

Unitarian Universalist Church of Berkeley
Board of Trustees Meeting Agenda
Wednesday, April 3, 2024

Via Zoom: <https://zoom.us/j/91070175965?pwd=d2FUcWZCQjYzVEF2MFZabWJQQVRrUT09>

7:15 1. CALL TO ORDER & OPENING RITUALS

- a. Chalice reading & lighting – Kay Fairwell
- b. Board Covenant reading – Beth Pollard
- c. Land Acknowledgement Statement – Helen Toy
- d. Widening the Circle Statement – Michael DeWitt

7:25 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 March 2024 Board Meeting minutes
- c. Accept monthly Freestone Oversight Committee report
- d. Approve for congregational affirmation the new Nominating Committee members for 2024-25: Andrew Swan (continuing), Anita Mermel (continuing), Bill Brown, Carisa Orwig (pending), Cordell Sloan (pending), Liz Der, Randall Hudson, Sandy Portillo-Robins (continuing), Suzette Anderson-Duggan

7:30 3. MINISTER’S REPORT

7:35 4. ANNOUNCEMENTS/LISTENING

- a. Board or staff announcements, Board Listening Presence
 - Budget Education Meetings
 - Sunday, April 14, 2024 @ 10AM during Personal Theology
 - Monday, April 22, 2024 @ 5PM over [Zoom](#)
 - [Installation Updates and RSVP Reminder](#)
- b. Congregants who wish to speak to the Board on agenda items or other matters.

7:50 5. DISCUSSION/ACTION ITEMS – BREAK @ 8:00 PM

- a. Approval of Change in Priorities for Endowment Projects Fund Expenditure: Hardware Replacement for Sanctuary, Social Hall, and Fireside Room Doors (Jane Lundin)
- b. May Congregational Meeting Agenda Preview (Pier Sun Ho)
- c. 2024-25 Budget: Presentation of draft 2024-25 budget, for Board discussion and direction; Board action at May 1, 2024 meeting for May 19, 2024 Congregational Meeting (Tess Snook O’Riva)
- d. Beacon Article (Pier Sun Ho)

8:40 6. BOARD COMMITTEE MEMBER/LIAISON REPORTS

8:55 7. CLOSING COMMENTS AND ADJOURNMENT

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 Huchiu* in the unceded territory of the Chochoeny** -speaking Ohlone*** people. May we have the humility and courage to do our part to restore what has been broken and the wisdom to live into a new solidarity with Indigenous communities and the earth.

*Hoo-chee-oun—last syllable rhymes with spoon

**Cho-chen-yo

***Oh-loh-nee

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, March 6, 2024**

Meeting Conducted via Zoom Video Conference

Minutes – Draft

ATTENDEES

Voting members: Michael Armstrong, Michael DeWitt, Kay Fairwell, Beth Jerde, Beth Pollard, David Rosales, Pier Sun Ho, Helen Tinsley-Jones, Helen Toy,

Absent: None

Ex officio members: Rev. Marcus Liefert, Tess O’Riva (Executive Director), Selene Fabiano (Secretary), Lisa Maynard (Treasurer)

Visitors: Dave Belden, Victoria Bowen, Andrea Brewer-Thompson, Harold Dean James, Jean Gleason, Anne Greenwood, Lonnie Moseley, Larry Nagel, Cordell Sloan, Marta Tobey, Karin Werner

A quorum being present, the meeting was called to order by Pier Sun Ho, co-president, at 7:20p.m. Beth Pollard did the chalice lighting and reading, Helen Toy read the Board covenant, Michael DeWitt read the land acknowledgement, and Beth Jerde read the Widening the Circle Vision Statement.

CONSENT AGENDA

A motion for the following (M __Michael A /S_ Michael D_) passed unanimously:

- Approve agenda
- Approve February 2024 Board Meeting minutes
- Accept monthly Treasurer’s report
- Accept monthly Freestone Oversight Committee report
- Authorize Co-President(s) to make minor changes to Congregational Meeting Agendas without Board Approval
- Approve shortened Land Acknowledgement for use by the Board

MINISTER’S REPORT

The Stewardship Drive kicked off on Sunday March 3rd. Rev. Marcus expressed gratitude for the Stewardship Committee and also for Tess for her leadership in the budgeting process. Charis

has taken the lead on a newly started monthly newcomer Q & A gathering. We are considering a new job title for Charis as she takes on more work with membership and program support. Peter, the new facilities manager, fixed the fountain. UUCB hosted GRIP's annual meeting. Many thanks to Ladi Malek who is on the GRIP Board and to Ray Westergard.

