

**Unitarian Universalist Church of Berkeley
Board of Trustees Meeting Agenda
Wednesday, August 6, 2025**

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

7:15 1. CALL TO ORDER & OPENING RITUALS

- a. Chalice reading & lighting – Helen Toy
- b. Board Covenant reading- Beth Jerde
- c. Land Acknowledgement Statement –Selene Fabiano
- d. Widening the Circle Statement – David Rosales

7:20 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 June 2025 Board Meeting minutes
- c. Accept monthly Treasurer’s report
- d. Accept Operations Director’s report
- e. Accept monthly Freestone Oversight Committee 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. INFORMATION/DISCUSSION/ACTION ITEMS - Break @ 8:30 PM, if needed

- a. Goals for Year Ahead
- b. Capital Campaign Consultation
- c. Endowment Committee (Lisa Maynard)
- d. Board-designated endowment (Lisa)
- e. Safety Policy (Kay and Helen Tinsley-Jones)
- f. Visioning (Helen Toy)
- g. Freestone
- h. Beacon Article Ideas - September Beacon article

8:50 6. BOARD COMMITTEE MEMBER/LIAISON REPORTS

9:05 7. CLOSING COMMENTS

9:10 8. ADJOURNMENT

Aspirational Covenant of the UUCB Board of Trustees

Approved September 2019, updated April 2025

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 our preconceived notions and updating our previously-held beliefs; 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, 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, June 4, 2025
Meeting Conducted via Zoom Video Conference

Minutes – Draft

ATTENDEES

Voting members: Michael DeWitt, Kay Fairwell, Kristen Jensen, Beth Jerde, Carla McCasland, David Rosales, Pier Sun Ho, Helen Tinsley-Jones, Helen Toy

Ex officio members: Rev. Marcus Liefert, Selene Fabiano (Secretary), Lisa Maynard (Treasurer)

Visitors: Peter Barnhardt, Victoria Bowen, Jean Gleason, Lynn Hammond, Janae Heard, Kathryn Jay, Marta Tobey, Peter

A quorum being present, the meeting was called to order by Kay Fairwell, president, at 7: 17p.m. Selene did the chalice lighting and reading, David read the Board covenant, Kristen read the land acknowledgement, and Carla read the Widening the Circle Vision Statement.

CONSENT AGENDA

A motion for the following (M _Pier_/S __Helen Tinsley-Jones) passed unanimously:

- Approve agenda
- Approve May 2025 Board Meeting minutes
- Accept Interim Executive Director's report
- Accept Operations Director's report
- Accept monthly Treasurer's report
- Accept monthly Freestone Oversight Committee's report

MINISTER'S REPORT

Rev. Marcus reported that the official church year this past Sunday with the Flower Communion. There is a focus now to try to move from welcoming new members to helping them become involved. Laura Palin and Charis are helping to organize a 6-week class on UU Theology and spiritual practice that Rev. Marcus will lead in September. The Social Justice Council (SC) will co-sponsor two events this month: 1. Right of Return Pilgrimage with Interfaith Movement for Human Integrity and 2. The No Kings March on 6/14.

He and Rev. Kathryn are preparing for his upcoming paternity leave and have identified “building the common good” as the overall theme for the 2025-26 church year. UUCB will be hosting the ministers' chapter tomorrow with 30 ministers from all over. Rev. Marcus will not be in the pulpit from 6/15 – 8/3, and will return on 8/10. Rev. Kathryn and some guest ministers will be preaching. Rev. Marcus will be back in the office and for Chalice Camp the first week of August. He will be unavailable from mid-June to August except for emergencies

We have hired Eliza Cantwell as a half-time administrative assistant and are saying goodbye to Sharon Dolan, IED, who is retiring and moving to Mexico. Charis is updating on the UUCB website, working with external consultant Naomi Moon who has specializes in helping religious organizations with their website. This is building on our work with rebranding and creating new logo and applying that to our website. We expect the changes to be live this summer. The website is primarily a gateway for newcomers to show them about UU and our church; a secondary focus is to support our members in finding information. Eventually there will be a way for members to submit forms when they see something that needs to be updated or tweaked on the website. The design is being tested for mobile phones.

