Unitarian Universalist Church of Berkeley
Board of Trustees Meeting Agenda
Wednesday, November 4, 2026

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

7:15 1. CALL TO ORDER & OPENING RITUALS

a. Chalice reading & lighting – Pier Sun Ho
b. Board Covenant reading- Lisa Maynard
c. Land Acknowledgement Statement – Ryan Devine
d. Widening the Circle Statement – Helen Toy

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 October 7, 2026 Board Meeting minutes
c. Accept monthly Treasurer's report
d. Accept Operations Director's report
e. Approve November 22, 2026 special Congregational Meeting agenda
f. Accept monthly report from UUCB's UUA General Assembly Task Force

7:25 3. MINISTER'S REPORT

7:30 4. ANNOUNCEMENTS, LISTENING, INFORMATION ITEMS:

a. Board or staff announcements:
- November 22, 2026 Congregational Meeting, and Zoom information sessions Tuesday, November 17, 7-8pm, and Thursday, November 19, 4-5pm.
- UUCB Purpose Workshop Series – Sundays through November 15

b. Board Listening Presence (Helen Toy)
c. Congregants who wish to speak to the Board on agenda items or other matters

7:40 5. DISCUSSION/ACTION ITEMS - Break @ 8:30 PM, if needed

a. Development of Board of Trustees goals
b. Overview of Restricted Funds (Janae Heard)
c. Board direction on the disposition of the proceeds from the sale of the Freestone property
d. Plan for developing criteria for Board Committees

8:55 6. BOARD COMMITTEE MEMBER REPORTS

9:00 7. CLOSING COMMENTS & 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 Huchiun, the unceded territory of the Chochenyo-speaking Ohlone people. We understand that we continue to benefit from the seizure and occupation of this land. We acknowledge and embrace our responsibility to take restorative action. We affirm that this is deeply felt and commit our congregation to be in right relationship with Indigenous communities, aligning in solidarity, supporting Indigenous projects, and caring properly for the land.

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

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

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

Unitarian Universalist Church of Berkeley Board of Trustees Meeting
Wednesday, October 7, 2026
Meeting Conducted via Zoom Video Conference

Draft Minutes

ATTENDEES:

Voting members: Peter Boland, Ryan Devine, Kristen Jensen, Beth Jerde, Carla McCasland, David Rosales, Helen Toy, and Co-Presidents Selene Fabiano and Pier Sun Ho

Ex officio members: Rev. Marcus Liefert, Beth Pollard (Secretary), Lisa Maynard (Treasurer), Janae Heard (Operations Director)

CALL TO ORDER AND OPENING RITUALS:

A quorum being present, the meeting was called to order by Co-President Selene Fabiano at 7:15 p.m.

a. Chalice reading & lighting - Lisa Maynard read Anatole France's quotation: "*All changes, even the most longed for, have their melancholy; for what we leave behind us is a part of ourselves; we must die to one life before we can enter into another."*
b. Board Covenant reading- Ryan Devine
c. Land Acknowledgement Statement – Helen Toy
d. Widening the Circle Statement – Beth Jerde

CONSENT AGENDA:

a. Approve agenda
b. Approve September 2, 2026 Board meeting minutes
c. Accept Treasurer's report
d. Accept Operations Director's report

M/S, Peter/Pier, to approve the Consent Agenda. Motion passed unanimously.

MINISTER'S REPORT:

Rev. Marcus reported:

Facilities: Auden has been hired as permanent facilities staff, Liam's time has ended, and work is underway to bolster staffing for event hosting and A/V.

Church management software: There are plans to switch from the church database from Breeze to Planning Center software, due to values alignment concerns.

Worship: A lay worship team, different from the former Worship Associate model, is being created to expand and enrich worship service engagement.

Social Justice Council: Cynthia Greenleaf is leading discernment on how to best organize the Council and its various groups, with an eye to keep Council folks connected while avoiding burnout.

