

**Unitarian Universalist Church of Berkeley**  
**Board of Trustees Meeting Agenda**  
**Wednesday, June 1, 2022**

Via Zoom: <https://zoom.us/j/91070175965?pwd=d2FUcWZCQjYzVEF2MFZabWJQOVRRrUT09>

**6:00 PM EXECUTIVE SESSION**

**7:00 1. CALL TO ORDER & OPENING RITUALS**

- Chalice reading & lighting - Dave
- Board Covenant reading - Bill
- Land Acknowledgement Statement - Pier

**7:10 2. CONSENT AGENDA – Items may be approved in one motion unless a Board member requests an item be removed for question or placement under discussion/action**

- a. Approve agenda
- b. Approve Board Meeting minutes of May 4, 2022
- c. Recommend Congregational Meeting minutes of May 22, 2022 for congregational approval
- d. Accept monthly Treasurer’s report
- e. Accept monthly Executive Director’s report
- f. Authorize Mechanics Bank account signatories: Beth Pollard, Anne Greenwood, Lenore Ralston, Rev. Michelle Collins, and Tess O’Riva; Remove: Elaine Miller, Larry Nagel, Kerry Simpson

**7:20 4. INFORMATION ITEMS**

- a. Introduce Kensington Fire Protection District General Manager Bill Hansell
- b. Minister’s Report

**7:35 5. ANNOUNCEMENTS/LISTENING**

- a. Announcements – Board Listening Presence & other Board Members, Minister, Executive Director
- b. Congregants who wish to speak to the Board on agenda items or other matters

**7:40 6. DISCUSSION/ACTION ITEMS**

- a. Vaccination Policy: Recommendation from Opening Task Force to discontinue the Board policy requiring vaccination verification for large events (including Sunday worship), and instead use a vaccination affirmation/honor system for all events regardless of size, with the understanding that the verification requirement may be reinstated if warranted by area infection rates. (Tabled from 5/4)
- b. Widening the Circle Committee recommendations: i) Add sentence to the WTC Board Vision that acknowledges contributions of young people; ii) Accept abridged version of the Vision, read at Board meetings; iii) Include Vision Statement in Beacon & Week Ahead; iv) Announce 2 WTC Sharing Sessions via Zoom for congregation participation: Weds. June 15 & 29, 7-8:30 pm, & that the WTC has committed to financially support reps to UUA GA through the WTC Scholarship Fund.

**8:30-8:35 BREAK**

- 8:35** c. Search Committee: Initial discussion with the Board on expectations for communicating with the Board, and other initial topics for launching the Committee’s work.

**9:05 7. BOARD COMMITTEE/TASK FORCE/LIAISON REPORTS**

**9:15 8. OUTGOING COMMENTS**

**9:20 9. ADJOURN**

June Listening Presence: **Michael Armstrong**; July Listening Presence: **Cordell Sloan**

## **Aspirational Covenant of the UUCB Board of Trustees**

Approved September 2019, updated May 2020

We as the UUCB Board of Trustees agree:

- To stay committed to connection even when we disagree;
- To recognize the fullness of our power, and the many responsibilities that power entails;
- To listen actively to each other and the congregation, and to seek out opportunities to do so;
- To be caring, respectful, present and open-minded;
- To work together to make the changes the congregation needs, as we keep the best interests of the congregation above our own and to live into our mission;
- To support and trust each other in our work;
- To remember the goal of our work is to build a thriving, loving congregation;
- To be unafraid in the face of hard decisions, to be unafraid of making mistakes, knowing that we will learn from them if we do, and to be unafraid of challenging sacred cows; and
- To come to decisions we all feel we can support while recognizing diverse views.

### **Land Acknowledgement Statement**

As we begin, we want to acknowledge that this church occupies land in Huchiun, the unceded territory of the Chochenyo-speaking Ohlone people. We understand that we continue to benefit from the seizure and occupation of this land. We acknowledge and embrace our responsibility to take restorative action. We affirm that this is deeply felt and commit our congregation to be in right relationship with Indigenous communities, aligning in solidarity, supporting Indigenous projects, and caring properly for the land.

### **Mission Statement of the Unitarian Universalist Church of Berkeley**

The mission of the Unitarian Universalist Church of Berkeley is to create loving community, inspire spiritual growth, and encourage lives of integrity, joy and service.

### **Vision Statement of the Unitarian Universalist Church of Berkeley**

The Unitarian Universalist Church of Berkeley is a welcoming and vibrant congregation. We joyously support spiritual development guided by individual faith, reason, and conscience. We are committed to serving one another, the church community, the community at large, and the global community. We foster a spirit of generosity and trust that encourages care for our church home and affirms diversity and relationships consistent with Unitarian Universalist principles.

### **End Statements (Approved May 2, 2018)**

**UUCB is a vibrant multicultural, anti-racist, anti-oppressive congregation:**

#### **Reaching Out**

- We embody and share Unitarian Universalism.
- Our communities experience UUCB as an active and dynamic partner in pursuing societal and environmental justice.
- People rely on UUCB in times of need.

#### **Reaching In**

- We invite people of goodwill to make a spiritual home with us.
- We celebrate the diversity of our congregation in the fullness of who we are.
- We reach out to one another across differences to connect in shared purpose.
- We have fun!

#### **Building Up**

- We are generous with our time, talent and treasure.
- We steward our financial resources responsibly.
- We are comfortable, open and transparent in discussing both personal and congregational financial matters.

**Unitarian Universalist Church of Berkeley Board of Trustees Meeting  
Wednesday, May 4, 2022**

**Meeting Conducted via Zoom Video Conference**

**Minutes – Draft**

**ATTENDEES**

Voting members: Michael Armstrong, Bill Brown, Pier Ho, Randall Hudson, Elaine Miller, Beth Pollard, Cordell Sloan

Absent: David Roberts, Helen Tinsley-Jones

Ex officio members: Rev. Michelle Collins, Tess O’Riva (Executive Director), Selene Fabiano (Secretary), Lenore Ralston (Treasurer)

Visitors: Victoria Bowen, Jean Gleason, Ann Harlow Don Klose, David Lingenfelter, Lisa Maynard, Anita Mermel, Mary Muehlbach, Larry Nagel, Sylvia Parisotto, Marta Tobey, Grace Ulp

A quorum being present, the meeting was called to order by Beth Pollard, president, at 7:03 p.m. Bill did the chalice lighting and reading, Elaine read the Board covenant, and Cordell read the land acknowledgement.