ANNOUNCEMENTS/LISTENING

Board or Staff Announcements:

Treasurer Lisa Maynard noted that the fiscal year ends June 30 and reminded everyone to complete paying their pledge for FY24-25 by the middle of July and to submit any reimbursement requests for the current year by mid-June.

Helen Toy shared that the Appreciation Committee will be sending a lot of appreciation note this month. Helen will send to Rev. Kathryn a list of all the volunteers who have been thanked this year.

Report from Board listening presence (Helen Toy):

4 people would like the kitchen budget to be higher. One person is happy with bagels.

Congregants who wish to speak to the Board: None

DISCUSSION/ACTION ITEMS:

- a. Capital Campaign Consultation Proposal. In October 2024, Rev Marcus spoke with the consultant, Kay Crider, a consultant with Stewardship for Us about her availability to help UUCB with a capital campaign. The need for a capital campaign at UUCB is clear. Rev. Marcus worked with Ms. Crider during his tenure at the Unitarian Universalist Congregation of Marin and thought she did a terrific job. Her consultation proposal consists of four phases. The first phase is the Next Steps Consultation in which the consultant would review the church's finances and come for a weekend to meet with church leaders and make a presentation. Ms. Crider is available the weekend of September 5th- 7th. If the board wants to go forward we could book her for that weekend. Please note that there is an error in the written proposal received; the reference to a "new social hall" is a remnant from a proposal to another church and should be ignored.

Staff will provide the consultant with most of the information she needs prior to the in-person meeting. Rev. Marcus would like the board to approve \$3000 to go ahead with the "Next Steps Consultation" (phase 1) for the in-person visit during the September weekend.

Questions

Q: How long a period of time would the 4 phases entail?

A: Rev Marcus thinks we would launch the public campaign as a joint stewardship/capital

campaign next spring, but we would only do that if we felt that the congregation was on board. If there were big questions to work out, we would extend the timeline.

Q: How would the board's work on envisioning figure in? Do we need to do that visioning work first in order to decide what capital projects to pursue?

A (Rev. Marcus): I'd like to see a visioning task force of the board working alongside the capital campaign; the visioning doesn't have to be done before. However, the alignment is important because there needs to be a clear and compelling reason for why we want to keep the buildings in good shape.

Q: Should we get bids from other consultants?

A: Stewardship for Us is the agency the UUA recommends. Rev. Marcus also got a bid from local consultant Bud Swank who was the consultant for UUCB's last capital campaign at UUCB. Bud Swank's rates were higher and many people weren't that happy with the results from that capital campaign.

Q: Do we have the money for this first phase?

A (Lisa Maynard): There isn't a line item for this in the budget per se but the assumption is that the capital campaign would fund it. There shouldn't be a cash flow problem with spending this.

Q: How much would the hotels and airfare cost, in addition to the \$3000?

A: Probably another \$1000.

Discussion

- Concern that scheduling Phase I in September doesn't give the board enough time to do more visioning work/establishing our goals.
- Capital Campaign is focused on addressing issues with the physical plant for which there are already some very clear needs.

Motion (M- Helen Tinsley-Jones; S- Pier Sun Ho): The board will move ahead with the Stewardship for Us organization to take on Phase 1 of their consultation proposal, to occur during the weekend of Sept 5-7, 2025. The **motion passed unanimously**.

b. Freestone Drilling Results - On 5/27/25, drilling of a second well was done at a depth level was 280 feet and came up dry. The well driller and geologist agreed that it wasn't useful to drill any further. The Freestone Committee is reconsidering their options regarding next steps.

c. Playground Project as Final Endowment Project – Rev. Kathryn Jay asked the board to authorize the use of the Endowment Project funds for playground repairs at a minimum of \$35,000. The numerous deep gopher holes, holes where the ground is cracking, exposed nails and bolts, and rotting sandbox are safety hazards and a potential liability for UUCB. In addition, the playground appearance detracts from our physical plant and sends a message to children and families that they are not important. An official licensing the Good Earth School noted the gopher holes and asked if they were going to be fixed.

