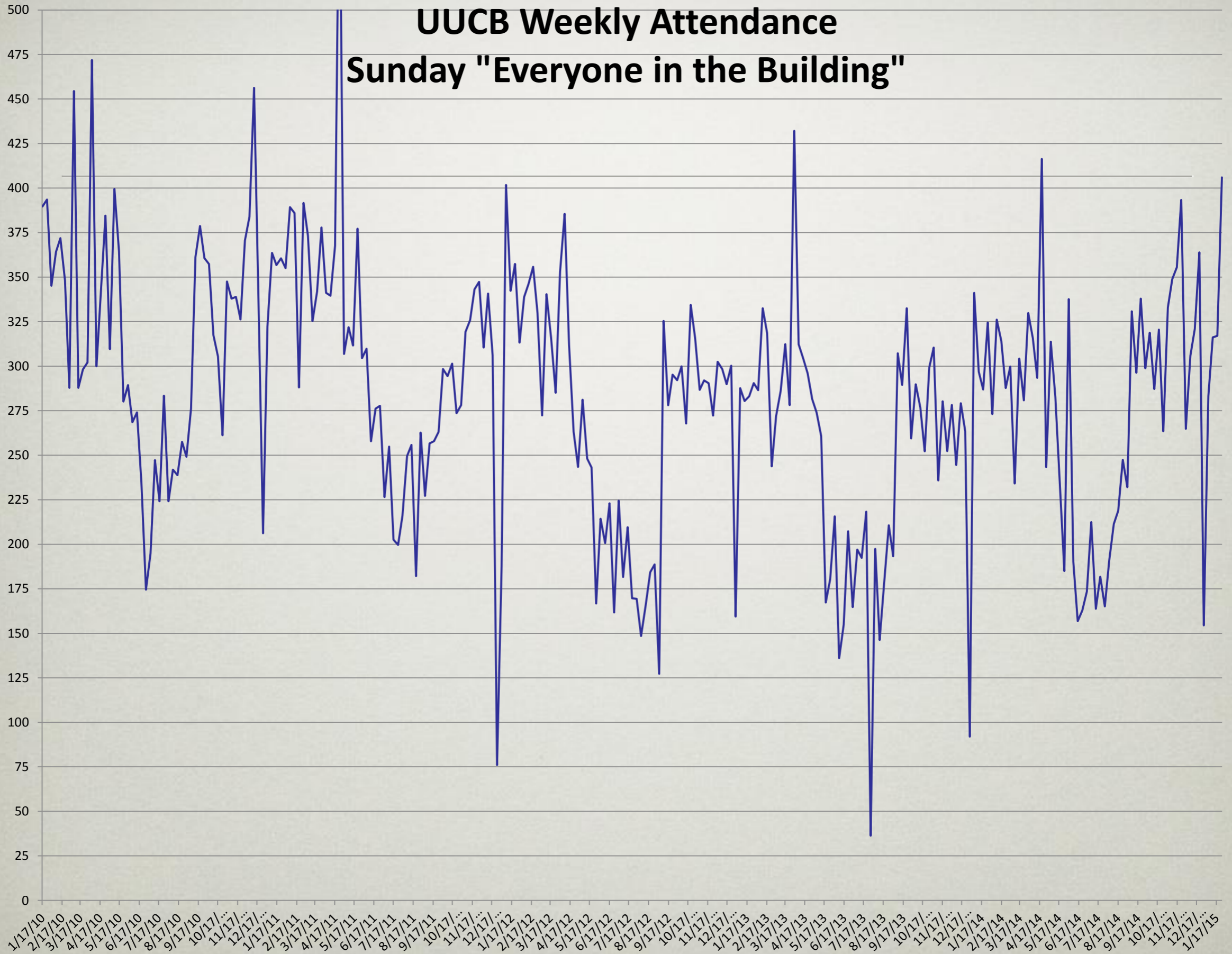
Monthly First Time Visitors

UUCB 2002 - 2014



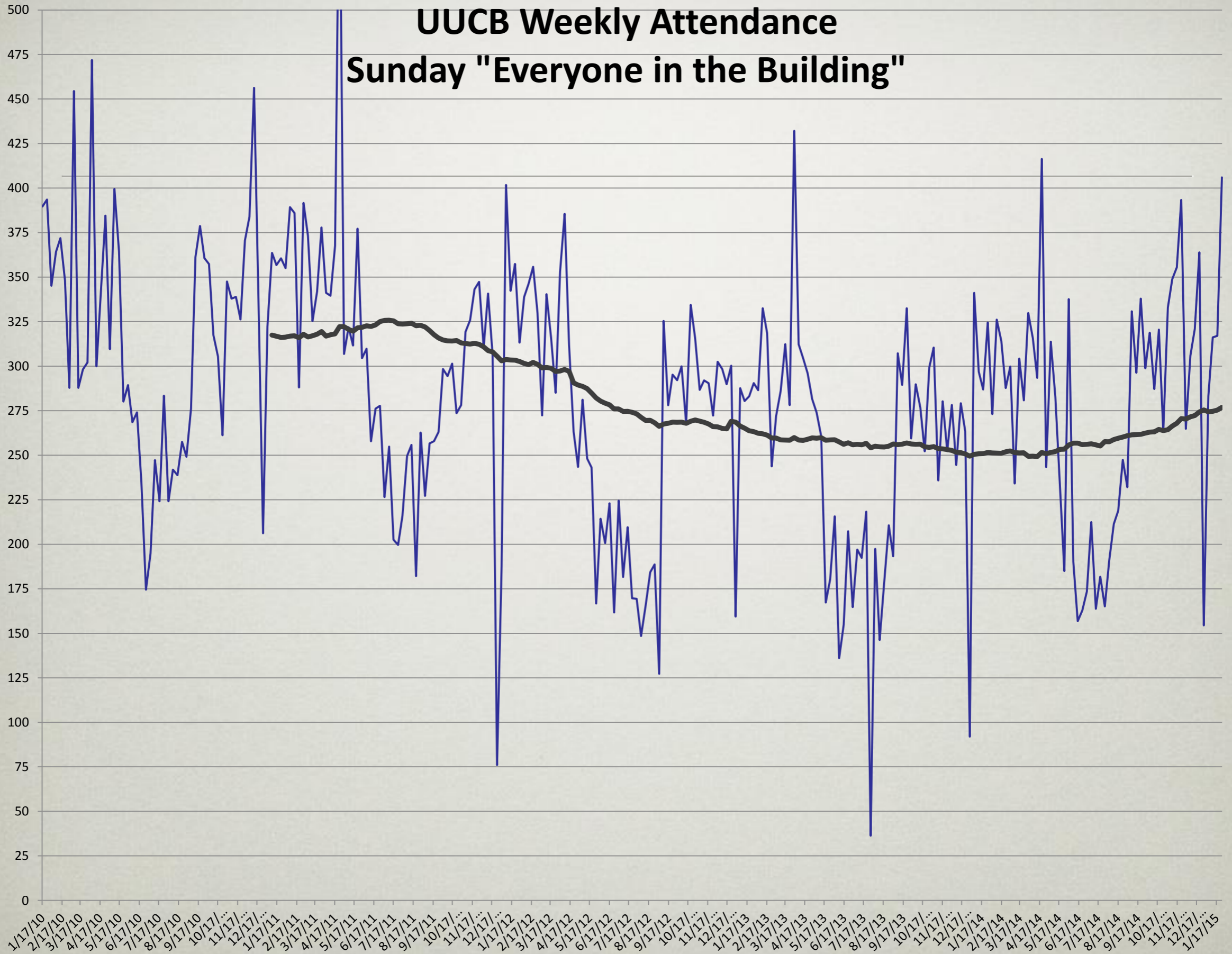
UUCB Weekly Attendance

Sunday "Everyone in the Building"



UUCB Weekly Attendance

Sunday "Everyone in the Building"