**CONSENT AGENDA**

**A motion for the following (M\_Pier\_/S\_Michael ) passed unanimously:**

- Approve agenda
- Approve Board Meeting minutes of April 6, 2022
- Accept monthly Treasurer’s report
- Accept monthly Executive Director’s report
- Designate a group of seven delegates plus two alternates to the UUA June General Assembly: Suzette Anderson-Duggan, Stephanie Ann Blythe, Victoria Bowen, Evelie Delfino Sales Posch, Liz Der, Jane Lundin, Melissa Rosales, Helen Tinsley-Jones, Rev. Jane Ramsey

Beth acknowledged the hard work Lenore put into the Treasurer’s report. Thank you to Victoria Bowen and Melissa Rosales for recruiting delegates for GA and thanks to the members who volunteered to be delegates..

## **INFORMATION ITEM**

### **Minister's Report: Rev Michelle**

- UUCB has a new phone and voicemail system. The outgoing message will be updated.
- Director of Family Ministry search committee has 2 final candidates and hopes to make an offer next week.
- Freestone Dialogue process continues. An immense amount of information was collected and put into the packet of materials related to Freestone. Three info sessions were held. Approximately 70 people attended at least one session. There with lots of great questions and discussions. Dave Wemmer, Tess, and Rev. Michelle will put together a FAQ; for non-factual questions the answers will include different perspectives. The Freestone history wall event will be held on the afternoon of Saturday May 21 at 1 pm. Due to a conflict in Rev Michelle's schedule, the Freestone Dialogue is being rescheduled to another date (to be announced). Rev. Michelle expressed her gratitude for all the work that has gone into this Freestone Dialogue process.
- There has been a small number of instances where masks do not cover one's nose or are removed at service and other events. Rev. Michelle would like members of the Board, as well as other church members, to help with mask reminders as a shared responsibility. One board member suggested putting up signage about the mask requirement or including it on the welcome slide.

## **LISTENING/ANNOUNCEMENTS**

- Executive Director reported that the Kensington Fire Protection District (KFPD) Department has asked to use the church's lower parking lot for 18-24 months while they retrofit their station on the Arlington, and is in lease negotiations with the church. KFPD is addressing the use in public meeting reviews in El Cerrito and Kensington.
- Beth Pollard reported that the election for the Ministerial Search Committee has been conducted. The Board is reviewing the results and hopes to be able to announce the results at the May 8<sup>th</sup> Sunday service.

**Congregants who wish to speak to the Board:** None

## **DISCUSSION/ACTION ITEMS:**

- a. Vaccination Policy: Recommendation from Opening Task Force is to discontinue the Board policy requiring vaccination verification for large events (including Sunday worship), and

instead use a vaccination honor system for all events regardless of size, with the understanding the verification requirement may be reinstated.

Lisa Maynard, co-chair of the Opening Task Force, shared the reasoning behind this recommendation:

1. Primary reason: The current requirement of verification of “full vaccination” is outdated because of the definition of “full vaccination” and the time frames in which vaccinations are believed to be effective. “Full vaccination” is defined as the first 2 Pfizer or Moderna shots, or one J&J vaccination and doesn’t include the boosters. The current belief is that the two initial COVID vaccines no longer provide a high level of protection. Thus the verification doesn’t allow the OTF to ensure safety vis a vis COVID. The option of adding an additional round of verification for boosters was considered by the OTF but they concluded that would be very difficult as it would require a close scrutiny of the timing of each person’s additional booster shots, an understanding of people’s medication condition (including who is eligible or not eligible for a 2<sup>nd</sup> booster), and greater scrutiny of documentation being submitted for verification. Some OTF members are not comfortable doing this higher level of scrutiny. Judgment calls would have to be made re type of vaccine and date of it. The OTF would have to “unclear: everyone in the system and begin the process of verification again with everyone.

2. The UUCB congregation is very interested in being vaccinated. 270 people have gone through the vaccination clearance. No visitors have been turned away because they were unvaccinated, and Lisa has note encountered anyone saying that they aren’t coming to church because they are unvaccinated. Reverend Michelle shared that she has only granted a waiver to one person and that was for a medical exemption.

Lisa emphasized that the OTF was not recommending abandoning the vaccination policy. The change would be to affirmation of status (i.e. relying on the honor system of individuals’ affirming their full vaccination status) rather than verification by UUCB volunteers or staff.

- Discussion Points:  
Important to be consider our current context when making this decision. We are in the beginning of another surge (per articles in today’s SF Chronicle and LA Times) and the numbers of cases are believed to be under-reported.
- There were questions as to whether this decision was being driven by there not being enough volunteers to manage the verification. Lisa indicated that this was not the driving force for this recommendation and that there is typically only 1 or 2 people each Sunday for whom new verification is needed. On the other hand, the registering/checking-in of people does take time and it may not be possible to always check for the red heart on people’s name tags (verifying full vaccination status). Reverend Michelle added that there have been a shortage

of volunteers on some Sundays necessitating either she or Tess step in to help with check-in/registration.

- There was a feeling by several Board members that this is a step that we'll move to at some time but they would prefer to vote on it next month. Lisa also felt that this policy change doesn't need to happen right away but done it's a reasonable step to take as we move forward incrementally. Suggesting a change to affirmation not changing vaccination requirement.
- Concern about relying on affirmation versus verification suggests that we don't trust people to tell the truth.
- Concerns that in only using affirmation some people might not see the sign or have not read the affirmation statement when registering for service.

The board thanked the OTF for all their work and for thinking about these issues.