Rev. Kathryn and Facilities Manager, Peter Barnhardt, have received one bid so far: for \$94,000, a playground company in the Bay Area would level the playground by digging down 12 inches, put in gopher abatement, and add back at least 6 inches of playground-quality wood chips. Rev. Kathryn is committed to getting three bids.

Discussion

- \$35,000 is the maximum amount left in the Endowment Project Funds.
- The annual rent from the pre-school is a huge part of our budget. Approving up to \$35,000 to make the playground safe and ensure the preschool's licensing isn't jeopardized seems reasonable.
- Larry Nagel from the Buildings and Grounds Committee (B&G) stated that the topic of maintenance of the playground has not come up in B&G meetings, although he's not sure why. He wondered if the previous pre-school renters took care of the playground.
- We need to design the playground so that it is easy to maintain and doesn't require regular costly repairs.
- Input from B&G should be solicited for reviewing bids. We need some expertise to lead us in this project. There are lots of possible designs and solutions.
- Maybe we can do some immediate remediation to make it safer and then come up with a grander plan as part of the capital campaign.
- We need a better understanding of what the problem is before we try to fix it.

Motion (M- Helen Tinsley-Jones/ S- Michael DeWitt) The board approves setting aside \$35K for the purpose of making the playground safe. At the same time, staff and B&G will consult with one another and continue to get bids and then come back to the board with their findings.

d. Vote to Adopt Policy on Care for Material Resource to be included in the next revision of the Governance Manual

Sharon Dolan came up with this proposal based on boiler plate language from Dan Hotchkiss' book and Rev. Marcus introduced this at the last board meeting. Rev. Marcus noted that the reference to the global delegation section in the policy mistakenly labeled it as section 2.1 (from an earlier version of the governance manual), but it's really in section 4.1.

Discussion

- It would be clearer if the policy was broken into different sections – spending authority and other things not related to spending like accepting gifts.
- There was a question as to whether there should be a footnote that says volunteers may be doing these tasks along with staff. Rev. Marcus felt this wasn't necessary because of how authority is delegated: When the board delegates its authority, the people it delegates to (e.g. staff) can delegate authority to other people, like volunteers.
- If board members agree with the basic content in the policy, the board could vote to adopt it and the Governance Manual Taskforce can work out the exact language and details.

Motion (M-Helen Tinsley-Jones; S- Pier Sun Ho) to adopt the policy on Care of Material Resources to be included in the revision process of the next Governance Manual passed unanimously.

e. Official Adoption of revised Bylaws. The secretary will sign off after it is reviewed to ensure there aren't any typos and then post it on the website.

f. Governance Manual Revision Taskforce - David Rosales, Lisa Maynard, and Pier Sun Ho agreed to work on this. David will convene the taskforce.

g. Summer Board Meeting Schedule. We won't have a July board meeting.

h. Beacon Article Ideas - July Beacon article (Helen Tinsley-Jones) - Discuss new staff structure, board members & their pets; capital campaign consultation (or put that in the August Beacon)

BOARD COMMITTEE MEMBER/LIAISON REPORTS

Social Justice Committee – Helen Toy thanked Marcus for announcing the Right of Return Pilgrimage on 6/8 and the No Kings Day on 6/14. UUCB will have a table at Frank Ogawa Plaza for the No Kings Day in Oakland on 6/14. Pride group had a very successful gathering. Beth Jerde reported that Blessing Bag Assembly will happen on 6/8; youth will be helping. We are working with a new non-profit (Operation Ground Zero) and will give them some of the blessing bags to distribute. Beth encouraged board members to take blessing bags and distribute them.

