

**Unitarian Universalist Church of Berkeley**  
**Board of Trustees Meeting Agenda**  
**Wednesday, January 7, 2026**

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

- 7:15 1. CALL TO ORDER & OPENING RITUALS**
- a. Chalice reading & lighting – Carla McCasland
  - b. Board Covenant reading- Helen Tinsley-Jones
  - c. Land Acknowledgement Statement –Pier Sun Ho
  - d. Widening the Circle Statement – Lisa Maynard
- 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 December 2025 Board Meeting minutes
  - c. Accept monthly Treasurer’s report
  - d. Accept Operations 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. INFORMATION/DISCUSSION/ACTION ITEMS - Break @ 8:30 PM, if needed**
- a. February Congregational Meeting Planning
  - b. Freestone Moving Forward – (current status, task force, discernment circles)
  - c. Budget process
  - d. Generous donation from a member in response to targeted request for staff long-term disability and life insurance coverage
  - e. Populating Committees (Endowment, Human Resources, Buildings and Grounds)
  - f. Beacon Article Ideas - February Beacon article – Helen Tinsley-Jones and Kay Fairwell
- 8:45 6. BOARD COMMITTEE MEMBER/LIAISON REPORTS**
- 9:00 7. CLOSING COMMENTS**
- 9:05 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, December 3, 2025  
Meeting Conducted via Zoom Video Conference**

**Minutes – Draft**

**ATTENDEES**

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

Absent: Beth Jerde

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

Visitors: Victoria Bowen, Ryan Devine, Jean Gleason, Anne Greenwood, Paul Hudson, Randall Hudson, Ariel Smith-Iyer, Albert Kueffner, Anita Mermel, Larry Nagel, Beth Pollard, Marta Tobey, Tom Tripp

A quorum being present, the meeting was called to order by Kay Fairwell, president, at 7:17p.m. Helen Tinsley-Jones did the chalice lighting and reading, Pier Sun Ho read the Board covenant, Lisa Maynard read the land acknowledgement, and Michael DeWitt read the Widening the Circle Vision Statement.

**CONSENT AGENDA**

**A motion for the following with the removal of the Freestone Oversight Committee Report (M \_Pier \_/S\_\_ Carla ) passed unanimously:**

- Approve agenda
- Approve November 2025 Board Meeting minutes
- Accept monthly Operations Director report
- Accept monthly Treasurer's report
- Approve Reverend Marcus' Housing Allowance portion for tax purposes
- Approve Reverend Kathryn's Housing Allowance portion for tax purposes

The monthly FOC report was removed from the consent agenda and will be discussed later in the meeting under the Freestone agenda item.

**MINISTER'S REPORT**

Many services are planned for the month of December. Rev. Marcus will lead the 5PM Christmas Eve service; Rev Kathryn will lead the 10PM Christmas Eve service. A Church du Soleil Solstice Service will be held on 12/20 and Intern Liesl Dees will hold a "Blue Christmas" holiday healing service on 12/17.

Rev. Marcus highlighted three items from the Operation Directors' report: 1. There is an opportunity to enroll staff in long-term disability and life insurance through UUA. It's a recommendation from the UUA that all full-time and half-time staff get those benefits; currently only Rev. Marcus gets those benefits. Looking into the feasibility as to whether we can enroll for the second half of this year. 2. The Good Earth School's 5-year lease is up in August. This is an important contract for UUCB as one-third of our operating budget's revenue comes from this lease. Janae is working on renegotiating that lease and has reached out to church members who have experience with contracts and leases. If you want to be involved in that conversation, reach out to Janae. 3. A neighbor on Lawson Rd has requested reimbursement from the church. If you have any insight/info regarding that neighbor and her relationship with the church, let Janae know.

### **ANNOUNCEMENTS/LISTENING**

**Board or Staff Announcements/Board listening presence:** Helen Toy reported that she heard a lot about Freestone. Smaller things: One person doesn't like to hear the word "God" in church. Some question as to what help the AV crew and helpers from RE need/how that's working. Pier thanked board members for signing up for Sharing the Responsibility. If you haven't signed up yet, please do so.

**Congregants who wish to speak to the Board:** Randall Hudson shared that years ago there were some issues with encroachment on our church property in Kensington. If we allow the encroachment, after 5 years the person has a legal claim to the property. This might merit conversation with the neighbor.