Rev. Marcus shared his plans for 2 retreats: 1. On June 8th Worship Leader retreat – open to anyone. Will provide an opportunity for recruiting new worship associates. 2. Leadership retreat. Will be scheduled for the fall. This will be a weekend away for 50+ leaders at UUCB to think about where we are and where we are headed.

ANNOUNCEMENTS/LISTENING

Board or Staff Announcements: Tess announced that we've had an increase in rental bookings. A rental is scheduled each weekend through the end of May, many of which are for concerts and memorials. Her team will be publishing a package list for birthday parties, targeting the pre-school families and Family Ministry.

Michael DeWitt reported over 50 people attended the Freestone dinner and family movie night.

Tess reported that UUCB member Natica Angilly is hosting a multi-cultural fair. If you're interested, let Tess know and she'll connect you with Natica.

Michael A. announced that UUCB is partnering with the Oakland UU Church and offering OWL for 4-6 grade at the Oakland UU Church. Michael A is one of the teachers.

Report from Board listening presence: No online comment.

Congregants who wish to speak to the Board:

Victoria Bowen spoke about General Assembly 2024 which will be virtual-only this year. Early registration is through March 15th. Contact Victoria if you are interested in being a delegate.

Jean Gleason and Lonnie Moseley reminded us that Reverend Marcus' installation is on April 21st. Lonnie is heading up the online team for the installation. She would like there to be an Order of Service available for on-line attendees, and a way of welcoming online guests.

Lonnie Moseley shared that she is working on ways to help online church attendees feel more connected.

DISCUSSION/ACTION ITEMS:

a. New Member Welcome – Helen Tinsley-Jones and Pier Sun Ho

The Board of Trustees is partnering with Membership to welcome new members. All individuals who have joined UUCB since January 1, 2023 were invited to the board meeting where they were

named and welcomed by the Board Co-Presidents. There have been 18 since January 2023. The following new members were in attendance and shared a little about themselves: Dave Belden, Andrea Brewer-Thompson, and Harold Dean James attended.

b. Annual Report and other Items – Tess Snook O’Riva

The goal is to issue the annual report in September every year. Programs are asked to submit their reports by the end of July. Financial books are closed by the end of August. Highlights/changes regarding this year’s report: 1. The report was shortened for readability; 2. The Ministerial Search Committee’s report takes the place of the Minister’s Report. 3. The majority of the report is about church programs; the financial section will be published as a stand-alone report and shared with the congregation.

Tess and her staff have created an administrative calendar for annual tasks and their timelines. For example, they must do state and federal filings each year which are triggered by the February Congregational meeting and the election of new board members. At the end of 2023, UUCB has brought in \$50,000 more in revenue than it spent.

c. Approve DFM Search Committee – Rev. Marcus

Rev. Marcus spoke with a number of church leaders and people involved in Family Ministry and put together a list of possible members for this search committee. The following four people have agreed to serve on the DFM Search Committee: Pier Sun Ho, Robin Cooper, Melissa Rosales, and Suzette Duggan- Anderson. Rev. Marcus asked for the board’s approval of this committee.

Motion to approve the DFM Search Committee as outlined by Rev Marcus (M – Pier; S – Michael A) passed unanimously.

d. Board Liaison and Committee Review and Sign-Ups – Helen Tinsley-Jones

Co-presidents shared the sign-up list and asked board members to sign up for at least one committee. Helen TJ reviewed the list. Some liaison positions are required by the Bylaws and the Governance Manual; others are discretionary and board can decide. The following chart indicates the board member(s) who will be on each of the committees for the coming year:

**BOARD OF TRUSTEE COMMITTEE & LIAISON ASSIGNMENTS
2024-2025**

Committee	Meeting Schedule	Composition (required)	2024-25 Board Member
Audit		Required: 3 members, includes at least one Board member	Michael D
Awards	@ committee’s discretion	Required: Past presidents + VP as ex officio	Michael A.

