

**Unitarian Universalist Church of Berkeley  
Board of Trustees Meeting Agenda  
Wednesday, August 3, 2022**

**Via Zoom:** <https://zoom.us/j/91070175965?pwd=d2FUcWZCQjYzVEF2MFZabWJQQRrUT09>

**6:00 PM EXECUTIVE SESSION**

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

- a. Chalice reading & lighting - Beth
- b. Board Covenant reading - Michael
- c. Land Acknowledgement Statement – Helen
- d. Widening the Circle Statement - Elaine

**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 July 6, 2022
- c. Accept monthly Treasurer’s Report
- d. Accept monthly Executive Director’s Report

**7:25 3. MINISTER’S REPORT**

**7:35 4. ANNOUNCEMENTS/LISTENING**

- a. Board or staff announcements, Board Listening Presence
- b. Congregants who wish to speak to the Board on agenda items or other matters

**7:45 5. DISCUSSION/ACTION ITEMS**

- a. Board Self-Evaluation: Revisions to the Board Governance Manual provisions pertaining to the Board of Trustees, and related discussion/action

**8:10 6. BOARD COMMITTEE MEMBER/LIAISON REPORTS**

- a. Confirmation of Board Member Committee/Liaison Roles

**8:20 7. ADJOURNMENT**

August Listening Presence: **Helen**

September Listening Presence: **Beth**

September Beacon (due August 15): **Bill**

## **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.

### **Widening the Circle Vision Statement**

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.

### **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.

**Unitarian Universalist Church of Berkeley Board of Trustees Meeting  
Wednesday, July 6 2022**

**Meeting Conducted via Zoom Video Conference**

**Minutes – Draft**

**ATTENDEES**

Voting members: Michael Armstrong, Bill Brown, Pier Ho, Randall Hudson, Beth Pollard, David Roberts, Cordell Sloan, Helen Tinsley-Jones

Absent: Elaine Miller

Ex officio members: Selene Fabiano (Secretary), Lenore Ralston (Treasurer)

Visitors: Lynn Hammond, Ann Harlow, Greg Lemieux, Larry Nagel, Sandy Portillo-Robbins, Melissa Rosales, Lorraine Schnurr, Marta Tobey

A quorum being present, the meeting was called to order by Beth Pollard, president, at 7:01p.m. Helen did the chalice lighting and reading, Pier read the Board covenant, Lenore read the land acknowledgement, and Beth read the Widening the Circle Vision Statement.

**CONSENT AGENDA**

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

- Approve agenda
- Approve Board Meeting minutes of June 1, 2022
- Receive with gratitude a summary of UUA General Assembly 2022 prepared by Melissa Rosales
- Accept Monthly Treasurer's Report

**INFORMATION ITEM**

Beth thanked Melissa for her fabulous summary of GA 2022

**LISTENING**

**Announcements:** Beth asked board members to visit Freestone before September. The Freestone Retreat Committee is hosting visits to the church's Freestone property other Saturday this summer (July 9<sup>th</sup>, July 23<sup>rd</sup>, Aug 6<sup>th</sup>, Aug 20<sup>th</sup>). A light lunch will be served. Dave Wemmer is the contact person.

**Report from Board listening presence: None**

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

**DISCUSSION/ACTION ITEMS:**

**Update and Recommendation from the Ministerial Search Committee (MSC).**

Greg Lemieux, Sandy Portillo-Jones, and Lorraine Schnurr represented the MSC.

Greg reported the following work done by the committee thus far:

- Informational meeting with Christine Purcell, UUA Transitions Program Manager
- QA session with Rev Michelle
- Attended the UUA Ministerial Search All Day Training on June 18 ( 160 people from US and Canada were there)
- Read early chapters of MSC Handbook

In response to the Board's request for the MSC to make a recommendation re type of ministry search (Settled UU, Contract UU, or Contract Non-UU), Greg reported that the MSC has determined the following:

1. They don't have enough information to do that yet.
2. They need to begin the search process for a settled minister to help clarify what the congregation needs.
3. Going through the search process for a settled minister does not preclude them from ultimately deciding on another type of minister; they can pivot at any time.

Greg shared the UUA's recommended timeline for a settled minister search:

- MSC Retreat: July/August
- Gather input from congregation: September-Oct\*\*\*
- "Beyond Categorical Thinking Workshop\*\*\*\*": Nov 5
- Consolidate Info/Work on the Website November
- Formally Initiate Search: Dec 1

\*\*\* MSC wants to begin engaging the congregation informally in July & August. (e.g. Greg had some good conversations at the July 4<sup>th</sup> get-together) Formally in Sept-Oct via survey and cottage meetings (AKA focus groups)

\*\*\*\* Whole congregation workshop to encourage us to go beyond our biases re what a minister should look like.