Adult Religious Education: The Inner Compass and Bible for UU's workshops have been well-attended.

ANNOUNCEMENTS, INFORMATION, LISTENING:

a. Board or staff announcements:

- Sale of Freestone property: Co-President Selene reiterated the announcement emailed to members that the property was sold on September 30, 2026 to Leah Brownstein for the asking price of $1.195 million. Congregant perspectives on use of the sale proceeds expressed during the Freestone Discernment Task Force process earlier this year will be reviewed and discussed by the Board at its November 4th meeting.

b. Board Listening Presence (Helen Toy): Nothing to report this month

c. Congregants who wish to speak to the Board on agenda items or other matters:

- Lonnie Moseley suggested the church be open for people to be together following the mid-term election.

d. Introduction of new UUCB members: 17 new members have joined since March and were invited to the Board meeting. New members who introduced themselves: Courtney Martin, Mary Speaker, Lynne Scarpa, Nancy Jacobson, Dennis Ladd, and Robert Kropf.

DISCUSSION/ACTION ITEMS

a. Safety Policy Task Force: Presentation and discussion on draft Emergency Policy & Procedures section of the Safety Manual; request for an ongoing advisory committee to the Board

Task Force members present included Kay Fairwell, Helen Tinsley-Jones, Operations Director Janae Heard, and Board member Helen Toy. Other members of the task force are Rev. Kathryn Jay and Paul Hudson.

Helen Tinsley-Jones presented a Power Point summarizing its work to date, which includes drafting the Emergency Policy & Procedures section of the Safety Manual, and presenting its recommendation for an ongoing Safety Policy Advisory Committee of the Board.

Presentation points included:

- New state law (SB 1464) requires training for church volunteers before they can be assigned as security.
- The task force gathered and processed a huge amount of information, with emergency procedures and relationship safety being the most frequently named topics.
- They developed a quick emergency reference card intended to be attached to additional cards showing evacuation routes and emergency equipment locations, which would be laminated and placed throughout the church building.

They proposed a two-part administrative structure:

1) A Safety Team, comprised of Corps and Auxiliary members, to implement safety policies, procedures and tasks; one on-site manager would be present each Sunday.

2) A Safety Policy Advisory Committee of the Board to help the Board fulfill its duty of care to provide for the safety of persons on the property and the property, and to report to the Board on issues that warrant Board attention and action.

Board member comments included:

- Concern about Sunday's youth childcare workers being trained and able to perform the emergency response procedures for children in their care

- The necessity for orientation on safety procedures as well as frequent practice drills for youth childcare workers
- Ensuring that a Safety Policy Advisory Committee would not pull the Board into operations; for example, the Board would not need to see every incident report but rather be advised on issues or trends that warrant Board attention and action
- The Board should think twice about whether/how it delegates authority for anything that the Board would not want dissolved; safety might meet that criteria
- Who would have responsibility for assuring that the safety manual is updated?

Task Force members Helen T-J, Kay, and Helen Toy follow-up comments included:

- The task force needs to look at the coordination between Family Ministry's own safety policy and procedures and those developed by the task force, as well as ensuring training and availability of emergency information cards for childcare workers and other FM personnel
- The Board has a vital function to assure church safety; there are church liability issues in not having a safe environment

The discussion concluded with the task force continuing its safety manual update work and the Board recognizing it needs to determine how it wants safety to be monitored as well as developing related guidance on what warrants a committee of the Board.

b. Widening the Circle of Concern Committee presentation, and discussion on its roles, responsibilities and related issues

Committee members present included Melissa Rosales, Lonnie Mosely, and Victoria Bowen.

Melissa presented a Power Point with background on how the committee was formed from the work of a task force that followed the UUA release of the Widening the Circle of Concern book, and the importance of the committee's role and connection to the Board as well as to the congregation. Because of time demands, such as for work related to social justice and national/election issues, the committee has been on hiatus.