Committee	Schedule	Composition (required)	2024-25 Board Member
Nominating	@ committee's discretion	Required: 9 members + VP	Michael A.
Endowment		Required: 3 members + Treasurer as ex officio	Lisa
Endowment Projects Oversight			Beth P.
Finance		Required: Treasurer, + 1 member (?)	Lisa, Pier
Widening the Circle	4th Wed. of the month, 7-9 pm	Required or suggested: up to 2 Board members, ED, minister & 7 add'l members	Beth J
Appreciation			Helen T
Chalice Circles			Beth P
Family Ministry			Pier
Music			Michael D
Program Council	3rd Wed. of the month, 7-9 pm		Helen T-J
Safety			Kay
Social Justice Council	2nd Wed. of the month, 7-9 pm		Helen T
Stewardship	Meetings usually start in Nov., wrap up in May		Lisa

Helen TJ shared that Lisa Maynard, our new Treasurer, will step into treasurer responsibilities at the end of April after the bulk of the Stewardship and Installation Committee work is done.

BOARD COMMITTEE MEMBER/LIAISON REPORTS

Freestone Oversight Committee. The conservation easement application was denied and the appeal process is being evaluated. One reason for the denial is that no proof was provided that the land is used for agricultural purposes. There is some research into on how Freestone was used to grow Christmas trees in the past. The listing of the 2 lots has gotten some interest.

Awards Committee announced this year's Schweitzer award recipients are Ariel Smith-Iyer and Tom Tripp. Michael A found a vendor to reproduce the medals so we can continue the tradition.

CLOSING COMMENTS

UUCB is in a really good place right now. We have a fantastic minister, and some many talented and a great staff.

ADJOURNMENT

The meeting adjourned at 8:24PM
Respectfully submitted,

Selene Fabiano, Secretary

UPCOMING EVENTS

Next Board Meeting: April 3, 2024

Report from the Freestone Oversight Committee

Larry Nagel
UUCB Board of Trustees Meeting
April 3, 2024

The Freestone Oversight Committee (FOC)

- Beth Pollard (Co-chair and Board Rep)
- David Wemmer (Freestone Committee Rep)
- Alan Davis (Freestone Committee Rep)
- Tom Tripp (Co-chair)
- Susan Lankford (At Large rep)
- Larry Nagel (At Large rep)

The Board may choose to add more members as necessary

Update on the Agricultural Land Easement

- The agricultural land easement application was submitted on December 13, 2023
- The application was denied on February 20, 2024 due to lack of evidence of past or present agricultural use
- An appeal was submitted by the FC and subsequently denied
- The FC has decided not to pursue any other easements for this funding cycle
- The FC will consider submitting an application for the dome parcel for next year's funding cycle

Update on the Sale of Parcels 1 and 2

- The UUCB Board of Trustees approved the listing of Parcels 1 and 2 of the Freestone properties on January 10, 2024
- Parcels 1 and 2 were listed in MLS on February 23, 2024 by Realtors Laura Richards and Kent Byers of Coldwell Banker in Sebastopol
- The list price for the two Parcels was \$300,000
- Two offers of were received on March 9, 2024 and March 11, 2024
- A prospective buyer is performing due diligence work for the potential purchase of Parcels 1 and 2, pursuant to Board authorization

Freestone Resolution Milestones

Date	Milestone	Comments/Status
12/1/24	\$250,000 or more raised	Funds raised can be a written government funding obligation, per BoT 9/6/23
6/1/25	Building permits for Phase 1	By 3/1/24: FOC to adjust list of improvements contained in each phase, where warranted. No permit required for road improvements.
6/1/26	Phase 1 repairs completed & approved with secured funds	
6/1/27	Phase 2 repairs completed & approved with secured funds	
FY 25-26	Ongoing net costs to congregation's operating funds incl. operations & mngt, insurance, tax assessments, legal fees, permits, maintenance, repairs, and improvement do not exceed \$10k/yr for 2 yrs in a row, starting in FY 25-26, w/out express BoT approval in consultation w/ FOC	