Based on the UUA's timeline and recommendation, the MSC asked the Board's permission to do the following 3 things:

- a. Defer the recommendation to the Board on the type of ministry UUCB will seek
- b. Approval for the MSC's formal engagement in the Settled Minister search process. This:
  - Allows MSC to request a retreat date
  - Provides MSC with UUA support for both settled and contract minister exploration
  - The MSC is waiting for a list of congregations who have a contract minister from the UUA. (Asked Christine Purcell to provide this to UUCB, so MSC can engage with these congregations re what these different types of ministry look like.)Transitions Office
- c. Have the Board reflect on and discuss the Search Committee's role in the event a contract ministry is recommended. If a decision is made to go ahead with a contract minister, MSC would not necessarily need to be part of this, although they're assuming the Board would probably want their help with this.

## Discussion

Some questions were raised and the following information was shared:

1. Costs associated with the MSC Retreat: Will need to pay for a facilitator (cost for that is not yet known). Retreat could be do virtually, in-person, or hybrid.
2. Ways the MSC will engage the congregation include the MSC's going to established groups (e.g. choir, chalice circles, social justice), as well as creating opportunities for other church members to provide their input regarding the congregation's needs vis a vis a new minister.
3. A Developmental minister has not yet been ruled out. The MSC will be listening for particular issues that come up in conversations with the congregation that suggest the need/wish for a developmental minister.
4. Engaging with UUA doesn't prevent the MSC from other kinds of searches (e.g. for a non-UUA contract minister).

Beth suggested we break the MSC's recommendations into 2 separate actions.

1. Dave motioned that the MSC's engagement in the UUA ministerial search process be conducted in parallel with other aspects of the search process, as a necessary and non-exclusive process. Pier seconded. The motion passed unanimously.
2. The Board agreed to reflect on and discuss the Search Committee's role in the event a contract ministry is recommended.

Board members affirmed that they would want the MSC to be involved in decisions regarding a contract minister. Board and committee members noted that specific role of the Search Committee in selecting a contract minister can be decided later.

## **ADJOURNMENT**

- a. Adjourn in memory of Kevin Campbell: Lenore led us in this adjournment.

b. Adjourn to Executive Session Board Retreat

Respectfully submitted,

Selene Fabiano, Secretary

**UPCOMING EVENTS AND BOARD RESPONSIBILITIES**

July Listening Presence: Cordell

August Listening Presence: Helen

Next Board Meeting: Wednesday August 3rd

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

Dear Friends,

I have attached the usual account updates from Endowment, UUCB Mechanics Bank, other UUCB banking assets. and the balance sheet and comparisons sheet for the end of the fiscal year.

Several of us have been working closely with Carolyn James, a new member to UUCB, in anticipation of her taking on some of the Treasurer's jobs. She already has taken on some responsibilities for the deposit team while Anne Greenwood is in Europe. Carolyn is a CPA and has extensive experience working with non-profits and audits. Several of us will have input into bringing her up-to-speed at UUCB. We are lucky to have her!

We are also thrilled to have Pier Sun Ho who is possibly joining the Finance Committee as the second Board member (after David Roberts). Pier, as we have come to know, is a whiz with computers! Not to mention being wonderful to work with!

Note: the only monetary thing to report is that inflation and stock market turmoil has continued to eat into our Endowment. The UUCEF, as of May 31, 2022, reports a 12.1% loss in all Endowment fuds for FY 2021-2022. As of June 2022, the consumer price index for the SF Bay area has hit 13.8 percent since a year ago. The recent increases are, however, on top of years of CPI rises in the East Bay over more than two decades. "[Between 2000 and 2022, CPI saw an increase of 72.07%, one of the fastest growing cost-of-living for US metro areas. Bay Area Council, Economic Institute.](#)" According to the U.S. Bureau of Labor Statistics, prices in San Francisco, California are 79.52% higher in 2022 versus 2000 (a \$79.52 difference in value).

Respectfully submitted,

Lenore Ralston, Treasurer

Attach.

1. August\_Rpt to Board\_6\_30\_2022\_UUCB Treasurer's Report
2. FINAL\_Financial Report\_August
3. May 31, 2022\_2022/06/UUA-Flash-Drive-05312022.pdfv