The committee's next step is to discern, along with original task force members and Rev. Marcus, on the question: *"What does Widening the Circle of Concern look like for the congregation of now? How can we extend the circle so that all belong and feel cared for?"* There could be review and reflection on what has been accomplished from the original report and what still needs attention. As when the committee was formed, there could be new listening conversations with the congregation about whether they feel like they are in a circle of care and belonging.

The WCC's request of the Board was to remain a Board committee, so as to:

1) Imply there is institutional support for efforts to widen the circle of belonging and care at UUCB.
2) See that Widening the Circle is woven into all the policies and programs of the church since *"the Board of Trustees' job is to set clear policies that reflect the congregation's vision and mission, and that direct and guide the work of staff and volunteers*."
3) There is commitment to and structural accountability for the work for the long-term.

Upon inquiry from Board members about examples of activities, committee members noted a sampling included worship service music, governance manual language, a question to Board

candidates in the election forum, funds to support people of color to attend UU assemblies, and a variety of other ways that the church has expanded its consciousness and acknowledgment of other cultures.

Board member question and comment topics included whether the committee would begin meeting again, would it recruit new committee members, reporting to the board regularly but not necessarily monthly, distinguishing between Board matters vs. operations/tasks, and informing and involving the congregation.

More information and discussion will be forthcoming after the committee's discernment work.

c. <u>Board direction on capital project item to address condensation in the Sanctuary, including timing for/calling a congregational meeting on using the balance of the Calkins Trust funds; and discuss relationship between the Board and buildings, grounds and property planning issues, responsibilities and authority</u>

Operations Director Janae Heard reported that options for addressing the condensation problems, including possible heat pump installation, were being explored. She recommended that this work be performed before the winter rainy season. Allocation of the funds for the work from the balance of the Calkins Trust requires a 2/3 vote of approval at a congregational meeting, which the Board previously endorsed for the regular February congregational meeting. However, since it would be best for the work to be done before the winter rainy season, holding a special congregational meeting before February 2027 is recommended.

M/S, Helen/Selene, to call a congregational meeting before the February meeting, to authorize use of the balance of the Calkins Trust to fund a portion of the five-year capital budget, on a date determined by the Board co-presidents. Motion passed unanimously.

The Board discussed the need to clarify decision-making authority and the relationship among the Board, staff, and Buildings & Grounds.

Buildings & Grounds Committee Chair Tom Tripp said the committee lacks a charter and clearly defined responsibilities. He suggested establishing it as a Board committee reporting to and taking direction from the Board. He also expressed concern about insufficient technical staffing for complex facilities.

Rev. Marcus advised the Board to clarify responsibilities and delegation, commenting that while staff has formal authority, Buildings & Grounds exercises considerable informal influence.

Board Members' comments included:

- Once the Board approves the five-year capital plan, Janae should have authority to implement it, with Buildings & Grounds providing support.
- The Board should play a greater role in setting capital priorities.
- Responsibilities, decision-making processes, and consultation procedures should be documented in the Governance Manual.
- Clearly established authority and decision-making confidence is key.

The Board agreed by unanimous consensus to:

1) Affirm staff's decision-making authority as stated in the Governance Manual.

2) **Support the Operations Director forming her own advisory team to gather input and assist with facilities priorities and implementation.**

The Board also recognized it needs further consideration on the topic of whether Buildings & Grounds, or any aspects therein, should be a Board committee.

d. <u>Development of Board of Trustees goals</u>

David presented the draft Board 2027-28 Focus Areas from the Board retreat:

- Cultivate Community
- Deepen Connections
- Link Arms with Others

It was the unanimous consensus of the Board to approve the focus areas of Cultivate Community, Deepen Connections, and Link Arms with Others. The next step will be for the Board to establish goals within the focus areas.

e. <u>Guidance on inviting Tim Kelley, True Purpose Institute, to facilitate meetings with the congregation on UUCB mission and purpose</u>

It was the consensus of the Board to support moving forward with Tim's mission and purpose work with the congregation.

f. **<u>November Beacon Blog ideas – Carla McCasland.</u>**

Carla said she planned on gratitude as the theme.