FY 2023-24 Freestone Contingency Loan Fund - 1

Expenditure	Amount	Approve Date	Notes
Vacation rental property manager certification County fee	\$116.00	FOC August 30, 2023	Reimburse Michael DeWitt
County recorders fee related to VRP	\$19.50	FOC August 30, 2023	Reimburse David Wemmer
Lescure Engineers	\$1,810.00	FOC August 30, 2023	Completion of mapping; driveway analysis and mapping; including road permitting and septic system

FY 2023-24 Freestone Contingency Loan Fund -2

Expenditure	Amount	Approve Date	Notes
Lescure Engineers	\$392.50	FOC January 10, 2024	Surveying consultations to evaluate extent of encroachment issues by neighbors at the Villa
Total	\$2,338.00		
FY 2023-24 Limit	\$7,500.00		
FY 2023-24 Remaining	\$5,162.00		

Discussion/Questions

To: Helen Tinsley Jones and Pier Sun Ho, co-presidents

From: ENDOWMENT PROJECT OVERSIGHT COMMITTEE (Larry Nagel, Beth Pollard, Lenore Ralston, Jason Russell and Tom Tripp) (EPOC)

Re: RECOMMENDATION TO CHANGE ENDOWMENT FUND PRIORITY.

Subj: ATRIUM DOORS

EPOC Recommendation:

The EPOC voted to support the attached recommendation from the Building and Grounds committee to postpone the previously authorized music room furnace, and fund up to \$40,000 for the proposed atrium door repairs and upgrades. The balance of the estimated cost of the door work; \$35,000, will be funded from the Ladd Griffith fund. We understand that Jane Lundin (B&G chairperson) will be available at the board meeting to answer any questions.

The remaining balance of the \$758k endowment fund project (approximately \$15k) was previously authorized for consultants to pursue the all-electric campus. B & G is not requesting a change in that.

According to the congregational resolution of October 27, 2019, this change needs to be authorized by the BOT.

Thanks.

Tom Tripp (representing EPOC)
510-495-4879

trippthomas1@gmail.com

From: trippthomas1@gmail.com
Sent: Friday, March 22, 2024 11:48 AM
To: Jason russell; Lenore Ralston; Beth Pollard; Larry Nagel; Thomas Tripp
Cc: 'Jane Lundin'
Subject: Endowment Project Oversight Committee
Attachments: Memo to b & g 24 03 20.pdf

Endowment Project Oversight Committee,

Please review this e mail and the attachment and respond with your thoughts.

The B & G team has recommended a change in priorities for the use of the congregation approved endowment project. This recommendation should be reviewed by this committee before we go much further.

They recommend repairing the atrium doors prior to the music room heat pump project.

The attached memo to the B & G committee details the recommendation, but in a nutshell:

Music room furnace:

1. We remain optimistic about outside funding for the heat pump transition, BUT have not located any specific funding yet.
2. We continue to review long range strategic plans for campus HVAC.
3. The music room furnace is currently functioning.

Atrium doors

1. The atrium "double tri-fold doors" doors continue to be an operational problem.
2. The fire department recently notified us that some of these doors may no longer provide compliant emergency egress.
3. The complicated hardware has been reviewed by several professionals in the last few years.
4. B & G is recommending a bid from a commercial door hardware company to repair all the door hardware, keeping with the historic fabric.
5. Our recent review of the 2013 capital campaign materials reminded us that these doors were a "life safety" issue at that time.

Funding

1. The estimated cost of the door repairs is \$75k
2. We have a balance in the Endowment fund project of about \$55k
3. Marcus and Tess have committed **\$35,000** from the Ladd Griffith fund
4. We propose using **\$40,000** from the Endowment fund (\$758k) project.
5. This leaves about **\$15,000** for ongoing consulting for the all-electric campus, which was approved by the board at a prior meeting.

revisions after
initial e mail.

I think that Jane Lundin, the chairman of the B & G committee plans to attend the board meeting in April to propose this modification of priorities.

