



# Unitarian Universalist Church of Berkeley

Rev. Kristin Grassel Schmidt & Rev. Christian Schmidt, Co-Ministers

1 Lawson Road, Kensington, CA 94707 \* 510-525-0302 \* uucb.org

May 3, 2019

Dear Congregants:

Our May Congregational Meeting as called for in the by-laws will be held after the 11:00 service on Sunday, May 19, 2019 in the Sanctuary at 12:45 pm. The meeting should adjourn before 2:30 pm.

The dedication and service of Ray Miles and Jane Lundin will be recognized with Schweitzer Awards at the meeting.

And the budget recommended by the Board of Trustees for the fiscal year 2019/2020 will be presented and voted on. There will also be a reports from the Social Justice, Stewardship and Endowment Committees.

We look forward to seeing you on May 19<sup>th</sup>. All Congregational Meetings are important but this budget proposal is especially important as it charts a course for the congregation during difficult times and includes substantial cuts to programs.

Yours,

A handwritten signature in cursive script that reads "Maryann R. Simpson".

Maryann Simpson  
President Board of Trustees

Enc: Agenda  
Minutes 2-10-19  
Recommended Budget  
Board Motions and By-Law Changes

**Unitarian Universalist Church of Berkeley**  
**Congregational Meeting**  
**May 19, 2019**  
**Sanctuary 12:45pm**

**AGENDA**

- 12:45**      **Call to Order and Determine Presence of a Quorum**  
Maryann Simpson, President, Board of Trustees
  
- 12:48**      **Chalice Lighting**
  
- 12:51**      **Adoption of the Agenda**
  
- 12:54**      **Reading of the Covenant**
  
- 12:56**      **Approval of the February 10, 2019 Congregational Meeting Minutes**
  
- 1:01**      **Schweitzer Awards** Ray Miles and Jane Lundin
  
- 1:11**      **State of the Congregation** Maryann Simpson
  
- 1:21**      **Social Justice Committee** Beth Jerde
  
- 1:26**      **Stewardship Report** Lynn Cahoom
  
- 1:31**      **Endowment Report** Lenore Ralston
  
- 1:36**      **Draft Budget and Approval of Budget 2019/2020 Fiscal Year – Mary Muelbach and Dave Roberts**
  
- 2:00**      **Forgiveness of the Land Use Task Force Loan from Endowment Fund and a draw of \$150,000 from the Endowment Fund Interest Earned to use for Cash Flow needs.**
  
- 2:10**      **By-Law Changes – Nominating Committee** Lee Lawrence  
Notice of other by-law changes
  
- 2:15**      **Comments and Questions**
  
- 2:20**      **Benediction**
  
- 2:22**      **Adjournment**

**Unitarian Universalist Church of Berkeley  
Congregational Meeting  
February 10, 2019**

**MINUTES  
Final**

**Call to Order and Determination of the Presence of a Quorum**

President Jack Duggan called the meeting to order and asked for a count of the members present. Approximately 95 members were counted, substantially more than required for a quorum.

**Adoption of the Agenda**

Jean Gleason moved to adopt the agenda, Lynne Cahoon seconded, and the motion passed.

**Covenant**

Jack Duggan read the covenant.

**Minutes**

The minutes of the last Congregational meeting were not distributed; approval was deferred.

**Nominating Committee**

The proposed change in the bylaws was not presented with sufficient notice and will be presented for approval at the May Congregational meeting, but an advisory vote was taken on a motion made by Larry Nagel and seconded by Anne Greenwood so that the committee could recruit the additional members.

**Ordination**

Ordination of Zackrie Vinczen was approved by acclamation, and with enthusiastic applause.

**Flaming Chalice Awards**

Vice President (and Awards Committee chair) Maryann Simpson expressed her appreciation of Jack Duggan's service as President and asked the presenters and recipients to come forward. Paul Hudson presented to Jean Hyams, Virginia Silver Rimbach to Logan Stump-Vernon, and Debra Schmidt to Tom Tripp, and there was enthusiastic applause for all.

**Finance Report**

Linda Laskowski reprised her presentation on membership and pledging trends, Dave Roberts reviewed the work of the Committee on Financial Oversight, and Mary Muehlbach thanked them while announcing that she planned to retire in June. She also asked for applause for the members who loaned \$120,000 to the church for temporary working capital. A brief discussion followed, and it was acknowledged that there would be more opportunities for member input to the budgeting process.