BOARD COMMITTEE MEMBER REPORTS

None.

CLOSING COMMENTS

None

ADJOURNMENT at 9:54 pm

Respectfully submitted,

Beth Pollard
Board Secretary

November 2, 2026

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

RE: Treasurer's Report for November 4 Meeting

Calkins Trust Balance / Congregational Vote
I have scheduled two Zoom informational meetings for those who are interested in finding about more about the background for the vote at the special congregational meeting on November 22. Meetings will be on Tuesday, November 17, 7-8pm, and Thursday, November 19, 4-5pm. They are on the church calendar and will be announced in The Week Ahead.

Year-end Operating Budget Balance for Fiscal Year 2025-26
Our accountant Kevin Brower produced a very comprehensive year-end report, which the Finance Committee looked at in October. We will work on a briefer report format for the Board. The good news is that after all adjustments, we ended the year with a small operating deficit of $-1,619 on June 30.

Today's Mechanics bank balances are:
Checking, $133,792.51
Savings, $2,512,106.82

Note that both these balances will be sizably reduced when new UUCEF accounts are ready to receive the Joanne Wile bequest and the Freestone sale proceeds. The UUCEF staff are preparing the accounts; we hope that the transfers can be completed in November, though they might occur in early December.

Operations Director's
Board Report

OCTOBER 2026

New Members:

- Mary Hamilton
- Maura Sullivan

Average Attendance:

- In Person: 187
- Online: 27

Finance

- New UUCEF accounts have been opened. The Wile bequest and Freestone funds will be transferred from our savings into these accounts during the first week of November, significantly increasing our endowment funds held at the UUCEF.
- We received the final payment from the Grace Ulp Estate, just under $30,000. This will be transferred to the Building Fund at the UUCEF during the first week of November.
- The stewardship team has developed a plan for the next campaign designed to make pledging easier for congregants and for the Stewardship, Deposit, and Staff Finance teams. The team met to review how we can use our current systems more effectively and to assess what the move to Planning Center will mean for the campaign. There is the foundation of a plan in place to make the next campaign a success.

Facilities

- Concrete near the music room sidewalk was patched to address a tripping hazard.
- Roof and gutters and downpipes have been cleaned ahead of the rainy season; and the downpipe extension tubes were reinstalled to divert rainwater down the hill.
- We are researching the requirements for transitioning our fire alarm monitoring and maintenance contract to a new provider. We have been dissatisfied with our current vendor's responsiveness and the repair issues we've experienced. The November congregational vote, if approved, would fund fire alarm system repairs, bringing the system to a condition where another company can take over the monthly contract and monitoring.
- The Lighting Upgrade project for the Social Hall form the 5-year Project Budget is moving forward. Project manager Tom Tripp has contacted the consultant to get the project rolling.

Administration

- Staff will spend the next few months transferring congregational data from Breeze to Planning Center, with the goal of having it ready for the stewardship campaign.

Human Resources

- Payroll will move to Gusto effective January 1. The Staff Finance team has begun transferring staff data in preparation. Gusto will make the payroll process simpler and make time tracking and department head approvals easier to manage.

Highlights subject to confirmation

UNITARIAN UNIVERSALIST CHURCH OF BERKELEY

Special Congregational Meeting

Sunday, November 22, 2026

Following the 11 am Worship Service

In-person in the Sanctuary AND Via Zoom Video Conference

Zoom Link: https://zoom.us/j/92841969069?pwd=C2fwniALTIa5I8k1eLU7102fZzIhpR.1

Meeting ID: 928 4196 9069

Passcode: 315612

Agenda

Approximately 12:30 PM

1. Call to Order and Determine Presence of Quorum (15% of 293 = 44 members)
2. Approve use of the balance of the Calkins Trust, after administrative expenses, for high-priority building projects in the Five-Year Capital Projects Budget adopted by the Board of Trustees on September 2, 2026.
3. 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 Chochenyo-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.