Any thoughts? Concerns? Should we meet? Anyone want a tour of the door issues? Please let me know your thoughts.

approved by EPOC by e mail
after some communications and
additional information provided.

Thanks,

Tom

Thomas R. Tripp, PE(NY), LEED AP BD + C
CA Contractor #1056539
Tripp Consulting LLC, Construction Management Consulting
Berkeley, CA
510-495-4879

UNITARIAN UNIVERSALIST CHURCH OF BERKELEY
Congregational Meeting Agenda

Sunday, May 19, 2024

Following the 11 am Worship Service and Lunch

In-person in the Sanctuary AND Via Zoom Video Conference

<https://us02web.zoom.us/j/3844641385?pwd=VIE2NWlrRGZlZFlwQkg4SXFoVUo3Zz09>

Meeting ID: 384 464 1385 Password: 5250302

For access/tech support, contact: techsupport@uucb.org or comment in the Zoom chat
Child Care is available at the Good Earth School

Approximately 12:45 PM

1. Call to Order and Determine Presence of Quorum – Helen Tinsley-Jones
2. Chalice Lighting – Rev. Marcus Liefert
3. Opening Readings: Covenant Reading and Land Acknowledgement Reading
4. Consent Agenda:
 - A. Adoption of Agenda
 - B. Approval of February 10, 2024 Congregational Meeting Minutes
5. Presentation of Schweitzer Medals for Extraordinary Service: Ariel Smith-Iyer and Tom Tripp (15 min)
6. Affirmation and Installation of the Nominating Committee – Pier Sun Ho (7 min)
7. State of the Congregation Report – Helen Tinsley-Jones and Pier Sun Ho (15 min)
8. Committee Reports
 - A. Endowment Projects Oversight Committee (Tom Tripp)
 - B. Freestone Oversight Committee (Beth Pollard)
 - C. Widening the Circle of Concern ()
9. Presentation and Vote the Board of Trustees recommended Budget for 2024-25 Fiscal Year (20 min) – Tess O’Riva
10. Benediction and Adjournment

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UUCB's Covenant of Right Relations

We covenant to build a religious community guided by love and sustained by respectful relationships. Believing that building healthy relationships is a spiritual practice, we aim to listen appreciatively, speak with care, express gratitude, honor our differences, and assume good intentions. We endeavor to communicate directly, honestly, and compassionately, particularly when we are in conflict. When we hurt one another, we will try to forgive, make amends and reconnect in a spirit of love. In celebration of the common purpose that unites us, we will do our best to abide by this covenant.

Land Acknowledgement Statement

As we begin, we want to acknowledge that this church occupies land in Huchiun* in the unceded territory of the Chochoenyoyo**speaking Ohlone*** people. May we have the humility and courage to do our part to restore what has been broken and the wisdom to live into a new solidarity with Indigenous communities and the earth.