Family Ministry- Had a wonderful gathering at Rev. Kathryn's house. There will probably be a Coming of Age group this fall as well as OWL for K-1.

CLOSING COMMENTS

We had a full agenda and we got through it. Appreciation for the strong leadership and communication skills of this group.

ADJOURNMENT

The meeting adjourned at 9:26PM.

Respectfully submitted,

Selene Fabiano, Secretary

August 3, 2025

To: UUCB Board of Trustees
From: Lisa Maynard, Treasurer

RE: Treasurer's Report for August 6 Meeting

Probably the most exciting news this month is that the assets that provide an income stream for the Ladd Griffith Building Fund have recently been increased by a \$560,000 bequest from Grace Ulp, bringing the current value of the Building Maintenance Endowment from approximately \$102,000 to approximately \$668,000 (this amount includes a positive change in market value).

The Building Maintenance Endowment was set up in 2014 by a Board resolution accepting an initial gift of \$30,000 from Grace Ulp; others have contributed to the fund in the years since. This endowment operates under specific restrictions regarding a limited annual draw that preserves the value of the fund over time, and a definition of the building maintenance projects it is intended to support. A copy of the Board Resolution is attached. Note that since the Building Maintenance Endowment draws are specifically intended for maintenance of the UUCB buildings at 1 Lawson Road (not those at other locations), it is important to structure our finances to provide funding for maintenance and repair of those other properties. For rental properties, a typical practice would be to set aside some of the income for future maintenance and repair.

This increase in the Building Maintenance Endowment will eventually increase our annual transfers to the Ladd Griffith Building Fund, which funds repair and maintenance projects not included in the annual operating budget. Thank you, Grace!

This month I bring two recommendations from the Finance Committee to the Board, both related to our endowment funds.

1. The first recommendation concerns our practices regarding our Board-Designated Endowment funds. Please see the attached memo from the Finance Committee.
2. The second recommendation concerns reestablishing a functioning Endowment Committee. The Endowment Committee is a Board-established Committee; please see sections 3.9 and 3.9.2 of the Governance Manual for a description of Board Committees and of the Endowment Committee's purpose and makeup.

As you may recall, by June 2024 the Endowment Committee membership had dwindled to just the chair, Anita Mermel; she was unable to enlist new members. She has been attending Finance Committee meetings for the last year, and that has been both useful and an acceptable short term situation. Anita's term on the Endowment Committee concludes on December 31, 2025.

The Finance Committee discussed the question “Do we need an Endowment Committee?” at our last meeting, partly in the context of updating the Governance Manual, which has an extensive section regarding the responsibilities of the Endowment Committee (section 9 of the current manual, pages 29-32). Several of the members of the Finance Committee have previously served on the Endowment Committee.

Our conclusion was that the Endowment Committee plays an essential role in UUCB governance. We believe that the Finance Committee and the Endowment Committee have different and equally valuable areas of responsibility and focus. Having one group trying to cover both areas could create conflicting priorities. We urge the Board to help address the issue of finding volunteers for this vital committee.

Useful characteristics for Endowment Committee members include:

- interest in/basic knowledge of investments, comfort with numbers
- desire to expand knowledge (training is available)
- interest in people, desire to meet other members, build relationships
- marketing skills, comfort with discussing/requesting donations
- ability to follow policy
- love of UUCB and desire to see it thrive
- availability for monthly meetings, 5-10 hours of work per month
- willingness to serve a 3 year term

UUCB's Current Financial Situation

Our finance staff are still working on the books for Fiscal Year 2024-25, which ended June 30. I have not received any official reports from the staff, but I did run a preliminary budget vs. actuals report for the year. As of July 31 we show a FY 24-25 yearend deficit of under \$9,000, with both revenue and expenses running a bit higher than our budget projected. Typically the yearend balance can fluctuate by several thousand dollars in the course of finishing the year's records. I take a deficit under \$15,000 at this time in our process as a good sign; we knew that some of our expenses were much higher than the amount allotted (remember the insurance premiums?). Please remember that there may be as yet unrecorded transactions, and there will almost certainly be some corrections, that change our yearend figures!