**Stewardship**

Barbara Cullinane spoke for the campaign, in lieu of Patrick, the chairman, who was home with a cold.

**Election**

Jack Duggan thanked Richard Hanway and Maryann Simpson for their service and announced that Beth Pollard, Logan Stump-Vernon, and Maryann Simpson had been elected. He also thanked Grace Ulp for offering to serve.

**Board Installation, Benediction and Adjournment**

Rev. Kristin Schmidt installed the new Board, gave the benediction and the meeting was adjourned.

**BOARD MEETING**

The members of the new Board met briefly to elect officers: Maryann Simpson, president, Logan Stump-Vernon, vice-president, Mary Muehlbach, treasurer, and Jane Lundin, secretary.

**Respectfully submitted, Jane Lundin, secretary.**

Respectfully submitted, Jane Lundin, secretary

**Unitarian Universalist Church of Berkeley**  
**Congregational Meeting**  
**October 21, 2018**

**MINUTES**  
Draft

**Call to Order and Determination of the Presence of a Quorum**

Kay Fairwell called the meeting to order at 12:32 p.m. and asked for a count of the members present. Approximately 100 members were counted, substantially more than the 56 needed to constitute a quorum.

**Chalice Lighting**

Rev. Christian Schmidt lit the chalice.

**Adoption of the Agenda**

The agenda was adopted with the deletion of the approval of minutes which had not been distributed.

**Nominating Committee**

Maryann Simpson presented Don Klose, Ariel Smith-Iyer, Marta Tobey, and Gwenn White for confirmation as members of the Nominating Committee. Jean Gleason moved approval, Jim Milstead seconded, and the motion passed. Maryann also announced that additional members could be nominated by following the procedures in the bylaws.

**Freestone Motion**

Kay Fairwell presented the Board of Trustees' proposed motion:

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Ray Nelson seconded, and after considerable discussion, a vote was taken by secret ballot. Including absentee ballots there were 79 votes in favor and 63 against, which did not meet the previously agreed standard of a two thirds majority, so the motion was defeated.

Bob Moore, Freestone Committee Co-Chair, then withdrew the alternate motion that had been mailed in the packet, saying that the Committee intended to confer with the Board on creating a plan for the next several years.

**Benediction and Adjournment**

Rev. Kristin Schmidt read the benediction and the meeting was adjourned at 2:45.

Respectfully submitted, Jane Lundin, secretary, with thanks to Ann Harlow for taking notes at the meeting.

**MOTIONS FROM THE BOARD OF TRUSTEES  
for  
MAY 19, 2019 CONGREGATIONAL MEETING**

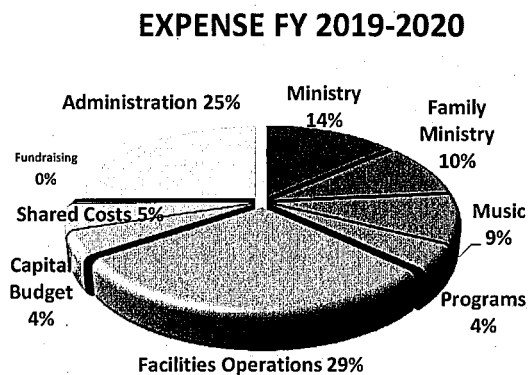
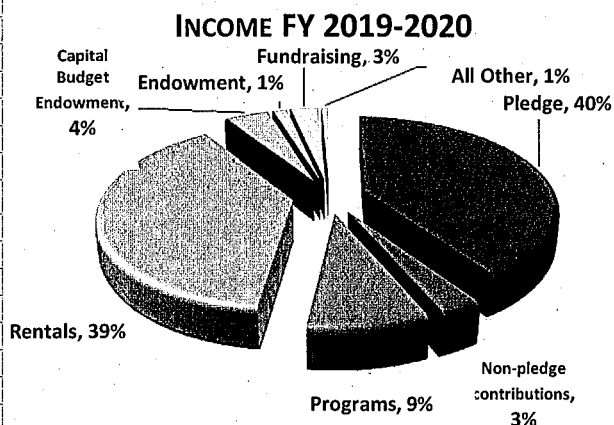
1. Forgiveness of the Land Use Task Force loan.
2. Authorize the treasurer to draw \$150,000 from the endowment interest to use for cash flow.