# MONTHLY PERFORMANCE REPORT

**UNITARIAN UNIVERSALIST COMMON  
ENDOWMENT FUND, LLC**

**MAY 31, 2022**

Krissy Pelletier, Partner

Kelly Regan, Sr. Consultant

Jian Zhang, CFA, CAIA, Sr. Consulting Analyst





# 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>246,032,590</b>	<b>100.0</b>	<b>100.0</b>	<b>-0.1</b>	<b>-11.7</b>	<b>-10.5</b>	<b>-9.6</b>	<b>7.2</b>	<b>6.9</b>	<b>6.1</b>	<b>7.3</b>	<b>7.0</b>	<b>Jul-02</b>
<i>Allocation Index</i>				0.2	-9.8	-7.3	-6.6	7.8	6.3	5.8	7.0	6.6	
<i>Policy Index</i>				0.2	-10.9	-8.1	-6.8	8.1	6.8	6.2	7.4	-	
<b>Composite (Net)</b>	<b>246,032,590</b>	<b>100.0</b>	<b>100.0</b>	<b>-0.2</b>	<b>-12.1</b>	<b>-11.2</b>	<b>-10.5</b>	<b>6.2</b>	<b>5.7</b>	<b>4.9</b>	<b>6.2</b>	<b>5.9</b>	<b>Jul-02</b>
<i>Allocation Index</i>				0.2	-9.8	-7.3	-6.6	7.8	6.3	5.8	7.0	6.6	
<i>Policy Index</i>				0.2	-10.9	-8.1	-6.8	8.1	6.8	6.2	7.4	-	
<b>Domestic Equity Composite</b>	<b>71,448,005</b>	<b>29.0</b>	<b>33.0</b>	<b>-1.6</b>	<b>-20.9</b>	<b>-18.6</b>	<b>-16.6</b>	<b>10.1</b>	<b>10.7</b>	<b>9.6</b>	<b>12.5</b>	<b>10.1</b>	<b>Jul-02</b>
<i>Russell 3000 Index</i>				-0.1	-13.9	-6.0	-3.7	15.6	12.7	11.5	14.0	9.7	
<b>Large Cap Equity</b>	<b>55,398,656</b>	<b>22.5</b>	<b>27.0</b>	<b>-2.1</b>	<b>-22.8</b>	<b>-20.3</b>	<b>-17.8</b>	<b>9.8</b>	<b>11.2</b>	<b>10.3</b>	<b>-</b>	<b>12.8</b>	<b>Jul-12</b>
<i>Russell 1000 Index</i>				-0.2	-13.7	-5.1	-2.7	16.0	13.1	11.9	14.2	13.9	
Rhumblin	31,101,485	12.6		2.0	-6.9	-1.6	-2.5	10.5	9.3	9.0	11.9	7.7	Aug-05
<i>Russell 1000 Value Index</i>				1.9	-4.5	2.1	0.9	12.8	9.5	8.8	12.1	7.8	
Sands	11,740,275	4.8		-8.4	-42.5	-44.2	-40.1	4.5	10.1	9.4	12.3	10.9	Dec-03
<i>Russell 1000 Growth Index</i>				-2.3	-21.9	-11.8	-6.3	18.3	16.1	14.5	16.1	10.9	
Ownership Capital Global Equity (USD) Fund, L.P.	12,556,895	5.1		-5.4	-30.2	-25.5	-21.1	-	-	-	-	4.6	May-20
<i>MSCI Kokusai Index (Net)</i>				0.0	-12.9	-5.7	-4.2	13.2	10.2	9.0	11.4	18.5	
<b>Small/Mid Cap Equity</b>	<b>16,049,349</b>	<b>6.5</b>	<b>6.0</b>	<b>0.1</b>	<b>-13.3</b>	<b>-12.3</b>	<b>-12.2</b>	<b>10.7</b>	<b>9.4</b>	<b>6.9</b>	<b>-</b>	<b>10.8</b>	<b>Jul-12</b>
<i>Russell 2000 Index</i>				0.2	-16.6	-18.5	-16.9	9.7	7.7	7.3	10.8	10.4	
Wellington SMID	9,896,616	4.0		2.9	-5.2	-0.7	-3.2	9.4	6.6	-	-	7.5	Apr-16
<i>Russell 2500 Value Index</i>				1.9	-6.4	-2.5	-3.8	12.7	8.6	8.1	11.2	10.2	
WCM Investment Management	6,152,733	2.5		-4.1	-23.7	-26.1	-23.6	8.6	-	-	-	7.4	Jan-18
<i>Russell 2000 Growth Index</i>				-1.9	-24.8	-29.0	-25.7	6.2	6.9	6.1	10.6	4.5	

- MSCI Kokusai is the MSCI World Index excluding Japan.