**A Motion to table a vote on this recommendation until the June board mtg was made by Pier. Cordell seconded. The motion passed, with Elaine Miller opposed.**

**b. 2022-23 Priorities: Approve areas of Board emphasis and related priorities**

Beth shared the pinwheel of priorities and reviewed the outcome of the priorities at the April Board meeting, which was to continue with these themes and make some adjustments regarding what we've already worked on and what we want to emphasize.

Special thank you to Helen for creating and updating it.

Motion to adopt these priorities for 2022-23 program year was made by Pier and seconded by Elaine. Motion passed unanimously.

Beth encouraged the Board to think of ways to make these priorities widely known among the congregation.

**c. 2022-23 Budget: Approve budget to recommend to the congregation**

Tess shared the proposed budget and highlighted some key items:

1. The amount listed for pledge income on the budget is higher than what the stewardship committee has reported.
2. The line item for wages has decreased from last year because UUCB will not have an intern minister this year. Salaries have increased for staffed positions in order to hire and retain qualified staff and to live our UUCB values of compensating staff fairly. The personnel line item will increase by \$5,000 based on Board Executive Session direction.

3. Increased costs include the \$15,000 for the search committee, as well as costs for contractors and sound engineers to address technical needs of our Sunday services.
4. A \$1000 contingency fund is for small needs that arise that are not currently listed in the budget.
5. The amounts budgeted for expenses are in line with actual expenses from the current year.
6. Expenses exceed income in the FY 22-23 budget by \$41,000. However, cash reserves from FY21-22 budget (due to Paycheck Protection loans and unfilled staff positions) can cover this deficit.

#### Discussion and Questions/Answers

1. Some board members believe that looking for additional income sources (e.g. fundraising, rental income, applying for grants ) rather than relying so heavily on member pledges is the way forward.
2. Tess indicated that there is grant money that can be sought. For example, Rev. Michelle secured a \$3800 grant to support youth ministries. Church members with grant-writing skills who can volunteer their time are encouraged to do so.
3. The only expense from Freestone in the budget is for insurance which has historically been covered by the general budget. All other Freestone costs are covered by the Freestone Committee.

Thanks to Tess for work on the budget. The board appreciates that Tess was able to hold the line on total costs while taking care of staff by increasing their salaries.

Pier moved to approve this budget with the \$5000 increase for adoption at the 5/22 meeting. Bill seconded. The motion passed unanimously.

#### **d. May 22 Congregation Meeting: Approve agenda**

##### **Logistics re hybrid congregational meeting.**

- Per Rev. Michelle, UUCB has the infrastructure for doing an in-person meeting and a Zoom meeting in the sanctuary. Powerpoint presentations can be simultaneously shared via Zoom and on the screen in the sanctuary.
- Tess assured the board that she and Caitlyn will be on site to manage the Zoom meeting.
- Michael Armstrong volunteered to be the mic runner for when/if there is discussion on an issue.
- Tess assured us that voting for the budget can happen via both Zoom (looking at raised hands in “gallery view”) and in-person.
- Beth will ask Stephanie Ann to be parliamentarian.

Beth shared a draft agenda for the meeting and noted these changes to the draft:

1. Per Tom Tripp, no capital projects oversight report is needed since there aren't any significant updates from the report at the February Congregational Meeting.
2. Report from the OTF will be added, as may be a Stewardship report.

Tess explained that the financial audit "pickle" referred to providing information to the congregation re how the financial difficulties of 2018 occurred and how they can be prevented in the future.

Motion to approve the congregational mtg agenda was made (Pier) and seconded (Bill), and passed unanimously.

### **BOARD COMMITTEE/TASK FORCE/LIAISON REPORTS**

Youth Ministry (Michael) - Monthly activities with youth; great turnout for Easter – 1<sup>st</sup> time many of the youth transitioned from participating in the hunt to making it happen. Thanks to Tess for approving a new foos ball for youth to use during gatherings.

Elaine: fundraising concert on Sunday that went well; it raised over \$2000 and was attended by more than 100 attendees.

### **OUTGOING COMMENTS**

June Listening Presence: Michael

### **ADJOURNMENT**

The Board adjourned at 9:10 pm to Executive Session, and thereafter at 9:45 pm.



**Unitarian Universalist Church of Berkeley**  
**Congregational Meeting**

May 22, 2022

(In-person and by Zoom video conference)

MINUTES – Draft

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

President Beth Pollard called the meeting to order at 12:40PM and said that 50 people were required for a quorum. A presence of quorum was established (14 people on Zoom and 52 people in the sanctuary). Rev. Michelle Collins did the chalice lighting and reading, followed by the covenant read by Lisa Maynard, and the land acknowledgment read by Beth Pollard.

**Action Items:**

- **Adoption of the Agenda:** A motion to adopt the agenda (moved by Jean Gleason, seconded by Jane Lundin) carried.
  
- **Minutes:** The minutes of the February 23, 2022 Congregational Meeting were approved as drafted (moved by Deborah Schmidt, seconded by Roberta Shaw).

**Presentation of Schweitzer Medal for Extraordinary Service**

Stephanie Ann Blythe presented the award to Jean Gleason. Lonnie Moseley presented it to Ann Harlow.

**Installation of the Ministerial Search Committee**

Rev. Michelle installed the following individuals for the Ministerial Search Committee: Ariel Smith-Iyer, Deborah Schmidt, Don Klose, Greg Lemieux, Ladie Malek, Lorraine Schnurr, Sandy Portillo-Robins, and Suzette Anderson-Duggan.

**Reports**

President Beth Pollard gave the State of the Congregation report. Don Klose reported for the Stewardship Committee. Anita Mermel, Endowment chair, reported for the Endowment Committee. Lenore Ralston, Treasurer, provided a financial report. Tess O’Riva shared slides to explain the financial “pickle” that came to a head at UUCB in 2018, what led to it, how it was managed, and processes that have been put in place to prevent it from happening again.