**BY-LAW CHANGES**

6.10 The Board of Trustees shall establish a Nominating Committee, responsible to the congregation, to identify the best candidates for Trustees to replace departing ones. This Committee shall be convened by the Vice President of the Board and eight (8) certified members, recommended by the Board in consultation with church members, and elected by the membership at the preceding Celebration and Planning Meeting. Committee members may serve for three years.

3. No person shall be eligible to serve partial terms or full terms aggregating more than six consecutive years. After a lapse of **six years** following service within the six-year limitation, eligibility is re-established.

Unitarian Universalist Church of Berkeley  
Draft Budget FY2019-2020



UUCB FY19-20 Budget

Income		Income (000)		Expense	
(1) Pledge		\$ 471	40%	Ministry	\$ 155 14%
Non-pledge contributions		35	3%	Family Ministry	110 10%
Programs		99	9%	Music	101 9%
Rentals		453	39%	Programs	51 4%
Capital Budget Endowment		51	4%	Facilities Operations	330 29%
Endowment		16	1%	Capital Budget	51 4%
Fundraising		32	3%	Shared Costs	53 5%
All Other		8	1%	Fundraising	1 0%
				Administration	285 25%
				Denomination	0%
<b>Total Income</b>		<b>\$ 1164</b>	<b>100.0%</b>	<b>Total Expense</b>	<b>\$ 1136 100.0%</b>
<b>Surplus (Deficit)</b>					<b>\$ 28</b>
<b>Change from FY18-19 to FY19-20</b>					
Income			% +/-	Expense	
Pledge		-\$ 28	-6%	Ministry	\$ 2 1%
Non-pledge contributions		0	0%	Family Ministry	-29 -21%
Programs		62	163%	Music	-26 -21%
Rentals		79	21%	Programs	-5 -9%
Capital Budget Endowment		16	45%	Facilities Operations	36 12%
Endowment		-12	-43%	Bldg Reserve -Ladd Griffith	16 45%
Fundraising		10	45%	Shared Costs	-1 -2%
All Other		0	0%	Fundraising	0 0%
				Administration	144 102%
				Denomination	-33 -100%
<b>Total Income</b>		<b>\$ 127</b>	<b>12%</b>	<b>Total Expense</b>	<b>\$ 104 10%</b>

Notes:

(1) Pledge: Stewardship \$450,000; New member pledges \$15,000

Unitarian Universalist Church of Berkeley  
 Draft Budget FY 2019-2020  
 Line Item Details