Turn around membership and pledging trends

Come up with additional source of funds to
cover building investment

Or

Envision ourselves as a much smaller church

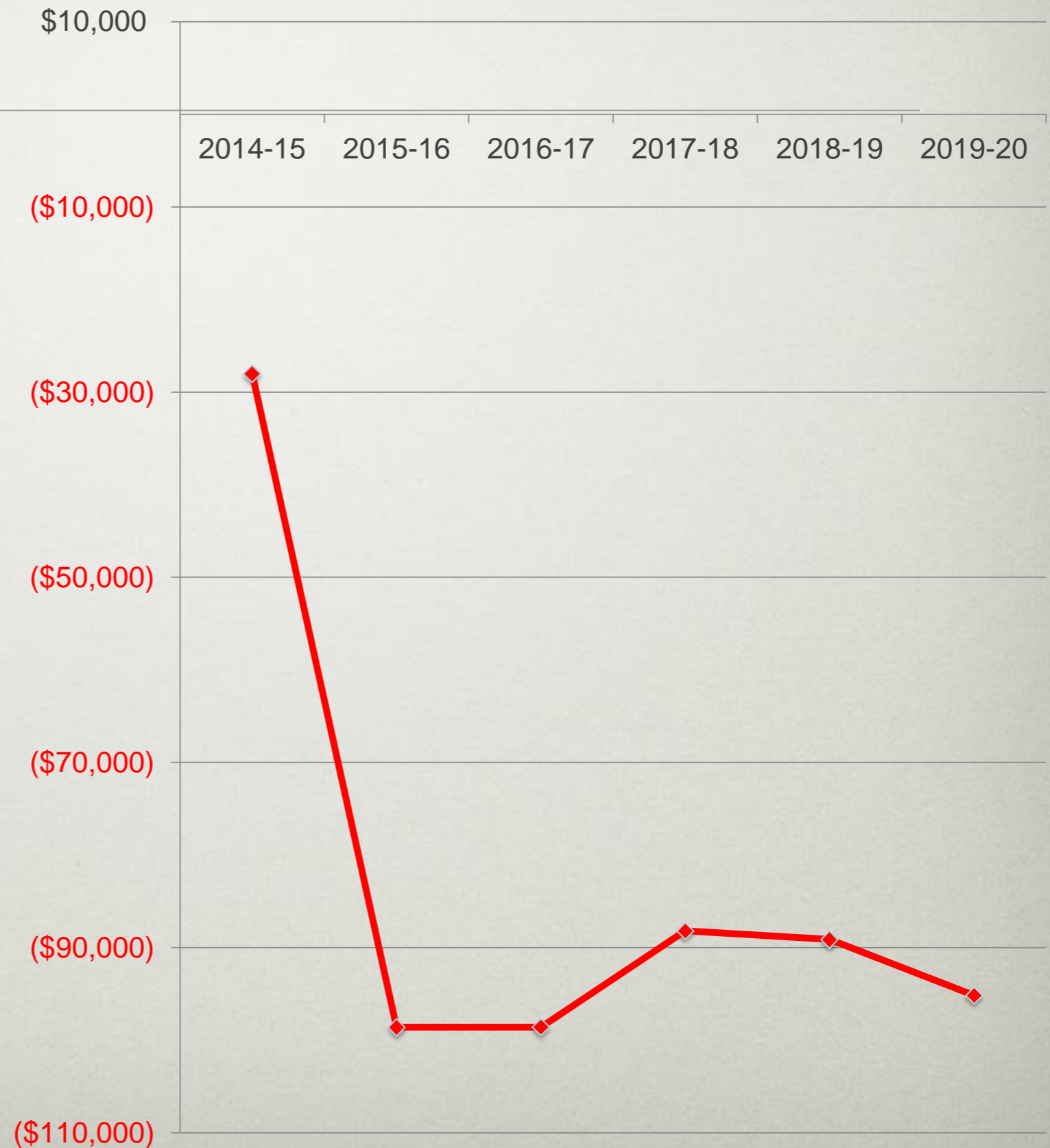
or

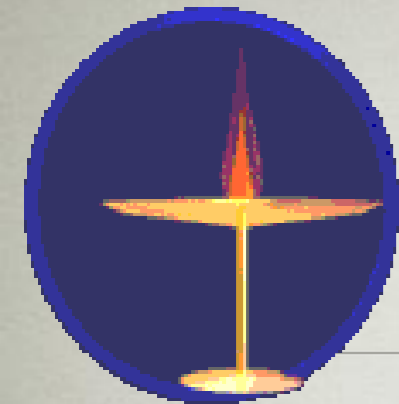
- Do nothing and assume someone else will take care of it, incurring deficit budgets for years until a much smaller congregation is out of options

Business as usual

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- Does not include intern
- 2% increase in average pledge
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- Does not include building reserve (\$200 K/year)

UUCB Surplus/Deficit





What you can do

- Make pledging 10% of your income the norm
- Invite a friend!
- Everyone's ministry is outreach and making newcomers and members feel welcome and connected – talk to Lonnie and Paul
- “Like” our Facebook page
- Add UUCB to your legacy gifts

Enjoy your legacy now!