**Proposed Budget for the 2022-23 Fiscal Year**

Tess O’Riva presented slides and spoke about the proposed budget. She indicated the proposed budget is a deficit budget and that cash reserves from Fiscal Year 21-22 can help with this deficit. Tess answered questions.

Tom Tripp moved and Jean Gleason seconded that the proposed budget be adopted. The motion passed with one opposition vote.

After a benediction by Rev. Michelle, Beth Pollard adjourned the meeting.

Respectfully submitted,

Selene Fabiano, Secretary

Unitarian Universalist Church of Berkeley  
October 2021 Treasurer's Report for UUCB's Board of Trustees  
Respectfully Submitted, Lenore Ralston, Treasurer  
June 1, 2022

Dear Friends,

I have attached the usual account updates along with the UUCEF summary of what has been happening (from their perspective) in the accounting world (see below).

UUCB is in the midst of a chart of accounts reconciliation which will affect both the Balance Sheet or the Budget Comparison Report. They will be attached in July.

Now that the Annual Congregational Meeting is concluded, my intent is to switch gears and focus on training some new church members with the goal of providing more redundancy to the current positions and break-down the tasks related to accounting and updating our current reports. I will be joined by the current Finance Committee members - Linda Laskowski, David Roberts, and Anne Greenwood in this Endeavor. We will assess our current practices and break them down into manageable chunks; all members of the team being cross-trained. My hope is that we will also take a good look at which parts of the Treasury position is being handled by church volunteers and which parts are supported by our paid staff. We will be doing this while we are finishing up our response to the audit (which will be conveyed to all of you), and while we continue to prepare for the change from Fund Easy to a more user-friendly reporting system.

Each one of you can assist in this coming year's efforts if you let me, Tess, or anyone else on the Finance Committee know which questions you would most like to have answered. If all goes as planned, this coming year we will be designing some additional reports to the Comparison Report and the Balance Sheet - one which gives the Board the data it most wishes to see.

Many Thanks! It has been a good year, and I have been grateful for all of the support.

Respectfully submitted,

Lenore Ralston, Treasurer

May 2022 Commentary courtesy of the UUCEF:

Tighter monetary policy, geopolitical tensions and lockdowns in China dragged down equities in April. The backup in global bond yields remained a headwind for stocks, with growth equities generally underperforming value. In the U.S., the S&P 500 plummeted 8.7%—its largest monthly decline since March 2020. Outside the U.S., markets outperformed on a relative basis despite the dollar strengthening by 4.9% during the month, as measured by the DXY Index; the MSCI EAFE and MSCI Emerging Markets indexes were down 6.5% and 5.6%, respectively.

Global yields moved higher last month – weighing on broad fixed-income returns. In the U.S, the 10- and 30-year Treasury yields increased 56 and 49 basis points, respectively. The move followed the release of the March FOMC minutes, which highlighted a more hawkish policy stance, and another elevated inflation print: U.S. CPI-U increased 1.2% in March, or an 8.5% annualized rate. As a result, longer-duration fixed-income indexes suffered the largest losses, with the Bloomberg Long Treasury and Long Credit indexes falling 8.9% and 9.6%, respectively. In credit, option-adjusted spreads widened in April, with the biggest moves occurring in the lower-quality credit space. The spread on the Bloomberg U.S. Corporate High Yield Index rose 54 basis points, resulting in a monthly index loss of 3.6%.

In real assets, the Bloomberg Commodity Index was up 4.1% during the month as geopolitical tensions continued to impact supply dynamics.

NEPC's stance towards risk assets is more subdued given the greater uncertainty around growth and inflation. As such, we recommend reallocating overweight risk-asset positions to build exposures to short-term investment-grade credit as higher yields increase expected returns. We continue to recommend investors maintain a dedicated allocation to assets that support liquidity needs in periods of stress.