# 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>International Equity Composite</b>	<b>58,186,443</b>	<b>23.6</b>	<b>22.0</b>	<b>0.6</b>	<b>-13.8</b>	<b>-15.1</b>	<b>-15.7</b>	<b>6.3</b>	<b>5.4</b>	<b>4.4</b>	<b>6.3</b>	<b>5.8</b>	<b>Jul-02</b>
<i>MSCI AC World ex USA (Net)</i>				0.7	-10.7	-11.8	-12.4	6.5	4.4	3.8	6.4	6.3	
<b>International Equity</b>	<b>37,049,371</b>	<b>15.1</b>	<b>14.0</b>	<b>0.3</b>	<b>-16.8</b>	<b>-15.9</b>	<b>-17.0</b>	<b>5.9</b>	<b>5.1</b>	<b>4.5</b>	<b>-</b>	<b>6.5</b>	<b>Jul-12</b>
<i>MSCI EAFE (Net)</i>				0.7	-11.3	-9.4	-10.4	6.4	4.2	3.7	7.2	6.5	
MFS International Concentrated	15,019,502	6.1		0.8	-13.9	-9.3	-10.8	8.3	7.3	6.5	-	6.9	Apr-13
<i>MSCI EAFE (Net)</i>				0.7	-11.3	-9.4	-10.4	6.4	4.2	3.7	7.2	4.9	
Boston Common	11,598,826	4.7		-0.1	-19.9	-19.8	-20.6	4.9	3.0	3.0	6.2	4.7	May-10
<i>MSCI EAFE (Net)</i>				0.7	-11.3	-9.4	-10.4	6.4	4.2	3.7	7.2	5.1	
Baxter Street	10,431,043	4.2		-0.1	-17.3	-19.9	-20.8	3.5	4.9	-	-	7.0	Apr-16
<i>MSCI AC World ex USA (Net)</i>				0.7	-10.7	-11.8	-12.4	6.5	4.4	3.8	6.4	6.6	
<b>Emerging Market Equity</b>	<b>21,137,072</b>	<b>8.6</b>	<b>8.0</b>	<b>1.3</b>	<b>-8.1</b>	<b>-13.6</b>	<b>-13.5</b>	<b>6.4</b>	<b>5.8</b>	<b>3.7</b>	<b>-</b>	<b>3.9</b>	<b>Jul-12</b>
<i>MSCI Emerging Markets (Net)</i>				0.4	-11.8	-20.0	-19.8	5.0	3.8	3.4	4.2	3.8	
RBC Global Emerging Equity	9,676,766	3.9		1.4	-10.1	-16.9	-18.1	3.5	4.0	-	-	5.7	Jul-16
<i>MSCI Emerging Markets (Net)</i>				0.4	-11.8	-20.0	-19.8	5.0	3.8	3.4	4.2	6.8	
Acadian Emerging Markets Equity Fund	11,460,306	4.7		1.1	-6.3	-10.7	-9.2	-	-	-	-	6.2	Jan-20
<i>MSCI Emerging Markets (Net)</i>				0.4	-11.8	-20.0	-19.8	5.0	3.8	3.4	4.2	0.7	
<b>Global Equity</b>	<b>29,654,087</b>	<b>12.1</b>	<b>12.0</b>	<b>1.3</b>	<b>-4.6</b>	<b>-4.9</b>	<b>-3.1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2.4</b>	<b>Apr-21</b>
<i>MSCI AC World Index (Net)</i>				0.1	-12.8	-8.0	-6.8	11.7	9.0	8.0	10.3	-1.0	
GQG Partners Global Equity Fund	16,758,394	6.8		3.6	4.2	8.8	11.4	-	-	-	-	15.6	Apr-21
<i>MSCI AC World Index (Net)</i>				0.1	-12.8	-8.0	-6.8	11.7	9.0	8.0	10.3	-1.0	
Lindsell Train Global Equity LLC	12,895,693	5.2		-1.6	-14.6	-19.2	-18.1	-	-	-	-	-14.7	May-21
<i>MSCI World Index (Net)</i>				0.1	-13.0	-6.2	-4.8	12.6	9.7	8.6	11.1	-3.2	