	E	F	G	H	K	L	M	N	O
	Account	Cct1	Cct2	Account Name	19-20 Expense	19-20 Income	Increase (Decrease) Expense	Increase (Decrease) Revenue	Notes: Assumptions FY19-20
1				Unitarian Universalist Church of Berkeley					
2					29,214				
3									
7	Account			Account Name	19-20 Expense	19-20 Income	Increase (Decrease) Expense	Increase (Decrease) Revenue	Notes: Assumptions FY19-20
10				Ministry					
11				Ministry					
12	6000	10	U999	Salary and Wages	142,599		2,246		
13	6010	10	U999	Housing					
14	6040	10	U999	Employee Benefits-Retirement	14,460		225		
15	6015	10	U999	In lieu of FICA	87,672		172		
16	6030	10	U999	Employee Benefits-Health/dental	58,814		(962)		
17	6035	10	U999	Employee Benefits-Life/Disability	(1,905)				
18	7000	10	U999	Insurance (w/c)					
19	7110	10	U999	Professional development	31,460		5,571		
20		10							
21	7020	10	U999	Additional Ministerial Support	10,000		(5,000)		
22	NEW	10	???	Faith Forward					CS: remove
23									
24				Intern					
25	6005	15	U500	Intern minister salary					4 see salaries worksheet
26	6020	15	U500	Payroll Tax					4 see salaries worksheet
27	6005	15	U500	Prof expenses					4 see salaries worksheet
28	6030	15	U500	Employee Benefits-Health/dental					4 see salaries worksheet
29	6040	15	U500	Employee Benefits-Retirement					4 see salaries worksheet
30	9040	15	U500	Committee expenses					
31		15		Spatz income					No Intern FY18-19
32		15		Morgan income					No Intern FY18-19
33				Total					
34				Total Ministry	155,005		2,253		
35				Family Ministry					
36	4235	20	U750	Religious Education Event					
37	6000	20	U999	Salary and Wages	59,873		14,373		4 see salaries worksheet
38	6000	20	U717	Childcare	18,140		(6,500)		4 see salaries worksheet
39	6000	20							4 see salaries worksheet
40	6000	20							4 see salaries worksheet
41	6000	20	U719	Family Ministry Support Staff			(32,214)		4 see salaries worksheet
42									
43		20		Support staff retirement					
44		20		Family Ministry					
45	6010	20	U999	Housing					
46	6020	20	U999	Payroll Taxes	5,969		(1,862)		4 see salaries worksheet
47		20		Workers Comp Insurance					
48	6030	20	U999	Employee Benefits-Health	4,152		(2,045)		4 see salaries worksheet
49	6035	20	U999	Employee Benefits-Life/Disabl	840		(1,784)		4 see salaries worksheet
50	6040	20	U999	Employee Benefits-Retirement	5,982				
51	7025	20	U999	Honoraria/Classes	1,710				
52	7030	20	U999	Supplies	6,840				
53	7040	20	U999	Printing and copying	950				
54	7110	20	U999	Professional development/expenses	5,967		852		
55				Total Family Ministry	110,447		(29,180)		-21%
56				Music					place holder depending on allocations by Music
57	6000	30	U999	Salary and Wages	76,493		(13,460)		
58	6020	30	U999	Payroll Taxes	5,982		(1,029)		4 see salaries worksheet



E	F	G	H	K	L	M	N	O
Account	Cc1	Cc2	Account Name	19-20 Expense	19-20 Income	Increase (Decrease) Expense	Increase (Decrease) Revenue	Notes: Assumptions FY19-20
7								
59 6030	30	U999	Employee Benefits-Health/dental	4,152		(6,883)		
60 6040	30	U999	Employee Benefits-Retirement	5,502		(961)		
60 7020	30	U999	Consultants/Contractors (services)	2,000		500		
61								
62 7027	30	U710	Guest Musicians for events			(750)		
63 7020	30	U713	Professional Subs	2,630		(600)		
64 7030	30	U999	Supplies	1,580		(420)		
65 7035	30	U999	Small Equipment					
66	30		Yamaha regulation					
67	30		Camelot purchase					
68 7060	30	U999	Equipment repair & maintenance	2,402		(648)		
69 7110	30	U999	Professional development			(1,000)		
70 9800	30	U710	Fundraising event expense			(1,000)		
71			<b>Total Music Programs</b>	<b>100,611</b>		<b>(26,151)</b>		<b>-21%</b>
72								
73 4030	40	U555	Good Neighbor collections			24,000		
74 4100	40	U999	Wednesday Night Supper					
74 4110	40	U615	Center for Spiritual Development/AWP				(7,000)	MM: inactive program - placeholder
75								
76 4120	40	U625	Personal Theology		1,800			
77 4130	40	U999	Berkeley Forum					
78 4140	40	U620	Other Program Income		67,000		67,000	Wake Now Our Vision
79 4140	40	U626	Other Program Income (Summer Forum)		200			
80 9040	40	U565	Generation UU					Inactive
81 4140	40	U999	Other Program Income		1,000			
82 4810	40	U510	Sales - Book Table		1,000			
83 4860	40	U698	Sales-Jewelry					
84 4820	40	U520	Sales - Videos		60			
85 4830	40	U530	Sales - Altar Flowers					
86 7025	40	U615	Honorary/Classes (awakening Wisdom)			(7,000)		MM: inactive program - placeholder
87 7025	40	U625	Honorary/Classes (Personal Theology)	1,800				
88 7025	40	U626	Honorary/Classes (Social Action)	1,500				
89 7040	40	U640	Printing and copying (Pathways)					
90 7070	40	U640	Postage/mailhouse (Pathways)					
91 7090	40	U640	Advertising and PR (Pathways)					
92 7115	40	U999	GA Delegate & Leadership Schl	3,000				
93 8030	40	U515	Electricity/gas (Freestone)					
94 8040	40	U515	Maintenance (Freestone)					
95	40		Rental/fundraising income					
96 9000	40	U999	Wednesday Night Supper					
96 9040	40	U510	Other Program Committee Exps	500				
97			(Bookstore)					
98 9040	40	U230	Other Program Committee Exps (Partner)	700				
99 9040	40	U520	Other Program Committee Exps (Video)	100				
100 9040	40	U530	Other Program Committee Exps(altar)	520				
101 9040	40	U570	Other Program Committee Exps	1,300				
102 9040	40	U570	Other Program Committee Exps					
103 9040	40	U575	Other Program Committee Exps (Chalice)	895		150		LR: 12/12/2018 request
104 9040	40	U626	Other Program Committee Exps (Summer)	500				
105 9040	40	U635	Other Program Committee Exps (Souper)	2,800				RW: 2/1/2019 requests same allocation
106 9040	40	xxxx	Community Ministers	1,750				
107 9040	40	Uxxx	Social Action (Social Justice Council)	2,000				
108 9040	40	7272?	Hospitality	6,000		2,000	1,500	BJ: 2/21/2019 requests same allocation increase budget but collect more donations