**Attach.**

**1\_June\_Rpt to Board\_5\_\_30\_2022\_UUCB Treasurer's Report  
FINAL\_Financial Report\_June**

1\_FINAL\_1\_2\_2022\_UUCB Treasurer's Report

DRAFT

# UNITARIAN UNIVERSALIST ASSOCIATION

	Allocation			Performance (%)									
	Market Value (\$)	% of Portfolio	Policy (%)	1 Mo (%)	YTD (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	7 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
<b>Composite (Gross)</b>	<b>247,327,699</b>	<b>100.0</b>	<b>100.0</b>	<b>-5.8</b>	<b>-11.7</b>	<b>-10.4</b>	<b>-8.6</b>	<b>6.0</b>	<b>7.3</b>	<b>6.1</b>	<b>6.7</b>	<b>7.1</b>	<b>Jul-02</b>
Allocation Index				-5.6	-10.0	-7.5	-5.5	6.4	6.5	5.7	6.5	6.6	
Policy Index				-6.2	-11.1	-8.3	-6.0	6.8	7.0	6.2	6.8	-	
<b>Composite (Net)</b>	<b>247,327,699</b>	<b>100.0</b>	<b>100.0</b>	<b>-5.8</b>	<b>-11.8</b>	<b>-10.8</b>	<b>-9.1</b>	<b>5.1</b>	<b>6.3</b>	<b>5.0</b>	<b>5.7</b>	<b>6.0</b>	<b>Jul-02</b>
Allocation Index				-5.6	-10.0	-7.5	-5.5	6.4	6.5	5.7	6.5	6.6	
Policy Index				-6.2	-11.1	-8.3	-6.0	6.8	7.0	6.2	6.8	-	
<b>Domestic Equity Composite</b>	<b>72,614,239</b>	<b>29.4</b>	<b>33.0</b>	<b>-10.2</b>	<b>-19.6</b>	<b>-17.2</b>	<b>-15.6</b>	<b>8.4</b>	<b>11.3</b>	<b>10.1</b>	<b>11.8</b>	<b>10.3</b>	<b>Jul-02</b>
Russell 3000 Index				-9.0	-13.8	-5.9	-3.1	13.1	13.0	11.8	13.3	9.7	
<b>Large Cap Equity</b>	<b>56,581,630</b>	<b>22.9</b>	<b>27.0</b>	<b>-10.9</b>	<b>-21.2</b>	<b>-18.5</b>	<b>-16.4</b>	<b>8.3</b>	<b>12.1</b>	<b>10.8</b>	<b>-</b>	<b>13.1</b>	<b>Jul-12</b>
Russell 1000 Index				-8.9	-13.6	-4.9	-2.1	13.6	13.4	12.1	13.5	14.1	
Rhumblin	30,495,880	12.3		-6.0	-8.7	-3.5	-2.0	7.5	8.9	8.9	10.9	7.6	Aug-05
Russell 1000 Value Index				-5.6	-6.3	0.2	1.3	9.6	9.1	8.7	11.2	7.7	
Sands	12,808,122	5.2		-20.1	-37.1	-39.0	-36.7	5.4	12.8	10.8	12.4	11.4	Dec-03
Russell 1000 Growth Index				-12.1	-20.0	-9.7	-5.3	16.7	17.3	15.1	15.6	11.1	
Ownership Capital Global Equity (USD) Fund, L.P.	13,277,628	5.4		-11.8	-26.2	-21.3	-18.8	-	-	-	-	7.7	May-20
MSCI Kokusai Index (Net)				-8.3	-12.9	-5.7	-2.8	11.0	10.7	9.1	10.4	19.4	
<b>Small/Mid Cap Equity</b>	<b>16,032,609</b>	<b>6.5</b>	<b>6.0</b>	<b>-7.6</b>	<b>-13.3</b>	<b>-12.3</b>	<b>-12.3</b>	<b>8.4</b>	<b>9.3</b>	<b>7.7</b>	<b>-</b>	<b>10.9</b>	<b>Jul-12</b>
Russell 2000 Index				-9.9	-16.7	-18.6	-16.9	6.7	7.2	7.7	10.1	10.5	
Wellington SMID	9,613,670	3.9		-6.1	-7.8	-3.5	-3.5	6.0	5.5	-	-	7.1	Apr-16
Russell 2500 Value Index				-6.8	-8.2	-4.4	-3.7	9.1	7.7	8.0	10.3	10.0	
WCM Investment Management	6,418,939	2.6	0.0	-9.9	-20.4	-22.9	-22.7	8.0	-	-	-	8.6	Jan-18
Russell 2000 Growth Index				-12.3	-23.3	-27.7	-26.4	4.1	7.1	7.0	9.9	5.0	

- MSCI Kokusai is the MSCI World Index excluding Japan.



# UNITARIAN UNIVERSALIST ASSOCIATION

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	Market Value (\$)	% of Portfolio	Policy (%)	1 Mo (%)	YTD (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	7 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
<b>International Equity Composite</b>	<b>57,803,368</b>	<b>23.4</b>	<b>22.0</b>	<b>-6.9</b>	<b>-14.4</b>	<b>-15.6</b>	<b>-14.5</b>	<b>4.3</b>	<b>6.1</b>	<b>4.1</b>	<b>5.0</b>	<b>5.8</b>	<b>Jul-02</b>
<i>MSCI AC World ex USA (Net)</i>				-6.3	-11.4	-12.5	-10.3	4.3	4.9	3.5	5.0	6.3	
<b>International Equity</b>	<b>36,939,634</b>	<b>14.9</b>	<b>14.0</b>	<b>-7.2</b>	<b>-17.0</b>	<b>-16.1</b>	<b>-14.7</b>	<b>4.0</b>	<b>6.0</b>	<b>4.4</b>	<b>-</b>	<b>6.5</b>	<b>Jul-12</b>
<i>MSCI EAFE (Net)</i>				-6.5	-12.0	-10.0	-8.1	4.4	4.8	3.5	5.8	6.5	
MFS International Concentrated	14,887,161	6.0		-7.0	-14.6	-10.0	-8.2	7.0	8.2	6.4	-	6.9	Apr-13
<i>MSCI EAFE (Net)</i>				-6.5	-12.0	-10.0	-8.1	4.4	4.8	3.5	5.8	4.9	
Boston Common	11,607,145	4.7		-8.3	-19.8	-19.8	-18.2	2.8	3.9	2.9	4.9	4.7	May-10
<i>MSCI EAFE (Net)</i>				-6.5	-12.0	-10.0	-8.1	4.4	4.8	3.5	5.8	5.1	
Baxter Street	10,445,328	4.2		-6.4	-17.2	-19.8	-19.1	1.7	5.8	-	-	7.1	Apr-16
<i>MSCI AC World ex USA (Net)</i>				-6.3	-11.4	-12.5	-10.3	4.3	4.9	3.5	5.0	6.5	
<b>Emerging Market Equity</b>	<b>20,863,734</b>	<b>8.4</b>	<b>8.0</b>	<b>-6.2</b>	<b>-9.2</b>	<b>-14.7</b>	<b>-14.2</b>	<b>4.2</b>	<b>6.2</b>	<b>3.0</b>	<b>-</b>	<b>3.8</b>	<b>Jul-12</b>
<i>MSCI Emerging Markets (Net)</i>				-5.6	-12.1	-20.3	-18.3	2.2	4.3	2.7	2.9	3.8	
RBC Global Emerging Equity	9,540,629	3.9		-6.6	-11.4	-18.0	-18.8	1.2	4.4	-	-	5.5	Jul-16
<i>MSCI Emerging Markets (Net)</i>				-5.6	-12.1	-20.3	-18.3	2.2	4.3	2.7	2.9	6.8	
Acadian Emerging Markets Equity Fund	11,323,105	4.6		-5.9	-7.3	-11.7	-9.8	-	-	-	-	6.0	Jan-20
<i>MSCI Emerging Markets (Net)</i>				-5.6	-12.1	-20.3	-18.3	2.2	4.3	2.7	2.9	0.6	
<b>Global Equity</b>	<b>29,285,732</b>	<b>11.8</b>	<b>12.0</b>	<b>-3.8</b>	<b>-5.8</b>	<b>-6.1</b>	<b>-1.6</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1.4</b>	<b>Apr-21</b>
<i>MSCI AC World Index (Net)</i>				-8.0	-12.9	-8.1	-5.4	9.4	9.5	7.9	9.2	-1.2	
GQG Partners Global Equity Fund	16,180,550	6.5		-2.4	0.6	5.0	10.7	-	-	-	-	13.2	Apr-21
<i>MSCI AC World Index (Net)</i>				-8.0	-12.9	-8.1	-5.4	9.4	9.5	7.9	9.2	-1.2	
Lindsell Train Global Equity LLC	13,105,182	5.3		-5.5	-13.3	-17.8	-14.4	-	-	-	-	-14.4	May-21
<i>MSCI World Index (Net)</i>				-8.3	-13.0	-6.3	-3.5	10.4	10.2	8.6	10.1	-3.5	