Monthly report for the Board of Trustees from the UUCB GA Task Force

In October, we had an initial meeting of the task force to outline areas of focus and broad plans for the next few months. The current members are Melissa Rosales, Helen Tinsley-Jones and Evelie Delfino Sáles Posch. The task force is seeking more members and is compiling a list of people who have offered their time and support when specific requests come in the future.

As much more information about GA 2027 will be coming from the UUA starting next year (likely January – February), we are using the time now to prepare for action then. Here is what we know now:

- Plans for GA 2027 were discussed at UUA Board meeting October 17-18, 2026. We will review the minutes from that meeting as soon as they are available to see if there is any helpful information for our task force.
- The UUA Lifespan Faith Engagement Office is hosting online monthly meetings for Religious Educators and Ministers to have conversations about *"our collective hopes and plans for youth participation at GA 2027 in San Jose, CA and online."* Rev. Kathryn and Rev Marcus have both attended.
- Proposed rates for GA 2027 were included in the October UUA Board meeting packet (unsure if these are final). This is helpful as we think about fundraising.

2027 GA Registration Rates	**Through April 30**	**May 1 — GA**
Adult Multiplatform	$496	$596
Youth and Reduced Rate* Multiplatform or Adult Online Only	$396	$496
Single-day In-person (no event app)	$306	$406
Children*** (0 — 9th grade)	$0 with registered adult	$0 with registered adult

We also discussed holding "GA 101" information sessions in January/February for interested congregants to come here what GA is all about and why they should consider attending this year in San Jose. More details will be coming in December.

Next month, we plan to:

- Add more members to the task force – submit an announcement to the Week Ahead and on the UUCB Discuss list
- Meet with Rev Kathryn and Rev Marcus to discuss UUCB youth involvement for GA
- Connect with the Social Justice Council to discuss interest for participating in the AIW (Actions of Immediate Witness) process for GA 2027
- Start reaching out to local congregations to see what their plans for GA are, looking for opportunities to collaborate, beginning with the Berkeley Fellowship of UUs, First Unitarian Church of Oakland, Mt. Diablo UU Church, Live Oak UU Fellowship of Alameda, First UU Society of San Francisco, and UU Congregation of Marin
- Start planning GA 101 sessions

Questions are seeking answers to:

- Who are the current administrators for the UUCB Widening the Circle Education Fund?
- How will UUCB receive the draft Statement of Conscience and Congregational Comment form? *"November 15, 2026: Deadline for UUA Commission on Social Witness (CSW) to prepare a draft Statement of Conscience.* ***This will be distributed to congregations, along with a Congregational Comment form****, and a ballot to place the draft Statement of Conscience (SoC) on the Final Agenda for the upcoming General Assembly."*

Small smattering of selected news and events from the UUA

Early Review Opportunity for Proposed GA 2027 Business
For those already working on or considering submitting a Business Resolution or proposed Bylaw amendment for General Assembly 2027, the UUA is offering an early review opportunity. ***Learn more!***

From Meet the Moment - Digging Into Data: A UUA Congregational Data Certification Webinar

Each year, leaders in our congregations faithfully fill out an extensive questionnaire detailing the varied metrics we track in our lives together. From worship attendance to membership growth, religious education enrollment to budget numbers, the data has some interesting stories to tell. Join us for this webinar with UUA staff from across several departments as we offer our reflections on what the certification process has to tell us.

This year's Digging Into Data webinars will be held on November 18th at 7 p.m. ET and November 19th at 12:30 ET. Meeting registration is required. Click here to register for the November 18th webinar. Click here to register for the November 19th webinar.

Note: We recommend registering for one meeting date, as the content will be the same at both webinars.