Unitarian Universalist Church of Berkeley  
 Draft Budget FY 2019-2020  
 Line Item Details

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Account	Cc1	Cc2	Account Name	19-20 Expense	19-20 Income	Increase (Decrease) Expense	Increase (Decrease) Revenue	Notes: Assumptions FY19-20
109	9040/4140	40	U850 Humanists					
110	9040	40	U999 Other Program Committee Exps	300				
111	9040	40	T230 Parthen Church	1,500	1,000			
112	9045	40	T250 Village Education Fund					
113	9045	40	T335 Denominational Outreach (Special)					
114	9045	40	U650 Denominational Outreach (USC)	500	500			
115	9045	40	U650 Denominational Outreach	600	600			
116	9050	40	U555 Denominational Outreach SKSM	500	500			
117	9050	40	U555 Donations to Non-Profit Orgs	24,000				
118			Total Program	60,765	99,180	(4,850)	61,500	
119			Facilities					
120	4300	50	U680 Community Use-Space Rental		120,000		20,000	use Wake funding to invest in marketing, staffing reorganization
121	4310	50	U680 Community Use-Instrument Rental				13,600	full year's rental at 2800/mo
122			Cottage Rental					
123			Corner office room rental to Good Earth		4,200			small office in main building
124			Freestone retreat - rent					
125			Freestone retreat - fundraising					
126			U670 Good Earth Pre-school lease		96,600		(70,800)	MM: \$1000 per month custodial reduced from prior yr lease rate increase plus addition rental of 866 sq ft for two additional classrooms
127	4380	50	U665 Pine Crest School lease		168,137		45,089	
129							(14,400)	
130	4390	50	U665 Pine Crest School-Custodial		15,030		6,700	MM: no custodial services include pro-rate taxes and utilities
131	4395	50	U665 Pine Crest School-Utilities-Taxes		15,010		15,010	include pro-rate taxes and utilities
132			Good Earth School-Utilities-Taxes	143,723		13,668		4 see salaries worksheet
133	6000	50	U999 Salary and Wages	132,295		5,060		4 see salaries worksheet
134	6020	50	U999 Payroll Taxes	13,077		319		4 see salaries worksheet
135			Employee Benefits-Health/dental					4 see salaries worksheet
136	6040	50	U999 Employee Benefits-Retirement	16,077		12,437		
137	6035	50	U999 Employee Benefits-Life/Disability	640				MM: Property insurance portion of package
138	7000	50	U999 Insurance	10,000				
139	7060	50	U999 Equipment repair & maintenance	20,000				
140	7100	60	U515 Property Taxes (Freestone)					MM: moved to facilities
141	7100	60	U999 Property Taxes (Lawson Rd)	13,400		(4,400)		MM: moved to facilities
142	8000	50	U999 Building & grounds supplies	20,000				MM: moved to facilities
143	8005	50	U999 Kitchen supplies	500		(2,000)		AH: update 2/24/2019
144	8010	50	U999 Building & grounds maintenance	25,000				contracted repairs and other services
145			Freestone supplies					
146	8030	50	U999 Electricity	400				
147			Solar Interest Expense					
148	7772	50	Brokers Fees (from Prepaid)	9,800				
149	8040	50	U999 Gas	15,600				
150	8050	50	U999 Garbage	3,500				
151	8060	50	U999 Water	12,500				
152	8070	50	U999 Fire Monitoring System	15,000		5,000		listings and other outbound marketing
153			U999 Facilities Marketing	5,000				
154			Total Facilities	329,661	462,657	35,884	79,399	
155			Capital Budget					
157	4080	80	U999 Endowment Transfer Pooled(KD/Quasi)		44,508		9,794	LR: 13 quarters avg 4%, 80% Ladd Griffith