# UNITARIAN UNIVERSALIST ASSOCIATION

	Allocation			Performance (%)									
	Market Value (\$)	% of Portfolio	Policy (%)	1 Mo (%)	YTD (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	7 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
<b>Fixed Income Composite</b>	<b>55,573,446</b>	<b>22.5</b>	<b>23.0</b>	<b>-3.2</b>	<b>-6.1</b>	<b>-7.2</b>	<b>-6.5</b>	<b>0.8</b>	<b>1.3</b>	<b>1.6</b>	<b>2.3</b>	<b>3.7</b>	<b>Jul-02</b>
<i>Blmbg. U.S. Aggregate Index</i>				-3.8	-9.5	-9.4	-8.5	0.4	1.2	1.4	1.7	3.6	
<b>High Quality Fixed Income</b>	<b>33,620,381</b>	<b>13.6</b>	<b>13.0</b>	<b>-1.5</b>	<b>-3.8</b>	<b>-3.6</b>	<b>-3.1</b>	<b>2.1</b>	<b>2.2</b>	<b>2.1</b>	<b>-</b>	<b>2.2</b>	<b>Oct-14</b>
<i>Blmbg. U.S. Aggregate Index</i>				-3.8	-9.5	-9.4	-8.5	0.4	1.2	1.4	1.7	1.7	
Stone Castle FICA for Impact	15,994,151	6.5		0.0	0.0	0.0	0.1	-	-	-	-	0.3	Jan-20
<i>90 Day U.S. Treasury Bill</i>				0.0	0.1	0.1	0.1	0.7	1.1	0.9	0.6	0.3	
SSGA U.S. TIPS Indx NL CTF	4,577,023	1.9		-2.1	-	-	-	-	-	-	-	-3.9	Mar-22
<i>Blmbg. U.S. TIPS</i>				-2.0	-5.0	-1.1	0.7	5.4	3.9	3.2	2.3	-3.9	
SSGA U.S. Treasury Index NL CTP	13,049,208	5.3		-3.1	-	-	-	-	-	-	-	-6.1	Mar-22
<i>Blmbg. U.S. Treasury Index</i>				-3.1	-8.5	-8.3	-7.4	0.4	1.0	1.0	1.2	-6.1	
<b>Flexible Fixed Income</b>	<b>21,953,065</b>	<b>8.9</b>	<b>10.0</b>	<b>-5.7</b>	<b>-8.8</b>	<b>-11.0</b>	<b>-10.3</b>	<b>-0.4</b>	<b>0.5</b>	<b>1.0</b>	<b>-</b>	<b>1.8</b>	<b>Jul-12</b>
<i>Blmbg. U.S. Aggregate Index</i>				-3.8	-9.5	-9.4	-8.5	0.4	1.2	1.4	1.7	1.7	
Brandywine Global Opportunistic	10,689,243	4.3		-7.6	-9.9	-13.4	-12.5	0.7	1.0	-	-	1.4	Mar-17
<i>FTSE World Government Bond Index</i>				-5.9	-12.0	-14.0	-14.2	-1.9	-0.2	0.2	-0.4	0.1	
Loomis Multi Sector	11,263,822	4.6		-3.9	-9.3	-9.7	-8.3	3.0	3.3	-	-	3.4	Mar-17
<i>Blmbg. U.S. Gov't/Credit</i>				-4.0	-10.0	-9.8	-8.5	0.7	1.4	1.6	1.9	1.5	
<i>65% Bloomberg Aggregate / 35% Bloomberg HY</i>				-3.7	-9.1	-8.5	-7.4	1.3	2.1	2.4	3.0	2.2	
<b>Opportunistic Investments</b>	<b>508,875</b>	<b>0.2</b>	<b>0.0</b>	<b>-0.2</b>	<b>0.6</b>	<b>-0.7</b>	<b>-1.2</b>	<b>-1.0</b>	<b>0.6</b>	<b>0.5</b>	<b>2.3</b>	<b>2.9</b>	<b>Dec-10</b>
<i>CPI + 5% (Unadjusted)</i>				1.0	5.4	10.8	13.7	9.4	8.6	8.0	7.4	7.6	
Entrust Class X	508,875	0.2		-0.2	0.6	-0.7	-1.2	-2.8	-3.5	-	-	-3.4	Jan-17