# 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>55,620,680</b>	<b>22.6</b>	<b>23.0</b>	<b>0.1</b>	<b>-6.0</b>	<b>-7.1</b>	<b>-7.0</b>	<b>0.5</b>	<b>1.2</b>	<b>1.6</b>	<b>2.3</b>	<b>3.7</b>	<b>Jul-02</b>
<i>Blmbg. U.S. Aggregate Index</i>				0.6	-8.9	-8.9	-8.2	0.0	1.2	1.5	1.7	3.7	
<b>High Quality Fixed Income</b>	<b>33,600,257</b>	<b>13.7</b>	<b>13.0</b>	<b>-0.1</b>	<b>-3.9</b>	<b>-3.7</b>	<b>-3.3</b>	<b>1.1</b>	<b>2.0</b>	<b>2.2</b>	<b>-</b>	<b>2.2</b>	<b>Oct-14</b>
<i>Blmbg. U.S. Aggregate Index</i>				0.6	-8.9	-8.9	-8.2	0.0	1.2	1.5	1.7	1.7	
Stone Castle FICA for Impact	15,997,985	6.5		0.0	0.0	0.1	0.1	-	-	-	-	0.3	Jan-20
<i>90 Day U.S. Treasury Bill</i>				0.1	0.1	0.1	0.1	0.7	1.1	0.9	0.6	0.3	
SSGA U.S. TIPS Indx NL CTF	4,530,939	1.8		-1.0	-	-	-	-	-	-	-	-4.9	Mar-22
<i>Blmbg. U.S. TIPS</i>				-1.0	-5.9	-2.0	-1.4	4.4	3.7	3.1	2.0	-4.8	
SSGA U.S. Treasury Index NL CTP	13,071,333	5.3		0.2	-	-	-	-	-	-	-	-6.0	Mar-22
<i>Blmbg. U.S. Treasury Index</i>				0.2	-8.3	-8.1	-7.5	-0.3	0.9	1.1	1.1	-5.9	
<b>Flexible Fixed Income</b>	<b>22,020,423</b>	<b>9.0</b>	<b>10.0</b>	<b>0.3</b>	<b>-8.6</b>	<b>-10.8</b>	<b>-10.9</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>				0.6	-8.9	-8.9	-8.2	0.0	1.2	1.5	1.7	1.7	
Brandywine Global Opportunistic	10,737,829	4.4		0.4	-9.5	-13.0	-13.5	0.5	0.7	-	-	1.5	Mar-17
<i>FTSE World Government Bond Index</i>				-0.1	-12.0	-14.1	-15.0	-2.5	-0.6	0.5	-0.4	0.1	
Loomis Multi Sector	11,282,595	4.6		0.1	-9.2	-9.6	-8.7	2.8	3.1	-	-	3.4	Mar-17
<i>Blmbg. U.S. Gov't/Credit</i>				0.5	-9.6	-9.4	-8.5	0.2	1.4	1.7	1.8	1.6	
<i>65% Bloomberg Aggregate / 35% Bloomberg HY</i>				0.5	-8.6	-8.0	-7.2	1.2	2.1	2.5	3.0	2.3	
<b>Opportunistic Investments</b>	<b>507,809</b>	<b>0.2</b>	<b>0.0</b>	<b>-0.2</b>	<b>0.4</b>	<b>-0.9</b>	<b>-1.2</b>	<b>-0.2</b>	<b>0.4</b>	<b>0.6</b>	<b>2.6</b>	<b>2.9</b>	<b>Dec-10</b>
<i>CPI + 5% (Unadjusted)</i>				1.5	7.0	12.5	14.0	9.7	8.8	8.1	7.6	7.7	
Entrust Class X	507,809	0.2		-0.2	0.4	-0.9	-1.2	-2.7	-3.2	-	-	-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>16,554,398</b>	<b>6.7</b>	<b>6.0</b>	<b>-0.5</b>	<b>-2.2</b>	<b>14.3</b>	<b>16.9</b>	<b>12.3</b>	<b>11.6</b>	<b>10.1</b>	<b>-</b>	<b>9.8</b>	<b>Jun-14</b>
<i>Private Markets Custom Benchmark</i>				<i>-0.6</i>	<i>-0.6</i>	<i>8.3</i>	<i>19.0</i>	<i>17.3</i>	<i>16.4</i>	<i>15.1</i>	<i>-</i>	<i>14.5</i>	
<b>Impact Funds</b>	<b>10,849,574</b>	<b>4.4</b>		<b>-0.6</b>	<b>-5.4</b>	<b>14.5</b>	<b>14.5</b>	<b>18.4</b>	<b>15.3</b>	<b>-</b>	<b>-</b>	<b>12.1</b>	<b>Jul-15</b>
HCAP Partners IV LP	1,802,807	0.7											
Generation IM SS Fund III	2,029,640	0.8											
SJF Ventures	3,019,476	1.2											
RRG Sustainable	833,834	0.3											
Brockton Capital Fund III	1,947,822	0.8											
Grosvenor Advance Fund	656,816	0.3											
HCAP Partners V LP	559,179	0.2											
<b>Non Impact Funds</b>	<b>5,704,824</b>	<b>2.3</b>		<b>-0.5</b>	<b>4.3</b>	<b>15.0</b>	<b>21.2</b>	<b>7.0</b>	<b>8.1</b>	<b>8.1</b>	<b>-</b>	<b>8.0</b>	<b>May-14</b>
Canvas Distressed Credit Fund	1,256,406	0.5											
FEG Private Opportunities Fund	1,797,496	0.7											
OCP Orchard Landmark	2,650,921	1.1		0.7	3.9	6.3	7.3	4.6	-	-	-	6.3	Nov-17
<i>JPM CEMBI Broad Index</i>				<i>-0.5</i>	<i>-12.3</i>	<i>-13.5</i>	<i>-12.9</i>	<i>-0.3</i>	<i>1.5</i>	<i>2.7</i>	<i>3.6</i>	<i>1.0</i>	
<b>Community Development</b>	<b>2,898,801</b>	<b>1.2</b>	<b>3.0</b>	<b>0.0</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>0.1</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>11,162,368</b>	<b>4.5</b>	<b>1.0</b>										
Cash Account	10,313,199	4.2											
UUA SRI	849,169	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 \$405,421 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% 90 Day T-Bills, and 6% Private Markets Custom Benchmark.