*Hoo-chee-oun—last syllable rhymes with spoon

**Cho-chen-yo

***Oh-loh-nee

Unitarian Universalist Church of Berkeley

Fiscal Year 2024-25

Proposed Operations Budget

	FY 2023-24 Budget	FY 24-25 Proposed Budget	Comments
Revenue			
Pledge Income	\$435,000	\$450,000	Estimated unpledged & late pledges become commitments
Plate collections	\$20,000	\$22,000	Portion of Plate that goes to UUCB General Fund
Special Collections - All	\$20,000	\$20,000	(Good Neighbor, Congrats to Grads, Widening the Circle, Food drive, etc.)
Other unpledged contributions	\$15,000	\$19,500	Estimate based on experience
Member Events	\$5,000	\$4,500	Donations and non-Rites of Passage member rentals
Prior Year Pledge Payments	\$9,500	\$12,000	
All Program Income	\$2,900	\$2,500	Increase in donation reminders during Personal Theology, Summer Forum & Small Group Minis
Cottage Rental	\$38,400	\$37,000	Reflects new costs for professional property management
Fundraising - All	\$10,500	\$15,500	Includes Book Table, Jewelry Table, Holiday Faire, Expendable asset sales
Music Events	\$15,000	\$15,000	per Bryan
Community Use-Space Rental	\$150,000	\$150,000	Rates increased, peak times added, new add-on packages
School Buildings (Good Earth)	\$330,193	\$340,098	Includes all items from leases of RE and Childcare buildings 2024 end date?
Other Revenue	\$15,000	\$12,000	Grants (FEMA, other federal)
Ministerial Housing Fund Subsidy		\$15,600	(aka Cope Fund)
Interest Income-general	\$10,000	\$12,000	CDs earning 5% currently
Income from Trusts	\$7,740	\$7,971	Paid as beneficiary of Calkins Trust
Total Revenue	\$1,084,233	\$1,135,669	
Expenses			
Salary, Wages, & Housing	\$617,986	\$642,014	COLA increases only (3 exceptions) - Increased Prof Dev & Recognition
Payroll Taxes (incl SECA)	\$46,283	\$49,116	
Employee Benefits-Health/Dental	\$33,300	\$41,655	General price increases/full staffing complement (2 FT staff have other coverage)
Employee Benefits-Life/Disabil	\$1,800	\$2,376	Minister only
Employee Benefits-Retirement	\$50,649	\$56,662	Multiple new employees qualify
Insurance (Property & Casualty)*	\$31,500	\$34,500	Includes separate insurance for Sonoma retreat (Freestone)
Worker's Comp Insurance	\$7,500	\$6,000	Some charges transferred to Programs
Accounting Services	\$20,000	\$24,000	Not incl \$12-\$15K to move to QBO, Does incl Financial Review
Consultants/Contractors	\$5,000	\$10,750	IT & Sound Consultants (other consultants paid for by Temp Restricted Funds)
Guest Musicians/Artists	\$2,500	\$1,500	(Some musicians paid for by Temp Restricted Funds)
Guest Ministers		\$4,750	Increase in Guest Ministers
Supplies	\$11,500	\$10,500	Includes Ministry, Family Ministry & Music
Office Expenses/Administration	\$14,500	\$15,000	Payroll processing, postage, copier lease, small equipment etc.
Phones & Computers	\$5,500	\$6,500	WiFi, Database, Financial System, etc.
Advertising and PR	\$5,000	\$2,500	Kensington Outlook, Rainbow Weddings, East Bay Times, Facebook boosts

Unitarian Universalist Church of Berkeley
Fiscal Year 2024-25
Proposed Operations Budget

	FY 2023-24 Budget	FY 24-25 Proposed Budget	Comments
Communications & Web Site	\$1,000	\$1,500	incl. Livestream/Zoom expenses
Property Taxes*	\$21,194	\$22,400	Paying full rates for Freestone & Lexington
Professional development	\$16,500	\$21,750	GA for lead staff, trainings for new/continuing staff, Dues
Bank Fees	\$2,750	\$3,250	Increase in online payments
Other Expense	\$6,500	\$5,500	Includes Board & ED contingencies of \$2,000 each (Management Fees removed)
UUA Annual Program Dues	\$39,500	\$43,450	Final recommendation pending (Current amount plus 10%)
Building & grounds supplies	\$10,500	\$8,000	Effeciencies realized
Building & grounds maintenance	\$22,000	\$20,000	Does not include Ladd Griffith/Deferred Maintenance
Utilities*	\$38,000	\$32,000	Decrease in gas prices
Fire Monitoring System	\$10,500	\$11,500	Price increase
Programs/Small Grp Ministries	\$27,100	\$19,290	Includes Membership, Widening the Circle of Concern
Hospitality/Sunday Kitchen Team	\$0	\$6,000	Hospitality now separate from programs, requested \$7,000
Staff/Volunteer Appreciation	\$1,500	\$4,500	More staff events planned
Fundraising/Event expense	\$3,500	\$3,500	Printed flyers, Facebook ads, etc.
Donations to Nonprofits - All	\$25,000	\$25,000	Good neighbor, Food drives, Special collections, SHUMMI Voluntary Land Tax
Total Expenses	\$1,078,962	\$1,135,463	
Excess or (Deficiency) of Revenue Over Expenses	\$5,271	\$206	

*These 3 things include Freestone costs of insurance, taxes & electricity