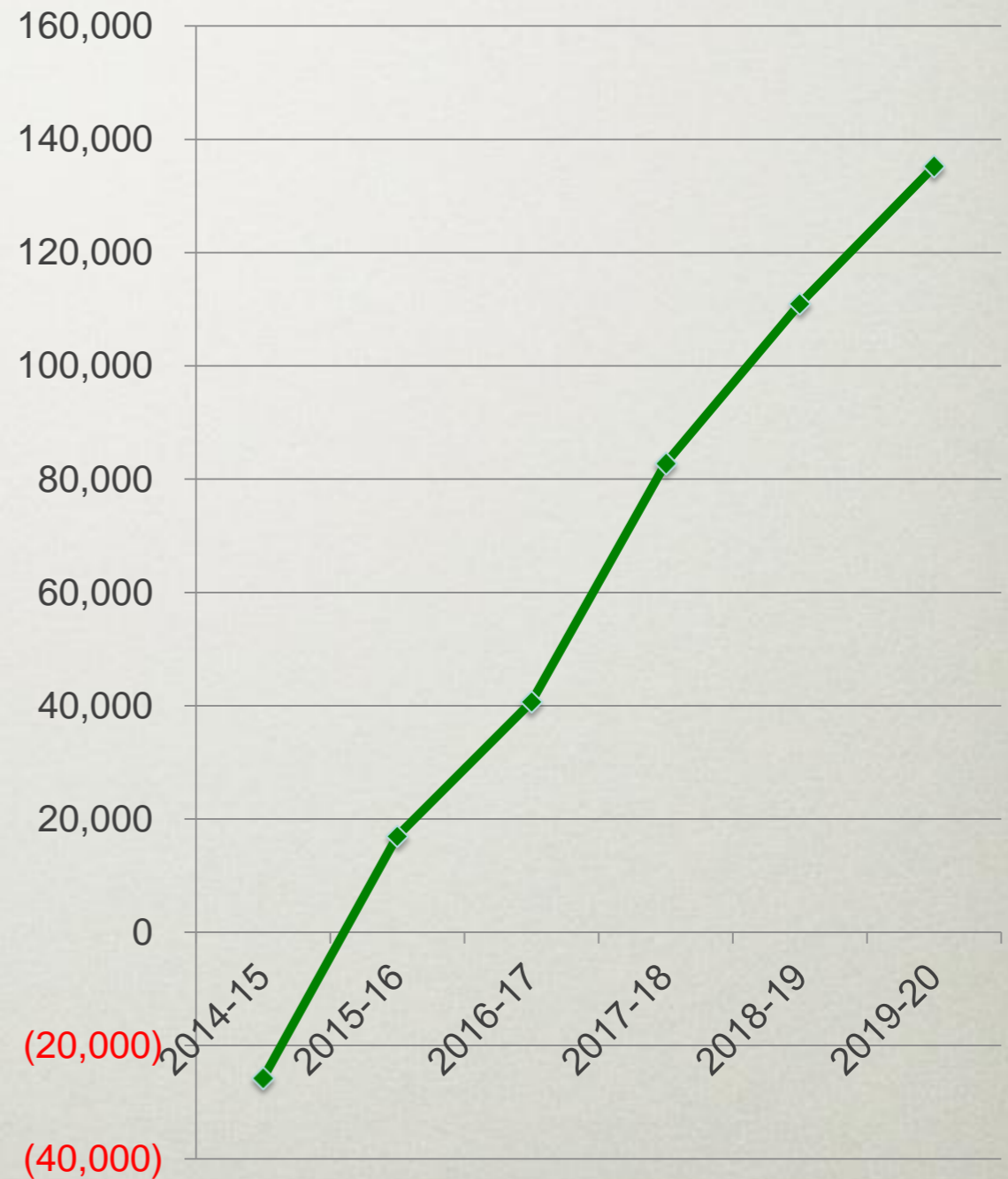
What will our legacy be to
future generations at this
church?

Business as usual

2% pledge, 350 members



20% pledge increase, 475 members



No friend will go uninvited not
on my watch

No post will go unliked
not on my watch

No challenge grant will go unanswered
not on my watch

No endowment loan will go unpaid not
on my watch

No community will be undone not
on my watch

Adapted from Sandy Miller