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A “since inception” return, if reported, begins with the first full month after funding, although actual inception dates (e.g. the middle of a month) and the timing of cash flows are taken into account in Composite return calculations.

NEPC’s preferred data source is the plan’s custodian bank or record-keeper. If data cannot be obtained from one of the preferred data sources, data provided by investment managers may be used. Information on market indices and security characteristics is received from additional providers. While NEPC has exercised reasonable professional care in preparing this report, we cannot guarantee the accuracy of all source information contained within. In addition, some index returns displayed in this report or used in calculation of a policy index, allocation index or other custom benchmark may be preliminary and subject to change.

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The opinions presented herein represent the good faith views of NEPC as of the date of this presentation and are subject to change at any time. Neither fund performance nor universe rankings contained in this report should be considered a recommendation by NEPC.

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







End (Limitation)	Topic	Action/Discussion/Information
		<ul style="list-style-type: none"> <li>The efforts to improve composting and recycling on campus are being passionately pursued by the Climate Action Committee. Dedication to manually separating garbage, providing additional compost bins in the bathrooms, and improving signage are appreciated and being supported by Facilities staff. Thank you, Lucinda Young and the Committee!</li> </ul>
<p><b>Community</b> (People are loved, valued, &amp; connected)</p>	<p><b>Admin &amp; Operations</b></p>	<ul style="list-style-type: none"> <li>Caitlyn’s family leave will be covered by a combination of hiring a temporary Administrator and other staff covering some of her duties. Office management, email admin, and Sunday prep will be handled primarily by Gillian Smith, UUCB member. Charis will be assuming more responsibilities regarding Breeze and other support activities. Please continue to send inquiries to <a href="mailto:administrator@uucb.org">administrator@uucb.org</a> and Gillian will triage requests. Caitlyn is scheduled to return November 1<sup>st</sup>. We will announce the baby’s arrival as soon as we are informed.</li> <li>We have partnered with the Reentry Success Center and East Bay Works to build a relationship in support of providing employment opportunities for disadvantaged populations. We hope to fill the Facilities Assistant job shortly and are currently conducting interviews. We are also pursuing being an on-the-job training site for administrators, but that would necessitate additional congregational volunteering at this time, due to Caitlyn’s leave.</li> <li>The Opening Task Force (OTF) has stated support for outdoor-only potlucks and continues to emphasize the importance of up-to-date boosters and masking up indoors. Multiple members continue to not wear masks indoors and enforcement options are being discussed. Everyone is asked to remind people they see without a mask to replace it in hopes that gentle reminders will be sufficient. Coming and telling the ED that someone isn’t wearing their mask is not as helpful. We expect everyone to act in covenant and protect each other by following the recommendations of the OTF.</li> <li>Many people have visited Freestone already, including staff, and picnics continue through this month. I am in conversation with Tina Wallis at the request of the Freestone Committee to address some of their concerns about her position letter.</li> <li>Vacations: Diana Steinbach, Finance Administrator, will be off August 1-5. Tess will be handling payroll an urgent check requests during that time. All other requested to be patient.</li> </ul>