Mechanics Bank balances as of 8/2/25:

Checking \$82,537.32

Savings \$126,095.57

Attachment 1

Building Endowment Fund

[Note from Treasurer: Grace Ulp's establishing gift of \$30,001 was recorded in 2014. UUCB Board meeting documents from before 2015 are not on the website so I wasn't yet able to find the exact date of the following resolution.]

Resolution for accepting Grace Ulp's \$30,000 contribution to establish Building Endowment Fund.

Be it resolved:

That the Trustees of the Unitarian Universalist Church of Berkeley gratefully accept the \$30,000 contribution from Grace Ulp for establishing a Building Maintenance Endowment, subject to the following restrictions:

1. The endowment will pay out on an annual basis using the same policy used for the Operating Endowments, which are currently at 4% and preserve the real value of the endowment over time. The fund will not be subject to additional draws based on performance, but may be used for a loan for building maintenance that is paid back on appropriate negotiated terms.
2. "Building maintenance" shall mean the replacement and repair of items that would ordinarily be included in a reserve maintenance study, such as the one done in 2010 for UUCB.
3. "Buildings" shall include all UUCB owned buildings on the UUCB campus at One Lawson Road.
4. Should the congregation no longer own the buildings, the Building Endowment will follow the congregation to support whatever buildings the congregation owns or rents.
5. Should the congregation cease to exist, the Building Endowment will be subject to the asset terms described in the by-laws, which is currently to revert to the Unitarian Universalist Association.

Attachment 2

August 2, 2025

From: UUCB Finance Committee
To: UUCB Board of Trustees

Overview:

The Finance Committee, after careful review and discussion, recommends that UUCB deviate from our prior informal policy of not spending below the “corpus” of the Board-Designated Endowment, as necessary, to move forward with important maintenance projects.

Background:

Prior Practices for Board-Designated Endowment

- Our UUCB Board-Designated Endowment is a “Quasi-Endowment” rather than a true permanently restricted endowment. This means that under law, it can be spent in its entirety. It does seem that the legal status of this Endowment, as Quasi-Endowment, was not fully understood by UUCB leadership until sometime after 2018. Our bylaws (specifically, Article 9.1.2*) direct how the funds are spent. An annual draw of 4% is taken to fund repair and maintenance projects not included in the annual operating budget (the Ladd Griffith Building Fund); any additional draws require congregational approval.

- Previously, the Endowment Committee adopted an informal practice of not drawing below “corpus plus 10% cushion” of the Board-Designated Endowment. (The corpus is the dollar sum of all the original gifts.) This informal practice was never formally adopted in writing as a policy by any church body. True permanent endowments often follow this rule of not invading corpus due to laws governing their prudent management, but these laws do not apply to our Board-Designated Endowment.

Current Status of Endowment Fund

- Currently, the total funds in the Board-Designated Endowment investment account (approximately \$615K at 6/30/25) are lower than “corpus” (approximately \$706K), because funds were loaned to the Ministerial Housing Fund (MHF) with the necessary congregational approval (September 2024).

- Several years ago (January 2018), the congregation approved a special permanent withdrawal of \$758K from the Board-Designated Endowment, for a list of approved major maintenance projects. The approved congregational motion included establishing the Endowment Project Oversight Committee (EPOC). The extensive background provided for the congregation at the time mentioned protecting the corpus of the Board-Designated Endowment, but the motion did not stipulate protecting the corpus.

- A portion of the approved \$758K has not yet been drawn from the Board-Designated Endowment because of the informal policy to maintain the corpus; to date, only \$725K has been drawn (transferred from our UUA endowment investment account to a UUCB bank account), with \$33K yet to be drawn. A member of the EPOC reports that the committee was told that withdrawing the remaining \$33K was a problem, because it would reduce the fund balance too much.