Anne Greenwood: Much is happening this Saturday at church. The Balazs scholar and president of Starr King are doing an event from 1:30-3PM. It will be recorded. Happening in-person and on zoom. Hoping to get the Balazs program up again.

Larry Nagel: I think it's too late to address the encroachment issue. Several years ago, he walked the grounds with the surveyor map saw that a neighbor built their fence around a tree that was on church property.

### **DISCUSSION/ACTION ITEMS:**

#### **a. Stewardship**

Stewardship Co-Chairs Ariel Smith-Iyer and Paul Hudson discussed their plans for the 2026 Stewardship Campaign which has the Fire of Commitment as its theme. They will be sharing a new giving guide from the UUA which suggests actual dollar amounts rather than a percentage of one's income. The 2026 Stewardship goal is \$525K with a "reach" goal of \$550K. This would require an increase in the average pledge which is currently under \$1500. Board members are asked to pledge by the campaign kick-off on January 25<sup>th</sup>. An Early Pledgers soiree will be held on March 1<sup>st</sup>. Celebration Sunday will be on 4/26.

- b. Freestone - Planning for next steps
  - A. Process for Moving Forward.

Marcus proposed a process for going forward which he shared with the board earlier today. The process includes establishing a board task force that would follow up on the November congregational decision to sell or donate. This robust process would span from now until May 2026, with a decision to be made by August or September 2026. Rev. Marcus suggested this process regarding next steps for Freestone is the work of the congregation. Doing it well right now is the most important thing we can do for the future of the church. Not everyone may be invested in the decision but the way it's done should be important to everyone.

He hopes we'll prioritize care for those hurt and grieving; and honor and memorialize Freestone's history. Rev. Marcus called for the congregation to use discernment to guide what mission is being served. He emphasized a shift from a decision-making mindset to a discernment mindset. Collective discernment skills are new for many of us. His proposal suggests using circles, i.e. gathering people in small to mid-size groups to listen to one another deeply. The past votes on Freestone have been very close. The goal of this process is to arrive at collective buy-in to a decision – not through a vote, but through wide-spread discernment and discussion.

Ideally, the Task Force would include a Board member, someone from the Committee on Ministry, and some people who have been close to the Freestone-related issues. Rev. Marcus will provide guidance to the Task Force. The circles would begin in January and will make space for grief and explore the needs that need to be attended to. There will also be some mechanism for folks who don't want to be part of a circle to be involved, perhaps through a survey. There will be a second phase of circles in which we move from grief to vision. The goal would not be to advocate for a specific outcome but to listen deeply. In April there will be time to memorialize and honor Freestone. At the end of the process the Task Force will share what they've learned with the board and present either clear thoughts that have coalesced or present whatever is true for the Task Force. Board can decide whether to go ahead.

Rev. Marcus has offered this proposal as a way to move forward but the board has the authority to decide on how to proceed, and can shape the proposal as it sees fit. Rev. Marcus offered to help put together the Task Force if the board asks him to do so.

#### Discussion

There was general appreciation for the proposal from Rev. Marcus as well as a feeling that it's important to have the flexibility to modify details after the board has had more time to review the process. At the January board meeting, the board will discuss the process and any possible changes they may want to make to it. Pier and Kristen both agreed to be on the Task Force and help Rev Marcus to assemble the Task Force.

**Motion** (M- Helen Tinsley-Jones; S- Helen Toy)

To move forward with the process proposal to follow up on November's congregational decision. In addition, board members Kristen Jensen and Pier Sun Ho will partner with Rev Marcus to begin the process of assembling a Task Force.

**The motion passed unanimously.**

B. Plans for Taking Care of Freestone during the Discernment Process

The Freestone and Freestone Oversight Committees have dissolved. There is an immediate need to identify some individuals who will be responsible for handling the maintenance needs and other issues that arise with Freestone during the long discernment process. Tom Tripp reported that Dave Wemmer shared a list of a dozen things that need to be done to maintain Freestone (e.g. trees that need to be removed; some leaks in the roof, etc.). Once there is an identified person/committee who will handle these matters, Tom will share the list with them.

The people initially approached about this have declined. The plan is to list Janae as the contact for the immediate future. The idea of using a property management company was suggested. Lisa Maynard will find out how much money is left in the Freestone Committee's restricted account. Michael DeWitt volunteered to help with fire mitigation. The idea of contacting a realtor to get their ideas about what needs to be done to the property in order to make it sellable was also raised.