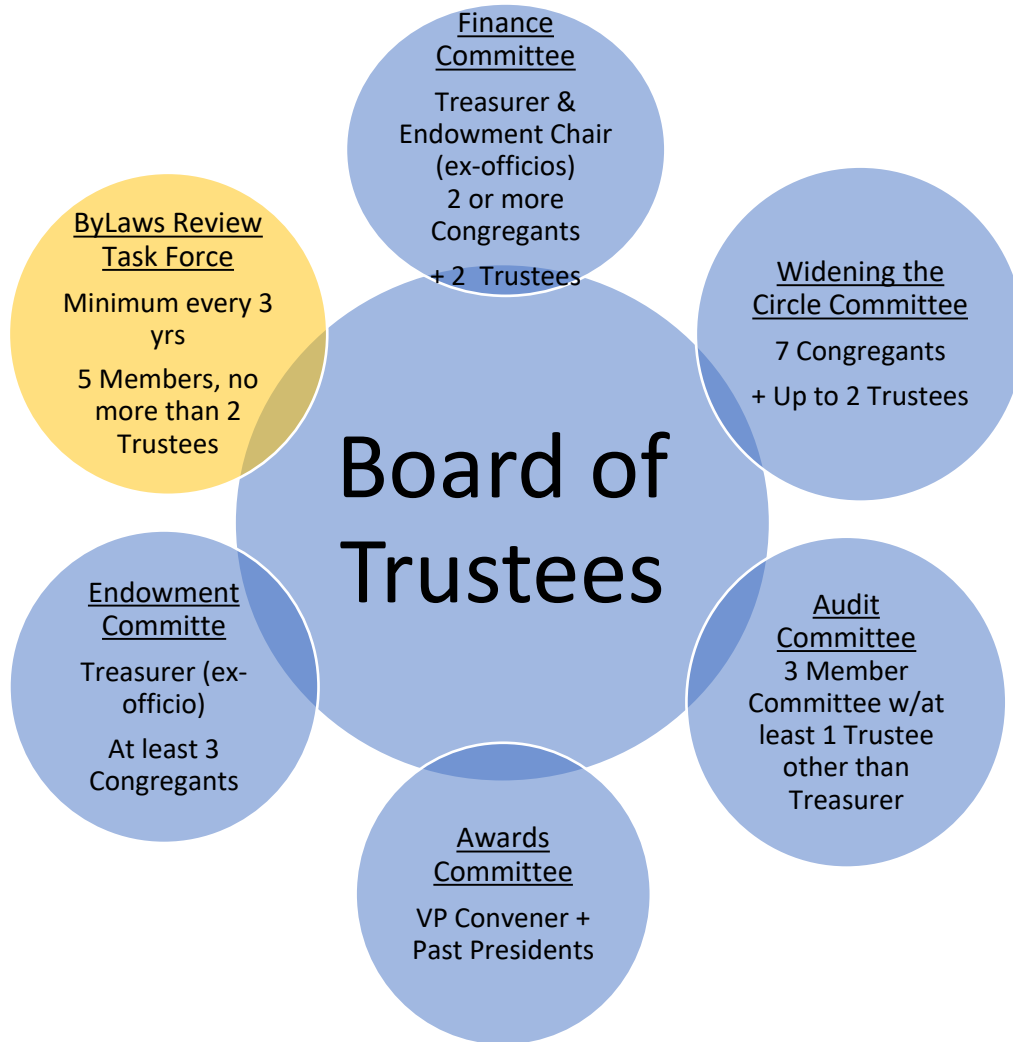
<p><b>Faith in Action</b> (Social &amp; Environmental Justice)</p> <p><b>Sustainability</b> (Preserving and enhancing UUCB's fiscal and physical assets)</p>	<p><b>Events &amp; Calendar</b></p>	<ul style="list-style-type: none"> <li>• Trackers Earth contract continues through the end of August. Over 250 children pass through our doors every day, with around 30-50 staying for extended care in the afternoons on any given week. Every week is a new program and potentially new kids, and parents have been asking questions about UUCB and taking brochures from the Info Table. Signs saying "Welcome Trackers Families!" with a QR code link to Family Ministry programming have been posted in various locations.</li> <li>• The Family Ministry potluck was a great success, and there's an ice cream social planned for Aug 3<sup>rd</sup> at 3:30 to connect with Trackers Families. Please RSVP directly to Heaven Walker.</li> <li>• Summer Forum continues to be offered as a hybrid presentation, with presenters in person and/or remote, and attendees having the same option. Technical challenges should be address when the dedicated laptop is complete.</li> <li>• Youth camp-in is August 12<sup>th</sup>. Openings still available.</li> <li>• Kevin Campbell Memorial is August 13, 2022.</li> <li>• OWL training is August 19-21. UUCB is sponsoring this regional training for interested facilitators from all over the country. Additional volunteers for check in and logistics needed.</li> <li>• August 27<sup>th</sup> at 9 am is the next Work Party in preparation for the beginning of the church year. All UUCBers are encouraged to come help beautify our campus to welcome everyone!</li> <li>• The Landscaping Committee deserves recognition for their invaluable help. They have been evaluating/fixing our irrigation system, pruning, weeding, planting around the Terrace (doesn't it look great?) and hand-watering where necessary. Kudos to Phil Maynard, Carol Carlisle, Sheldon Jones, Ann Harlow, Don Klose, and anyone else I forgot!</li> </ul>
<p><b>Community</b> (People are loved, valued, &amp; connected)</p>	<p><b>Safety &amp; Security</b></p>	<ul style="list-style-type: none"> <li>• Safety is a weekly standing agenda item at our UUCB Staff meetings. No new items have been raised.</li> <li>• Parking lot lights in the main parking lot have been converted to LED lights and should improve nighttime lighting while reducing electricity usage.</li> <li>• Rexx Lock &amp; Key has been contracted to find a keypad or other non-key solution to the doors of the RE building because they have push-bars, which do not support traditional electronic locks without modifications.</li> </ul>