Unitarian Universalist Church of Berkeley  
 Draft Budget FY 2019-2020  
 Line Item Details

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Account	Cc1	Cc2	Account Name	19-20 Expense	19-20 Income	Increase (Decrease) Expense	Increase (Decrease) Revenue	Notes: Assumptions FY19-20
7			Endowment Transfer Lawrence Lecture	6,000	6,000	-	6,000	AV improvements funded by Lawrence lecture
158			Capitalized AV equipment purchase	6,000		6,000		AV improvements funded by Lawrence lecture
159			Building Reserve fund	44,508		9,794		Governance policy requires 80% of endowment payout TRNA Ladd Griffith Building Fund
160	50	Fac	Building Reserve fund	44,508		9,794		Governance policy requires 80% of endowment payout TRNA Ladd Griffith Building Fund
161			Total Capital Budget	50,508	50,508			
162			Shared Costs					
163			Insurance	17,614		839		
164			Supplies	4,000				
165	60	U999	Small Equipment	2,000				
166	60	U999	Printing and copying	1,700				
167	60	U999	Equipment leases	8,100				
168	60	U999	Equipment Repair/Maintenance	1,600				
169	60	U999	Postage	4,500				
170	60	U999	Telecommunications/IT	10,000		(2,000)		M&M review of actual expense this line item FY18-19
171	60	U999	Staff & volunteer appreciation	1,500				
172	60	U999	Other Expense	2,450				
173			Total Shared Costs	53,464		(1,161)		
174			Administration					
175			Pledge Income		450,000		(34,000)	
176			New member pledges		21,000		6,000	focus on new members should expect additional new pledges, 3 additional at \$2k/year
177	80	U999	Pate collections		14,000			
178	80	U999	Other unpledged contributions		5,000			
179	80	U999	Bequest Income		1,000			
180	80	U999	Endowment Transfer		11,127		(12,015)	LR: 13 quarters avg 4% 80% Ladd Griffith 20% Operating
181	80	U999	Endowment Transfer Armstrong Garden Fund		5,000			
182	80	U999	Budget Augmenting/1st Sundays					
183	80	U999	Restricted Contrib-Released					
184	80	U999						
185	80	U999						
186	80	T120						

	E	F	G	H	K	L	M	N	O
Account	Cct	Cc2	Account Name		19-20 Expense	19-20 Income	Increase (Decrease) Expense	Increase (Decrease) Revenue	Notes: Assumptions FY19-20
7	4099	80	U999	Prior Year Pledge Payments		15,000			
187									
188	4880	80	U999	Script Income		5,000			
	4881	80	U999	Other Revenue		3,000			
189									
190	4900	80	U999	Interest Income-general		2,760			
191	4933	80	U999	Income from Trusts		1,755			
192	4938	80	U999	UUA Pooled Fund Income					
193	6000	80	U999	Salary and Wages	127,043		102,007		4 see salaries worksheet
194	6020	80	U999	Payroll Taxes	3,544		6,171		4 see salaries worksheet
195	6030	80	U999	Employee Benefits-Health/dental	6,941		(5,497)		4 see salaries worksheet
196	6040	80	U999	Employee Benefits-Retirement	4,974		8,067		4 see salaries worksheet
197	6050	80	U999	Workers Compensation	9,000				
198	7010	80	U999	Accounting Services	33,000		33,000		MM: Shining Star @ \$1500 per month, CPA review @ \$15k
199	9040	80	U999	CT Contingencies	2,500				
200	9040	80	U999	Board Contingencies	1,000				
201	TBD	80	U999	Board Training					
202	7020	80	U999	Consultants/Contractors	5,000				
203	7090	80	U999	Advertising and PR	3,500				
204	7080	80	U999	Communications	3,800				
205	9040	80	U375	Stewardship	500				
206	7110	80	U999	Professional development	500				
207	7140	80	U999	Bank Fees	6,600				
208	7155	80	U999	Payroll service	4,200				
209	7150	80	U999	Other Expense	2,500				
210	9040	80	U610	Endowment Committee Expense	1,130		(970)		LR: 12/12/2018 request, no Maybeck luncheon this year (alternate every other year)
211				Total Administration	284,732	530,082	142,878	(40,015)	
212				Denomination					
213	7160	80	U999	UUA Annual Program Dues			(22,264)		No dues until 2022
214	7170	80	U999	UUA Pacific Central Dist Dues			(10,755)		No dues until 2023
215				Total Denomination			(33,019)		
216				Fundraising					
217	4200	90	U700	Fundraising GrUp Projects		10,000			
218	4210	30	U710	Music Events		20,000		10,000	
219	4230	90	U730	Board Event					
220	4240	90	U750	Other Events					
221	4850	90	U656	Sales/Donations-Snack Table					
222	4860	90	U698	Sales - Jewelry		2,000			
223	4860	90	U999	Sales - Other					
224	9040	90	U655	Other Program Committee Exps (Snack)					