It will be important to gather all the files related to Freestone into one place. David Rosales offered to transfer the electronic files to UUCB's Google drive. Larry Nagel will share the files he has from the Freestone Oversight Committee's work. It is believed that many of the files from the Freestone Committee are paper files.

Larry Nagel urged the board to sell the property sooner rather than later, so that we don't continue to have the responsibility. It was noted that there is a conflict between the desire for a speedy sale and the need for a process for discernment and healing that will take time.

c. UUCB Finances Part 2 (Lisa Maynard)

Lisa shared the balance sheet and explained several items. A percentage (usually 4%) is taken from four UUCF restricted accounts and put into the Ladd Griffith fund to be used for building maintenance. These funds are overseen partly by the Building and Grounds Committee, and are now figured into the 5-year capital projects budget.

Fixed assets consist of property and equipment. The values for the land and buildings are based on the assessed values. The “value” of the land for the cottage is low because it was purchased so long ago. The depreciation of assets is based on standard formulas. Current liabilities include things like credit card balances that haven’t been paid yet, unpaid salaries, and accrued vacation.

Lisa provided background and explanation of the Calkins Trust which was set up a number of years ago. When the Calkins Trust was established, the UUCB Endowment Committee was set up as the trustee. Since there currently isn’t an active UUCB Endowment Committee, the board is the acting trustee. The income from the trust is distributed among 3 beneficiaries: the daughter of the donor, the UUSC, and UUCB. The trust will end upon the death of the donor’s daughter. At that time the amount left in the trust will be divided among UUCB and UUSC. It fluctuates as the amount in the trust fluctuates.

Anne Greenwood is currently the only signatory on the Calkins Trust account. Anne is in the process of converting the assets to tax-free municipal bonds. In order for her to do this the board needs to confirm Anne Greenwood as the signatory for the Calkins trust.

**Motion** (Pier -M/ Helen Tinsley-Jones – S) to confirm Anne Greenwood as the signatory for the Calkins Trust. The motion passed unanimously.

Budget process for FY2026-27 is beginning. Lisa Maynard will be asking the board and church groups to submit their requested budgets. There are line-item donations to two non-profits included in the operating budget for which there is not a clear group within the church that makes the request: 1. The Sogorea Te Land Trust (is in the current budget for \$2000); and 2. GRIP. In 2024, the Social Justice Council spoke with Tess about removing the donation for GRIP from the Good Neighbor program and, instead, adding it as a regular line item in the budget, but that donation didn’t make it into the budget. The 2025-26 budget has a \$3000 line item for GRIP that is for purchasing food for lunches but does not include a donation. Since it was the church’s intention to make a donation to GRIP in FY25-26, Lisa said she was willing to look in the budget to see if there were funds to make a donation to GRIP. She asked the board if they wanted her to do this, and if so, for what amount. The amount given as a donation to GRIP in 2024-25 was \$1500.

**Motion** (Pier- M; Michael DeWitt-S) that Lisa Maynard look for funding to total \$5000 (\$3000 for lunches and a \$2000 donation) for GRIP for this the current fiscal year (2025/26). **The motion passed unanimously.**

d. Safety Committee Updates (Helen Tinsley-Jones)

The committee is currently composed of Kay, Janae, Paul Hudson, Helen Toy, Helen Tinsley-Jones, and Rev. Katherine. They have collected safety policies from several organizations and from groups within UUCB. In parallel, they are looking to create a draft for a Safety Response Team. There is a new CA law (SB 1454) that requires non-profits to train their security people

(paid or unpaid). Janae did a Zoom training. Janae is in touch with the church's insurance company to get their recommendations.

e. Nominating Committee Slate – (Pier Sun Ho)

This year's slate of candidates: Ryan Devine, David Rosales (returning), and Karin Werner. There will be a Candidates' Forum in January.

f. Certify Membership.

The board will return to this issue in January after staff have updated the membership rolls.

g. Populating Committees (Endowment, Human Resources, Buildings and Grounds)

Tom Tripp has requested that a board member be part of the Buildings and Grounds (B&G) Committee which currently meets monthly on the third Wednesday at 3:30PM.

Q: Does B&G oversee Freestone?