**Board Governance Manual Draft Amendments**  
**August 3, 2022**

<b>1.</b>	<b>Section 1.10 - Board Committees</b>  <u>Improvement suggestion: Ensure connection with Board Committees</u> <b>Add blue italics to second paragraph:</b> Board Committees, Task Forces, and Teams will communicate with the Board regularly, <i>including at least an annual report to the Board on work completed, underway and contemplated, and any recommendations for new or amended Board policy or other actions.</i> Endowment Liaison: The Treasurer will continue to serve in this role. Re-visit next year to assure not overloading Treasurer role.  <b>Audit Committee: Clarify role</b>
<b>2.</b>	<b>Section 1.2 Policy Development &amp; Adoption</b>  <u>Improvement suggestion: Strengthen the Board’s understanding of what’s going on with the programs of the church</u> <b>Section 4.2– Program Council - Add under Program Council Charge:</b> <i>Informing the Board of Trustees about program activities through transmittal of Program Council meeting minutes or other summaries.</i>
<b>3.</b>	<b>Section 1.4 Contributions &amp; Responsibilities</b>  <u>Improvement suggestion: Define “Ends” and “environmental analysis.”</u> <b>Add blue wording as footnotes:</b>  <i><b>Ends</b> relate not to what we will be doing, but to the difference we intend to make in people's lives. Ends get right to the heart of why a congregation exists. The Board of Trustees first adopted Ends, which it reviewed and revised periodically, when UUCB transitioned to “policy-based governance,” and began using some of the Policy Governance® methodology created by John Carver. The Board approved the current Ends in 2018, after a process with the congregation facilitated by the Revs. Schmidt.</i>  <i><b>Environmental Analysis</b> is the process which examines all the components, internal or external, that has an influence on the performance of the organization. The internal components indicate the strengths and weakness of the entity whereas the external components represent the opportunities and threats outside the organization.</i>  Move “Engaging in discernment about the future” to the next bullet point on Strategic Planning.

<p>4.</p>	<p><b>Section 1.6 Code of Conduct</b></p> <p><u>Improvement suggestion: Explain “Trustees must first be loyal to the interests of the congregation.”</u></p> <p>Utilizing concepts from Dan Hotchkiss’ book Governance and Ministry: <i>“Trustees are expected to be loyal to the interests of the mission of the congregation, above personal preferences, friendships or other allegiances.”</i></p> <p><u>Improvement suggestions to “Norms:”</u></p> <ul style="list-style-type: none"> <li>• Read reports, minutes, agenda, and information to prepare for the meeting <i>and be fully informed</i>;</li> <li>• Respect each other’s time. <i>This means a conscious attempt to self-monitor how much "space" you need to occupy when raising your concerns.</i></li> </ul>
<p>5.</p>	<p><b>Section 1.6 Board Covenant</b></p> <p><u>Improvement suggestions to Board subcommittee working on Covenant revisions: Shorten/tighten, confidentiality, consider blue italics concepts:</u></p> <ul style="list-style-type: none"> <li>• To stay committed to connection <i>the practice of right relations, even when especially</i> when we disagree;</li> <li>• To recognize the <i>trust</i>, and the many responsibilities that <i>this "sacred commitment" signifies</i>;</li> <li>• To listen attentively to one another and to members of the Congregation, <del><i>and to seek out opportunities to do so</i></del> <i>and to make yourselves available to have those conversations</i></li> </ul>

# Committees of the Board of Trustees



## 2022 Board Member Roles

Per Bylaws	Position	2022	
Nominating Committee	Board VP	Helen	
Bylaws Task Force	No more than 2 Board members	Appoint by/in 2023, per Bylaws	

By Board Policy - (In Governance Manual)	# of Board Members		2022 by Policy	2022	
Audit Committee	At least 1		At least 1 who is not the Treasurer	Randall	
Awards	VP		Helen	Helen, by policy	
Executive Advisory Team (Bd. President)	President		Beth	Beth, by policy	
Endowment (Treasurer ex-officio)	Treasurer		Lenore	Lenore ex-officio as Treasurer	
Finance Committee	2		Policy: 2	Dave & Pier	
Widening the Circle	Up to 2		1 - 2	Helen & Elaine	

<b>Liaisons</b>		<b>2022</b>
Chalice Circles		Beth
Family Ministry		Michael & Pier
Freestone		Bill
Fundraising		Cordell
Music		Elaine
Negotiating Team for Minister contract		Board Member + congregant
Program Council		Cordell
Social Justice Council		Helen
Stewardship		Dave, Selene
Technology assistance		Pier, Cordell

<b>Other</b>	<b>Who</b>	<b>Formed/Disbanded</b>	
Ministerial Search Committee Liaisons	Cordell, Helen	Formed 6/1/22	
Board evaluation/strategic planning (BESP) subcommittee	Bill, Helen, Michael	Formed 3/2/22	
Ministerial Search subcommittee (MSC)	David, Helen, Pier	Formed 3/2/22 Disbanded 5/5/22	

Board Member	Roles	
Beth	Pres, EAT, BESP, Chalice Circles	
Bill	Freestone, BESP	
Cordell	Program Council, Fundraising, Tech, Ministerial Search (MSC)	
David	Finance, Stewardship	
Elaine	Music, Widening the Circle (WTC)	
Helen	VP, Awards, Nominating, Social Justice, WTC, MSC, BESP	
Lenore	Treasurer, Finance, + Endowment	
Michael	BESP, Family Ministry	
Pier	Finance, Family Ministry	
Randall	Audit	
Selene	Secretary, Stewardship	