Unitarian Universalist Church of Berkeley  
 Draft Budget FY 2019-2020  
 Line Item Details

E	F	G	H	K	L	M	N	O
Account	Cc1	Cc2	Account Name	19-20 Expense	19-20 Income	Increase (Decrease) Expense	Increase (Decrease) Revenue	Notes: Assumptions FY19-20
7								
226 9040	90	U999	Other Program Committee Exps					
226 9800	90	U700	Fundraising event expense	1,000		-		
227 9800	90	U999	Fundraising event expense					
228			<b>Total Fundraising</b>	<b>1,000</b>	<b>32,000</b>	<b>-</b>	<b>10,000</b>	
229			<b>Total - Unrestricted</b>	<b>1,360,933</b>	<b>1,164,307</b>	<b>86,664</b>	<b>110,884</b>	
230								
231			Excess (deficit)	28,214		24,230		
232								
233								
234								
235			CHECKSUM SALARIES					
236			Checksum Benefits	0				
237								
238			CHECKSUM PIVOT (CHART TAB)					
239								

**Co-Ministers Annual Report  
2018-2019**

Dear members and friends of the Unitarian Universalist Church of Berkeley,

As the 2018-19 church year draws to a close, we reflect on a year of big strides forward in many areas of our governance and difficult financial decisions. This report follows the format of the global ends (long-term goals) created by your Board in Spring 2018 and just a few of the most important ways we have been working to achieve those ends as a congregation and as ministers.

In faith,  
Revs. Kristin and Christian

**REACHING OUT**

*We invite people of goodwill to make a spiritual home with us*

- This year (from May 2018-April 2019) we had 151 first-time visitors (who filled out information for us). We have welcomed 13 new members in that time. Cumulatively, this resulted in a small reduction in total membership due to death and members leaving. Next year's budget includes money for a Membership and Growth Coordinator, one of several changes we're excited about in efforts to grow church membership. Sunday attendance, both in service and overall, is up slightly over the previous year.

*We celebrate the diversity of our congregation in the fullness of who we are*

- About two years ago, several members of our church who are people of color (POC) approached Rev. Christian about having some sort of support for POC in the congregation. Rev. Christian suggested the idea of a caucus – a group specifically for POC for support and fellowship. This, due to the hard work of members led by Helen Tinsley-Jones and others, became our POCC – the People of Color Caucus. An accountable, parallel group for white people concerned about racial justice also formed, what is now called the WOWS – Whites Opposing White Supremacy.

*We reach out to one another across differences to connect in shared purpose*

- The congregation has grown its multigenerational relationships and met people rooted in different programs during our "Reverse RE" Sundays during which we've engaged in a short worship service followed by opportunities for growth and learning for people of all ages. We look forward to offering three of these Sundays (now to be called "Learning Together Sundays") in the 2019-2020 church year.
- Both Immigration and Freedom Sundays were the result of deep collaboration among people from different programs in the congregation. We are excited that in the 2019-2020 church year the Program Council is planning four "all church" events meant to offer the same kind of cross-program, immersive experience on a shared topic.