A (Tom): Not in the past, but that could change. In the past the Freestone Committee, not B&G, oversaw the Freestone property but the Freestone Committee has dissolved so it's possible that B&G might get involved in Freestone property issues.

The board will postpone this issue until January. Rev. Marcus noted that in the absence of an HR committee, he and Janae will reach out to lay people to help them with the one current issue that needs to be addressed.

h. 5-year Capital Projects Budget - Board vote

At the October 2025 board meeting, Janae had asked the board to approve the 5-Year Capital Project budget so that actionable items in the green section of the budget could be acted on when the funds became available.

**Motion** (Pier- M; Helen Tinsley-Jones- S) To approve the 2025 5-year Capital Projects Budget The motion passed unanimously.

Motion (Helen Tinsley-Jones- M; Pier Sun Ho- S) to bring to a congregational vote in February 2026 the purple section of the 5-year Capital Projects Budget

Discussion

Lisa Maynard noted the need for planning on how to educate and present this budget to the congregation. Voting to authorize use of large amounts of money can be very anxiety-provoking for many congregants, so information must be presented thoughtfully. There was general agreement with Lisa's point. The motion was withdrawn.

i. Beacon Article Ideas - January Beacon article - David Rosales. Kay and Helen T-J will do the February Beacon article

**BOARD COMMITTEE MEMBER/LIAISON REPORTS**

**Social Justice Council.** A guest from the “Bridging for Democracy Project” at the Othering and Belonging Institute spoke at the November meeting. The project brings together people from different groups and perspectives and helps them see the humanity in one another. Some SJC members are interested in working with this guest to facilitate a meeting with a local conservative church. Good Neighbor proposals will be presented and voted on at the next SJC meeting. All church members are encouraged to participate in this.

**Family Ministry.** The food drive is next Sunday.

**Appreciations.** We will be raising money for staff appreciations at the next three Sunday services. We hope to raise enough to give \$100 to each staff member. There was some discussion about how to thank Freestone Committee and Freestone Oversight Committee members for their extensive work in a way that is sensitive and meaningful. Some appreciation should be done publicly, perhaps at the February congregational meeting.

### **CLOSING COMMENTS**

Kay thanked everyone at the meeting and requested a blessing from Rev. Marcus who expressed gratitude for everyone’s depth of care.

### **ADJOURNMENT**

The meeting adjourned at 9:32PM

Respectfully submitted,

Selene Fabiano, Secretary

# Operations Director's Board Report

December 2025

- **New Members:**
  - Joan Barouch
  - Eric Dadap-Wilson
  - Marisa Dadap-Wilson
- **Average Attendance: (Not including Christmas Eve Services)**
  - In Person: 201
  - Online: 38
  
- **Finance**
  - We received a targeted gift to cover the cost of premiums for Long Term Disability and Life Insurance for UUCB staff working more than 15 hours a week. It is recommended by the UUA that we cover this for staff. That cost is approximately \$12,000 per year, and our current staff has been enrolled starting January 2026.
  - The remainder of the gift will help to cover the rise in the cost of health insurance for the rest of the budget year.
  
- **Facilities**
  - There was a lot of preparation and focus on the holiday events and Christmas Eve services.
  - Our HVAC contractor was out to look at the furnace system that is the likely cause of the condensation leak in the Sanctuary. They will be back in January to drop a camera down our flue and troubleshoot the problem further.
  - Equipment has been ordered to start on the Wifi Upgrade from the Project Budget, and the install is tentatively scheduled for February.

January 6, 2026

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

RE: Treasurer's Report for January 7 Meeting

- 1) Today's Mechanics bank balances are: Checking, \$209,549.72; Savings, \$149,269.92
- 2) I request that the Board approve the acceptance and designation of a gift solicited by Rev Marcus. In December the Board approved Rev Marcus' request to ask for a donation that would cover immediate improvements in the staff benefits programs we offer. The resulting extremely generous gift will cover these benefits augmentations for the remainder of the current fiscal year, and for next fiscal year, 2026-27.
- 3) Additional notes for Budget vs. Actuals report (attached):

#### Income

Item 4101.40 - Special Donations & Projects

- \$20,000 donation for play yard improvements (from Good Earth School parent)
- \$25,000 donation in December (see #2 above); we expect to use the remainder of the donation (also \$25,000) during FY 2026-27, so it does not appear in the current report