- As the MHF loan is repaid over the next few years, the Board-Designated Endowment fund will return to a level that exceeds the corpus, even with an additional draw of \$33K to complete the Endowment Project work.

Current Status of Projects

- As we understand it, the most urgent projects from the special congregation-approved \$758K Endowment Maintenance Projects list have been completed. The congregation approved a motion (October 2019) giving the Board the authority to revise the projects list to reflect changing needs, and some projects from the original list were altered or deferred through reprioritization.

- At the May 2025 Congregational Meeting, the Endowment Project Oversight Committee presented a report estimating that after the final approved project was completed, there would be approximately \$35K remaining from the \$758K approved by the congregation. The report pointed out that \$33K had not yet been withdrawn from the Board-Designated Endowment, and suggested withdrawing those funds, and using the \$35K for “engineering, architecture and planning for future projects,” and for “miscellaneous facilities needs.”

- At the June 2025 Board meeting, the Board listened to a request for maintenance/repair of the play field used by our children on Sundays, and by the Good Earth Preschool on weekdays. The Board approved a motion to set aside any remaining funds from the original \$758K, up to \$35K, for proposed play field maintenance. Preparations for a final decision regarding the playfield include getting additional estimates from contractors, soliciting input from the Buildings and Grounds Committee, and further discussion with the management of the Good Earth Preschool.

Observations from the Finance Committee

- Eliminating the informal practice of preserving the Board-Designated Endowment corpus, while we still have an active Endowment Projects Oversight Committee, will allow additional projects, such as the proposed play field project, to proceed. Such action does not require a congregational vote; the congregation already approved the withdrawal and the Board has the authority to approve specific projects.

- The Board has the authority to propose additional withdrawals from the Board-Designated Endowment (beyond the remaining \$33K from the congregation-approved \$758K); such withdrawals would require congregational approval.

- The Finance Committee's role does not include identifying and prioritizing building projects, but we do note that expediting some building projects may help us to avoid safety issues that create unwanted liability. Furthermore, we recognize that building costs are growing with tariffs and inflation.

- We understand that UUCB may undertake a capital campaign in the next year or two. We acknowledge that any additional requests to the congregation for further use of Board-Designated Endowment funds should be carefully coordinated with capital campaign plans.

Recommendation:

The Finance Committee recommends withdrawing the \$33K remaining from the congregation-approved \$758K from the Board-Designated Endowment.

The Finance Committee reached consensus that avoiding spending below the "corpus" of the Board-Designated Endowment Fund is not appropriate when the church has urgent need of the funds, and our Bylaws allow for such spending. However, as a prudent measure, we do recommend retaining a reserve of at least \$300,000 for future unanticipated needs and emergencies.

*UUCB Bylaws 9.1.2:

The Board-Designated Endowment can be used for emergencies, funding loans to the general fund, and/or capital improvements, with a two-thirds vote of members present and voting in a called Congregational Meeting. All funds used from the principal (corpus) of the Board-Designated Endowment are to be repaid, as agreed upon when borrowed, unless expressly removed from the Board-Designated Endowment by a three-quarters vote of members present and voting in a called Congregational Meeting.

Operations Director's Board Report

June & July 2025

- New Members: 2
 - Joseph Plummer
 - Stephanie Studenski
- Average Attendance:
 - June Average Attendance: 176
 - In Person: 144
 - Online: 32
 - July Average Attendance: 144
 - In Person: 113
 - Online: 31
- Finance
 - Budget year end – Preliminary report puts us over budget around \$14,500. This number may still change slightly before we officially close the books for last budget year. We knew we would be over budget due to the need to get new insurance that would cover fire risk. Insurance and staffing changes are the areas we are most over budget.
 - QB is up and running for this budget year. Kevin is working on setting up custom reports so reporting will be much easier for the Finance Team, and we can be more consistent.
 - Sent the initial Request for Information back to Kay Crider to start the process for our Capital Campaign.
- Facilities (Any major facilities projects started, updates, completed)
 - Cracked Truss repair in the Sanctuary was completed last week.
 - Fire Department/ Lower Parking Lot is done– buildings have been removed. Asphalt repairs, repaving and restriping the parking spots completed.
 - Fire Marshal Annual inspection completed, we passed without any issues!
 - Peter assisted the Aesthetics committee with changes in the Atrium as part of the ongoing Atrium refresh project. David Rosales is generously donating

his time to assist the staff with a digital bulletin board to mount near the offices.