*We have fun!*

- There are so many things to lift up! One recent events were Easter Sunday. Between an amazing brunch, great egg hunt, and wonderful field activities in addition to our worship

## Co-Ministers Annual Report 2018-2019

services, it was a day to remember. This congregation knows how to let its hair down and party, even when we must also face challenges in our church, our communities, and our world.

### REACHING IN

*We are generous with our time, talent, and treasure*

- We could spend many, many pages lifting up all the people who help this congregation further its mission. Your work and contributions are deeply appreciated.
- In particular, it seems important to lift up the Board appointed working groups who did deep research into investigating various possibilities to help the congregation be sustainable into the future. These groups, initially created by the Board in Fall 2017 at a retreat facilitated by Rev. Kristin, worked for most of a year in their assigned areas. The staffing group, alternative locations and alternative campus use group, and the capital campaign group did some of the most important work we've done in years, and we've already seen the importance of the staffing group's work in the budget for next year. The other groups' work will become more apparent in coming months and years.

*We steward our financial resources responsibly*

- This has been a year of financial reckoning. Due in part to the recent deaths of several big givers, the economic realities of the Bay Area in the 21<sup>st</sup> century, and the buildup of deferred church building maintenance projects, our desires and needs – for our programs, our staff, and our campus – are often outpacing our resources. With the help of the group that Rev. Kristin called together, which ultimately became our Committee on Financial Oversight, and much work from the Coordinating Team and Board, we believe we have a staffing plan to move into the future. We have also moved aggressively to get the most use and income out of our campus, though some of those moves will not pay off until next year.
- We hired an outside accounting resource, Shining Star, to provide services to help us better monitor and understand the complex financial picture of our congregation, its resources, and our budgets.

*We are comfortable, open and transparent in discussing both personal and congregational financial matters*

- The Budget Summit that we facilitated in February helped to educate and involve a large group of our lay leaders in the budget-planning effort. In what has been a difficult budget year, the summit helped people better understand and contribute to financial decisions that will have a huge impact on our congregation next year and in years to come.

### BUILDING UP

*We embody and share Unitarian Universalism*

- Perhaps the most exciting work in the congregation this year has come from a group within our Family Ministry program. The group, R3 – short for REvise, REfresh, RENew! –

## Co-Ministers Annual Report 2018-2019

is making suggestions to the family ministry program about the future of our program and changes that we should consider. Their work is not yet done, but it seems clear that their recommendations have the potential to be wide-ranging and transformative. Our church exists to nurture strong, deep, committed Unitarian Universalists who can transform our broken world, and this initiative has the potential to move us much closer to that goal.

### *Our communities experience UUCB as an active and dynamic partner in pursuing societal and environmental justice*

- We continue to work with our Good Neighbor partners, many of them for several years now and others who are new. Our community connections, among them the Greater Richmond Interfaith Program, are a source of pride and meaning to our members. A new initiative just beginning is the Contra Costa County Clergy Cohort, a community organizing initiative starting among a diverse group of clergy, but expected to expand to include our congregations as a whole in coming months and years. Revs. Kristin and Christian have been a part of the group from its early stages and are excited about its potential to transform our county.

### *People rely on UUCB in times of need*

- We have administered financial assistance to members of UUCB from the Discretionary Fund. It is a privilege to be able to provide this assistance when it is needed. Thank you to everyone who contributes to the Christmas Eve offering, half of which is given to this important fund.
- The UUCB Accompaniment Team has provided tremendous assistance of all kinds to the Cabezas family this year. The Accompaniment Team are a group of volunteers who are accompanying Mr. Cabezas through the legal steps necessary for him to gain legal residency in the United States and remain with his family. They have also provided significant support directly to his wife and children who have experienced some ill health and other challenges this year. We are so proud to serve a church with people living out so fully our call to side with love.

### **DENOMINATIONAL WORK / PROFESSIONAL DEVELOPMENT**

- Rev. Christian chaired the Open UUA Committee for the second year and has been re-appointed for another two-year term.
- Rev. Kristin is on the programming committee for the local UU Minister's Association Chapter.
- Both Rev. Christian and Kristin serve as regional transitions coaches for congregations in the Western Region going through ministerial search.
- Rev. Christian will conclude his service to our sibling congregation in Napa this summer.