# UNITARIAN UNIVERSALIST ASSOCIATION

	Allocation			Performance (%)									
	Market Value (\$)	% of Portfolio	Policy (%)	1 Mo (%)	YTD (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	7 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
<b>Private Markets</b>	<b>16,374,735</b>	<b>6.6</b>	<b>6.0</b>	<b>0.5</b>	<b>-1.6</b>	<b>14.9</b>	<b>22.1</b>	<b>12.6</b>	<b>11.7</b>	<b>10.2</b>	<b>-</b>	<b>10.0</b>	<b>Jun-14</b>
<i>Private Markets Custom Benchmark</i>				<i>0.0</i>	<i>0.0</i>	<i>9.0</i>	<i>19.9</i>	<i>17.5</i>	<i>16.5</i>	<i>15.2</i>	<i>-</i>	<i>14.7</i>	
<b>Impact Funds</b>	<b>10,641,023</b>	<b>4.3</b>	<b>0.0</b>	<b>-0.3</b>	<b>-4.9</b>	<b>15.1</b>	<b>22.1</b>	<b>18.7</b>	<b>15.3</b>	<b>-</b>	<b>-</b>	<b>12.3</b>	<b>Jul-15</b>
HCAP Partners IV LP	1,688,392	0.7											
Generation IM SS Fund III	2,269,027	0.9											
SJF Ventures	2,934,546	1.2											
RRG Sustainable	768,437	0.3											
Brockton Capital Fund III	1,947,822	0.8											
Grosvenor Advance Fund	630,690	0.3											
HCAP Partners V LP	402,109	0.2											
<b>Non Impact Funds</b>	<b>5,733,712</b>	<b>2.3</b>	<b>0.0</b>	<b>2.2</b>	<b>4.9</b>	<b>15.6</b>	<b>23.3</b>	<b>7.2</b>	<b>8.2</b>	<b>8.2</b>	<b>-</b>	<b>8.2</b>	<b>May-14</b>
Canvas Distressed Credit Fund	1,304,208	0.5											
FEG Private Opportunities Fund	1,797,496	0.7											
OCP Orchard Landmark	2,632,007	1.1		1.1	3.2	5.5	7.3	4.4	-	-	-	6.3	Nov-17
<i>JPM CEMBI Broad Index</i>				<i>-2.1</i>	<i>-11.9</i>	<i>-13.0</i>	<i>-11.9</i>	<i>0.1</i>	<i>1.7</i>	<i>2.8</i>	<i>3.5</i>	<i>1.1</i>	
<b>Community Development</b>	<b>2,898,801</b>	<b>1.2</b>	<b>3.0</b>	<b>5.2</b>	<b>5.2</b>	<b>5.5</b>	<b>6.0</b>	<b>2.9</b>	<b>2.2</b>	<b>1.9</b>	<b>1.8</b>	<b>1.9</b>	<b>Jul-07</b>
<i>90 Day U.S. Treasury Bill</i>				<i>0.0</i>	<i>0.1</i>	<i>0.1</i>	<i>0.1</i>	<i>0.7</i>	<i>1.1</i>	<i>0.9</i>	<i>0.6</i>	<i>0.8</i>	
<b>Cash and Other</b>	<b>12,268,504</b>	<b>5.0</b>	<b>1.0</b>										
Cash Account	11,451,551	4.6											
UUA SRI	816,953	0.3											

- Fiscal Year End: 6/30
- WCM Investment Management returns include Kennedy Capital returns from January 2018 to February 2019
- OCP Orchard performance is reported on a one month lag.
- Private Markets Custom Benchmark consists of 75% Cambridge Associates US Private Equity Index & 25% Credit Suisse Leveraged Loan Index as of 9/1/2018. The benchmark consisted of Cambridge Associates Global All Private Equity Vintage Year 2013+ 1 Qtr Lag benchmark prior to 9/1/2018 and of Cambridge Associates US Private Equity Index prior to 4/1/2015.
- Private equity is valued on a quarterly basis and updated as statements are received.
- Cash Market Value includes \$616,633 adjustment for pending capital additions into the UUA Endowment Fund. Cash and Other composite includes UUA SRI account.
- Net returns for the UUCEF Composite incorporate both investment management fees and UUA administrative fees/expenses.
- As of 4/1/22, the Policy Index is comprised of 27% Russell 1000, 6% Russell 2000, 14% MSCI EAFE, 8% MSCI Emerging Markets, 12% MSCI ACWI, 23% Bloomberg US Aggregate, 4% 91 Day T-Bills, and 6% Private Markets Custom Benchmark.



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Source of private fund performance benchmark data: Cambridge Associates, via Refinitiv





## **Opening Task Force Recommendation for UUCB's Board regarding the current vaccination verification policy**

### ***Recommended action:***

- ***Discontinue vaccine verification requirement for large events in the congregation while still requesting nonverbal affirmation of vaccination to be on campus for large church events (through signage, honor system, disclaimers)***
- ***Additional recommendation: expanding request of nonverbal affirmation of vaccination to be on campus for any size church event or activity (through signage, honor system, disclaimers)***
- The above means: honor system, nonverbal affirmation, meaning by entering campus folks are affirming they are vaccinated if available to them, the same way we have been non-verbally affirming symptom free
- ***With planned date on which to revisit the policy and potentially decide to suspend the request/honor system entirely***
- ***With planned conditions under which vaccine verification would be re-instituted (consider re-instituting if Covid ActNow returns to "high" for Contra Costa or Alameda county's community level)***

### **Rationale:**

- Sanctuary has adequate space and ventilation for safe gathering
- Compliance with Covid protocols is high in congregation
- Vaccination (and boosting) rate is very high in congregation

### **Notes:**

- Red heart stickers on name tags will indicate that someone has had their vaccination card visually verified and is entered into database system as "cleared"
- OTF believes we are not at a place to suspend the policy entirely yet since we are still anticipating the trends for omicron BA-2 and X (at least not as of the end of April)
- Add to signage: "by entering, you are affirming that you are vaccinated for Covid-19 and symptom free, or have received a medical exemption from the minister"
- Standards OTF has been using to guide recommendations: Covid ActNow data in Contra Costa and Alameda counties (positivity rate/cases, hospital/ICU utilization rates), waste water measurement trends, community transmission level from CDC
- Our recommendations and considerations continue to try to be thoughtful about children who cannot be vaccinated and members of our community who are immuno-compromised
- OTF does not currently recommend expanding our definition of fully vaccinated to include boosters due to the impact on volunteers and staff to recheck and re-verify all members and attendees if the verification policy were re-instituted and because there would need to be a judgment factor and more technical knowledge and specific information (and brand and date span checking) involved

Opening Task Force (OTF) membership: Patrick Cullinane, Lisa Maynard, Sheldon Jones, Tess Snook O'Riva, Michelle Collins

Prepared on April 25, 2022 for presentation at May 4, 2022 board meeting

# **THE WIDENING THE CIRCLE COMMITTEE REPORT TO THE UUCB BOARD OF TRUSTEES JUNE 1, 2022**

The Widening the Circle Committee thanks the Board for this reporting time. There are four parts to this report listed below. We are asking for the Board's consideration and vote.