- Playfield – still getting quotes, we want to get three companies to quote the same scope of work, so quotes are comparable.
- HR – New Hires!
 - Eliza Cantwell is our new Administrative Assistant. She is 20 hours/week, and will be in the office on Tuesdays and Thursdays and will work remotely Wednesday.
 - Rainier Salvador has been hired as Facilities Assistant. He will be onsite throughout the week, Tuesday through Friday, 20 hours/week. Exact schedule still TBD.

Report from the Freestone Oversight Committee

Larry Nagel
UUCB Board of Trustees Meeting
August 6, 2025

The Freestone Oversight Committee (FOC)

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

The Board may choose to add more members as necessary

Background

- At the special Congregational meeting on April 27, 2025, the following motion was voted on:
 - A. Extend the date for completion of the first milestone, raising at least \$250,000 to September 30, 2025.
 - B. All subsequent milestone dates would be extended in accordance with their original durations following the first milestone.
- The motion passed by a vote of 77 for and 74 against

Drilling of the Second Well

- The next step was to drill the second well. This was scheduled for May 5 -7, but the ground was still too moist and soft.
- The drilling of the second well finally was scheduled for May 27, 2025. Freestone Committee members Bob Moore and Michael DeWitt and Freestone Oversight Committee member Larry Nagel were there to witness the drilling operation.
- The well was drilled to a depth of 280 feet and unfortunately came up dry.

Freestone Committee Progress

- Since the second well was drilled, the Freestone Committee has been investigating the feasibility of drilling a third well.
- A new geologist, Mike Mallone, was hired to study Lot 1 and recommend additional drilling sites.
- A property line survey was performed to ensure that the most likely site will not intrude on the neighbor's property.
- The drilling could take place within a couple of weeks, but that is unlikely to leave sufficient time to sell Lots 1 and 2 by the September 30, 2025 milestone date.

A New Proposal

- A consortium of donors led by Bob Moore are developing a proposal to present to the Board of Trustees in which the donors would purchase Lots 1 and 2 at fair market value for land without water.
- The consortium of donors expects that the fair market value purchase price of Lots 1 and 2 without water will be considerably less than the \$250,000 required by the Resolution to be in hand by September 30, 2025.

A New Proposal - cont.

- The proposal might provide that if water is found and a working well is established, Lots 1 and 2 would be re-sold and the sale profits donated to the Freestone Committee.
- This proposal is not coming from the Freestone Committee, but from the consortium of donors.

Next Steps

- The FOC will meet August 13 for an update on any drilling and/or proposal from the consortium of donors, and/or any direction from the Board.
- The FOC will prepare a recommendation to the Board in time for the Board to take action at the September 2025 Board meeting.
- The FOC recommendation to the Board is expected to be that any proposal that does not result in \$250,000 being received by September 30, 2025 will require congregational approval.

Freestone Resolution Milestones

Date	Milestone	Comments/Status
9/30/25	\$250,000 or more raised	Date extended at the 12/4/2024 BOT Meeting Date extended again at the 4/27/2025 Special Congregational meeting
12/1/25	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.
12/1/26	Phase 1 repairs completed & approved with secured funds	
12/1/27	Phase 2 repairs completed & approved with secured funds	
FY 26-27	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
Western Groundwater Surveyors	\$5,162.00	FOC April 17, 2024	Balance of \$7,300 cost from Freestone donations
Total	\$7,500.00		
FY 2023-24 Limit	\$7,500.00		
FY 2023-24 Remaining	\$0		

Freestone Oversight Committee Report

Discussion/Questions