The next Unitarian Universalist Association (UUA) Board of Trustees meeting will take place on Monday, December 14, 2026 at 7:00pm ET / 6:00pm CT / 5:00pm MT / 4:00pm PT.

We invite you to join the Board as it meets to discuss and make decisions about all facets of Unitarian Universalism. Please consult the board packet of the meeting (when it's available) for more information. Advanced registration is required to attend the open portions of each meeting. Click here for more information.

Read the current edition of the Pacific Western Region newsletter – includes upcoming events and information for the region we are a part of.

Development of Board of Trustees Goals

Areas of Focus approved by Board on October 7, 2026:

Cultivating Community

Deepening Connections

Linking Arms with Others

Restricted Funds Overview for the Board of Trustees – November 2026

Why we are sharing this

The recent gifts and bequests we have received, and the ones we expect to receive soon, mean we are now holding a significant amount of money. The way we have used these funds made sense when they were smaller. With more in hand, there may be better ways to put them to work.

We may also need these funds to help balance the operating budget. Until recently, pledges kept pace with staffing changes closely enough that we did not need them. Bringing staff up to UUA guidelines, rising healthcare premiums, and higher costs across everything we need to operate meant we needed extra funding for the current fiscal year's budget and the annual draw from the Board Designated Endowment was the solution. The Board and the congregation voted to use it to fund operations for this budget year only.

Staffing and healthcare costs will keep rising, so it is likely that every year we will need to fund part of the operating budget from a restricted fund. Whether to set a standing policy about which funds, or to decide each budget season, is a fair question for another day. This summary does not ask the Board to reach a conclusion.

Purpose of this overview

This overview gives the Board a shared understanding of how much money we have and how those funds may and may not be used. It is also a starting point for any changes to how we use our restricted funds, a discussion we may need to have as soon as the upcoming budget cycle.

How much money do we have?

Balances as of September 30, 2026.

Category	Balance
Small restricted funds held at the church (TRNAs)	$744,483
Funds held at the UU Church Endowment Fund (UUCEF)	$2,636,609
Expected transfers into UUCEF, November 2026 (Freestone and Wile bequests)	$2,101,335
Total after November transfers	$5,482,427
Less: donor-permanent corpus that cannot be spent (bylaws)	($1,208,430)
Balance above corpus	**$4,273,997**

Balance above corpus is still limited by each fund's purpose and spending authority, so it is not all available for operations.

The funds that matter most for operations

Fund	Balance	Corpus	What the restriction means
Board Designated Endowment (quasi)	$991,660	Not donor-restricted	Board-designated, not donor-restricted. Using principal needs a two-thirds vote of the congregation and must be repaid unless removed by a three-quarters vote (Bylaws 9.1.2). Original gifts value is tracked at $827,751.
Kay David Memorial	$160,274	$100,000	Permanently endowed but not purpose-restricted. Earnings above corpus can be used for general purposes.
UU Church of Berkeley (pooled)	$459,102	$341,497	Permanently endowed but not purpose-restricted.
Building Maintenance Fund	$788,604	$703,632	Donors restricted it to major building capital projects. It supports the Ladd Griffith Fund.
Armstrong Garden Fund	$20,377	$5,000	Garden maintenance, extended by the Board to the terrace.
Ladd Griffith (church-held)	$144,334	n/a	Draws go to major, extraordinary building maintenance. Spending has been low this past year, so a healthy balance remains.

Other funds (Lawrence Lecture, Anna Spatz, Morgan Theological, Cope Ministerial Housing, Ellis Music, the Employee Benefits gift, and smaller program funds) are purpose-restricted and are listed in the spreadsheet.