1. Request to the Board to read an abridged version of the Board's Widening the Circle Vision statement. And for a continuous (evergreen) publication of the abridged vision statement in the monthly Beacon newsletter and the weekly "The Week Ahead."
2. Request for revisions to the Board's Widening the Circle Vision Statement.
3. Information on a Widening the Circle congregational activity for June 2022 called "Widening the Circle Sharing Sessions."
4. A message of appreciation to the Board.

**Request to the Board to read an abridged version of the Board's Widening the Circle Vision statement.  
And for an evergreen publication of the abridged vision statement in the monthly Beacon newsletter and the weekly "The Week Ahead."**

The Widening the Circle Committee (WTCC) feels that the Board's vision statement is so powerful and inspiring that we would like an abridged version to be read at the beginning of each Board meeting and included at the end of each monthly Beacon Newsletter and the weekly "The Week Ahead" email. The committee proposes the following for the abridged version.

**We, the trustees of UUCB, commit ourselves to championing racial justice, embodying anti-racist practices, and confronting and dismantling white supremacy culture and all forms of oppression (including but not limited to racism, sexism, ableism, homophobia, transphobia, classism, ageism, xenophobia and religious oppression, including anti-Semitism and Islamophobia) in everything we do.**

In summary we are requesting your consideration and vote:

- 1) To read an abridged vision statement at each Board meeting; and
- 2) To publish, continuously (evergreen), the abridged vision statement within UUCB's primary two communication channels: the monthly Beacon and weekly "The Week Ahead."

# Request for revisions to the Board's Full Widening the Circle Vision Statement.

The Widening the Circle Committee requests two revisions to the Board's wonderful Widening the Circle Vision statement. These revision requests are in **red** below.

## UUCB Board Widening the Circle Vision Adopted by the UUCB Board of Trustees on 12/1/21

We, the trustees of the Unitarian Universalist Church of Berkeley, have heard the urgent call to Racial Justice. We commit ourselves to championing racial justice, embodying anti-racist practices, and confronting and dismantling white supremacy culture and all forms of oppression (including but not limited to racism, sexism, ableism, homophobia, transphobia, classism, ageism, xenophobia, **and religious oppression, including anti-Semitism and Islamophobia**) in everything we do. We commit ourselves to working towards "Widening Our Circle" by embracing the following principles:

**Congregational spiritual practice and actions of anti-racism and anti-oppression** are essential to our congregational life.

**Continuous learning and healing** are necessary on this journey toward Racial Justice because racism and oppression are persistent, ever-changing and embedded in our psyches and societal structures. In our search for truth and meaning, we grow in awareness, recognizing that our actions have consequences.

**Accountability and responsibility** for eliminating white supremacy, racism and oppression are crucial to all we do personally and as a congregation and church organization.

**Brave perseverance** guides us. We know the way forward will not be easy. As we face hard truths about ourselves and within our current congregational culture, we stay in the room when things get difficult.

**Worship supports spiritual growth and radical inclusion** and is a time for reflection and introspection. We recognize that not every worship service will speak to all.

**Broadening our perspective brings joy** as we see a world opening us up to new possibilities, new partnerships and change we never could have envisioned.

**We strive to lead our children by example** so that they too will become anti- racism and anti-oppression agents of change. **We also commit to following the lead of our children and youth, as they are often closer to the growing-edge of new practices for inclusion.**

**White supremacy culture** is pervasive, personal, and abhorrent. It is not “out there,” somewhere else, in someone else. We strive to remain vigilant in acknowledging the effects of white supremacy culture in ourselves and our congregation, that we may heal and grow toward our chosen values.

**Doing the work** is vital—educating ourselves, creating inclusive worship services, developing emotional tools for responding to criticism and change, and becoming consequential in the wider community.

We always ask ourselves, “How will we widen our circle? How will we matter to the world?”



## **Information on a Widening the Circle congregational activity for June 2022 called “Widening the Circle Sharing Sessions.”**

The Widening of the Circle Committee has been working hard and wants to go deeper by inviting congregants to share their thoughts on how UUCB can widen its circle of concern.

In June 2022, we will be offering two “Widening the Circle Sharing Sessions.” These sessions will allow our committee to hear from congregants and allow congregants to engage with each other on this topic.

Below is the announcement we will be sending out:

Would you like to engage with your fellow congregants to explore Widening the Circle of Concern topics? Are you ready to go a little deeper?

This June, your Widening the Circle Committee (WTCC) is hosting two sharing sessions.

- You will have an opportunity to dive in and share, chalice circle style, with a few questions given in advance as prompts.
- There is nothing you need to study beforehand, and there is no commitment as these are one-time only sessions.
- Space will be limited to give ample time for each participant to share, so registration in advance is required.

Off-site via Zoom: Wednesday, 6/15/22, 7 - 8:30 pm, and Wednesday, 6/29/22, 7 – 8:30 p.m. Zoom link will be provided to registrants in advance.

To let us know you’re able to come, email Lonnie Moseley ([lonniemoseley@hotmail.com](mailto:lonniemoseley@hotmail.com)) or email "[WidenTheCircle@uucb.org](mailto:WidenTheCircle@uucb.org)" with any questions.

Hope to see you there!

## **A message of appreciation to the Board**

Finally, the Widening the Circle Committee would like to thank the Board for their continued commitment to the Widening of the Circle recommendations in their support to financially assist a diverse group of congregants to attend the UUA General Assembly.

We also thank the Board for their commitment to the Widening of the Circle recommendations in their selection of congregants for the Ministerial Search Committee.

Sincerely,

Members of the Widening the Circle Committee:

Cynthia Asprodites

Elizabeth (Liz) Der

Suzette Anderson-Duggan

Dorothy Herzberg

Frances Moulton

Lonnie Moseley

Melissa Rosales