Item 4201.40 - Other Program Revenue

- total on report includes incorrectly coded restricted funds; correct total is \$2,335

Item 4301.50 - Campus Rental-All Schools

- total income so far includes prepayment of February rent

Item 4200 - Program Income

- note that the budgeted total for all programs currently in this category is \$30,000; donations specifically identified as Good Neighbor contributions are actually budgeted to be around \$12,000, not \$20,000, and in fact \$12,000 may be high, since many people support our Good Neighbor programs via a contribution to Plate collections (which are divided 50/50 between UUCB and the Good neighbor of the month)
- we will probably change the list of programs included in this category, and separate out those where all donations are passed on to the recipients, such as Congrats to Grads, Food Drive, and Good Neighbor)

Item 4304.50 - Lexington Lodge

- the congregation agreed (September 2024) that a portion of the Lexington Lodge rental revenue will go towards repaying the loan from the Board-designated Endowment to the Ministerial Housing Fund
- the budgeted revenue, \$31,400, shows the net income available for the operating budget after the loan repayment, but we have decided instead to show both gross income and the actual loan repayment amount

#### Expenses

Item 7027 - Guest Musicians/Ministers/Artists

- the total expense to date is very close to the total budgeted; we expect managers of this area to begin using restricted funds to supplement the budgeted amount
- some of the guest ministers may be paid from ministerial professional development funds (item 7110)

# Unitarian Universalist Church of Berkeley

Budget vs. Actuals, Current Fiscal Year to Date, as of 1/6/2026 (see notes)

July 2025 - June 2026

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
<b>Income</b>			
4000 Pledge Income			
4001.90 Pledge Inc	371,579.73	525,000.00	70.78 %
4002.90 Prior Year Pledge Payments	25,498.22	30,000.00	84.99 %
<b>Total 4000 Pledge Income</b>	<b>397,077.95</b>	<b>555,000.00</b>	<b>71.55 %</b>
4020.90 Plate collections	15,100.34	25,000.00	60.40 %
4040.90 Other unpledged contributions - Development	13,932.51	27,500.00	50.66 %
4101.40 Special Donations & Projects	45,000.00		
4200 Program Revenue			
4201.40 Other Program Rev (Ukulele, etc)	7,069.00		
4202.40 Chalice Camp Contributions (For Exp See 9001.40)	1,890.00	8,000.00	23.63 %
4203.40 Congrats to Grads (See 9002.40 for Exp)	20.00	2,000.00	1.00 %
4204.40 Food Drive	3,510.00		
4205.40 Good Neighbor collections	2,624.12	20,000.00	13.12 %
<b>Total 4200 Program Revenue</b>	<b>15,113.12</b>	<b>30,000.00</b>	<b>50.38 %</b>
4300 Rental Income			
4301.50 Campus Rental-All Schools	241,252.00	362,300.00	66.59 %
4302.50 Community Use-Space Rental (999)	35,535.01	150,000.00	23.69 %
4303.50 Craft Cottage Rental	19,200.00	37,000.00	51.89 %
4304.50 Lexington Lodge	22,420.00	31,400.00	71.40 %
<b>Total 4300 Rental Income</b>	<b>318,407.01</b>	<b>580,700.00</b>	<b>54.83 %</b>
4400 Fundraising	<b>22,839.60</b>	<b>25,000.00</b>	<b>91.36 %</b>
4900.80 Dividend & Interest Income	6,605.17	12,000.00	55.04 %
4933.80 Income from Trusts - Calkins		1,500.00	
<b>Total Income</b>	<b>\$834,075.70</b>	<b>\$1,256,700.00</b>	<b>66.37 %</b>
<b>GROSS PROFIT</b>	<b>\$834,075.70</b>	<b>\$1,256,700.00</b>	<b>66.37 %</b>
<b>Expenses</b>			
6000 Salary & Wages	<b>287,695.13</b>	<b>706,617.96</b>	<b>40.71 %</b>
6020 Payroll Taxes	<b>14,992.89</b>	<b>37,016.62</b>	<b>40.50 %</b>
6030 Employee Benefits - Health	<b>12,435.55</b>	<b>36,495.60</b>	<b>34.07 %</b>
6035.10 Employee Benefits-Life/Disabil-Ministry	1,188.00	2,500.00	47.52 %
6040 Employee Benefits-Retirement	<b>22,719.46</b>	<b>53,536.00</b>	<b>42.44 %</b>
7000.60 Insurance - Shared	35,157.47	61,630.84	57.05 %
7005.60 Worker's Comp Insurance	3,236.00	7,500.00	43.15 %
7010.80 Accounting Services	15,867.50	28,000.00	56.67 %
7015.60 Board Discretionary Fund		2,000.00	
7020 Consultants/Contractors	<b>675.00</b>	<b>8,800.00</b>	<b>7.67 %</b>
7027 Guest Musicians/Ministers/Artists	<b>6,598.98</b>	<b>6,850.00</b>	<b>96.34 %</b>
7030 Supplies, Printing, Postage	<b>2,722.14</b>	<b>10,200.00</b>	<b>26.69 %</b>
7050.60 Equipment leases	2,766.63	5,500.00	50.30 %
7060 Equipment Repair & Maintenance	<b>3,272.22</b>	<b>5,000.00</b>	<b>65.44 %</b>
7080 Phones, Computers, Software	<b>8,355.40</b>	<b>16,000.00</b>	<b>52.22 %</b>

# Unitarian Universalist Church of Berkeley

Budget vs. Actuals, Current Fiscal Year to Date, as of 1/6/2026 (see notes)

July 2025 - June 2026

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
7090.60 Advertising and PR	531.50	3,000.00	17.72 %
7094.60 Website & Online Resources	526.15	2,250.00	23.38 %
7095.90 Canvass Expenses/Stewardship	100.00	500.00	20.00 %
7100.60 Property Tax	18,732.13	36,500.00	51.32 %
7110 Professional Development	<b>4,313.50</b>	<b>21,191.00</b>	<b>20.36 %</b>
7115.40 GA Delegate & Leadership - Other	1,514.00	3,000.00	50.47 %
7120.60 Staff & Volunteer Appreciation	563.07	1,200.00	46.92 %
7140.80 Bank Fees	1,874.74	3,800.00	49.34 %
7150 Hiring Expenses	<b>141.00</b>	<b>500.00</b>	<b>28.20 %</b>
7151.80 Taxes & Business Licenses	463.68	1,000.00	46.37 %
7155.80 Payroll Processing Fees	2,135.04	7,500.00	28.47 %
7160.60 UUA Annual Program Dues	19,999.98	40,000.00	50.00 %
8000 Facilities			
8000.50 Building & Grounds Supplies	2,856.01	10,000.00	28.56 %
8010.50 Building & Grounds Maintenance	15,419.77	34,000.00	45.35 %
8025.40 Kitchen Supplies / Hospitality	3,501.05	10,000.00	35.01 %
8029 Utilities			
8030.50 Electricity	152.16	500.00	30.43 %
8040.50 Gas	5,448.84	12,000.00	45.41 %
8050.50 Garbage	4,809.58	7,500.00	64.13 %
8060.50 Water	8,624.74	14,000.00	61.61 %
8070.50 Fire Monitoring System	4,820.64	11,500.00	41.92 %
<b>Total 8029 Utilities</b>	<b>23,855.96</b>	<b>45,500.00</b>	<b>52.43 %</b>
<b>Total 8000 Facilities</b>	<b>45,632.79</b>	<b>99,500.00</b>	<b>45.86 %</b>
9001.40 Chalice Camp Expenses (For Rev See 4202.40)	201.51	680.00	29.63 %
9002.40 Congrats to Grads	2,700.00		
9040.40 Other Program Committee Exps	8,587.70	14,730.00	58.30 %
9041.40 Personal Theology (CC2 625 / #7025 in FEZ)	400.00	2,000.00	20.00 %
9050.40 Donations to Non-Profit Orgs	11,784.69	29,500.00	39.95 %
9800.90 Fundraising/Event Expense	42.00	2,000.00	2.10 %
<b>Total Expenses</b>	<b>\$537,925.85</b>	<b>\$1,256,498.02</b>	<b>42.81 %</b>
<b>NET OPERATING INCOME</b>	<b>\$296,149.85</b>	<b>\$201.98</b>	<b>146,623.35 %</b>
<b>NET INCOME</b>	<b>\$296,149.85</b>	<b>\$201.98</b>	<b>146,623.35 %</b>

**Note**

Operating Budget vs Actuals (unrestricted funds activity), 7/1/2025-1/6/2026.