Current policy and how draws work

- **Annual draw.** Per Governance Manual 9.7.2, the Board Designated Endowment, Permanent Endowment, Kay David Memorial and Building Maintenance Fund pays out 4% of its 13-quarter average balance ending December 31 of the prior year, taken in July at the start of our July 1 to June 30 fiscal year. It was recently decided that the Armstrong Garden could also have an annual draw using the same calculation to support the operating budget and water costs for the gardens.
- **Ladd Griffith.** Building Maintenance must continue to support the Ladd Griffith Fund because of the donor restrictions.
- **This year.** The Board and congregation voted to use the Board Designated Endowment to fund operations, an exception to the usual practice that it also funds Ladd Griffith.

Looking ahead

Projected annual draw by fund, paid each July (fiscal years run July 1 to June 30). Estimates use a 5% annual return and include the two gifts we expect to receive.

Fund	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
General Endowment (Board Designated)	$29,330	$31,165	$33,434	$38,313	$41,179
Armstrong Garden Fund	$655	$724	$778	$821	$841
UU Church of Berkeley (pooled)	$12,250	$16,796	$17,764	$18,481	$22,015
Kay David Memorial	$5,653	$5,969	$6,245	$6,462	$6,607
Building Maintenance Fund	$9,166	$17,635	$26,721	$32,453	$34,174
Total annual draw	**$57,054**	**$72,290**	**$84,942**	**$96,529**	**$104,816**

Using the current 13-quarter averages, the total July 2026 draw across all five funds is about $57,000. Under a middle-of-the-road 5% return assumption and the two gifts we expect to receive, the total annual draw is projected to reach roughly $105,000 by FY 2030-31 and $150,000 by FY 2035-36. Because the Building Maintenance Fund must stay with Ladd Griffith, the funds without purpose restrictions (Kay David, UU Church pooled, and the Board Designated Endowment) are the natural candidates if operations need support. These are estimates, not forecasts, and will depend on actual market returns.

Restricted Funds Overview for the Board of Trustees - November 2026

Balances as of Sep 30, 2026

How much money do we have?

Small restricted funds held at the church (TRNAs)	$744,483
Restricted funds held at UUCEF today	$2,636,609
Total restricted funds today	**$3,381,092**
Plus transfers expected in November 2026	$2,101,335
Total restricted funds after the November 2026 transfers	**$5,482,427**
Less: corpus that cannot be spent (permanently restricted per bylaws)	($1,208,430)
Balance above corpus after the November 2026 transfers	**$4,273,997**

Board Designated Endowment (quasi), tracked separately

Board Designated Endowment: original gifts value (Oct-26 corpus sheet)	$827,751
Board Designated Endowment: balance above / (below) original gifts value	**$163,909**

Board Designated is NOT donor-restricted, so it is not counted in the corpus line above. Using its principal needs a two-thirds congregational vote and must be repaid (Bylaws 9.1.2).

Temporary restricted funds held at the church (small TRNAs)

Fund	Balance at 9/30/26	Corpus (permanently restricted)	Balance above corpus	Restriction and authority
Ellis Music	$28,498		$28,498	For music at UUCB. Authority with Music Director
Freestone Restricted	($6,111)		($6,111)	Freestone projects.
Peace Fund	$7,448		$7,448	
Partner Church	$4,813		$4,813	Periodic donations are received from congregants to support partner church in Transylvania. Partner church committee has authority.
Special Projects	$5,529		$5,529	
Ministers Discr Fund	$5,391		$5,391	Xmas Eve plate collection goes here. Minister has authority to spend.
Widening the Circle	$4,315		$4,315	
Social Justice	$2,674		$2,674	SJ projects. Social Justice Council has authority.
Nancy Kelly	$17,363		$17,363	
Ladd Griffith	$144,334		$144,334	Annual draw amount directed to major (extraordinary) building maintenance projects
Cope MHF TRNA	$430,229		$430,229	Restricted to support ministerial housing, either as a loan for downpayment or a monthly subsidy. Board has authority.
Employee Benefits TRNA $100K	$100,000		$100,000	Member gift for staffing needs. Rev. Marcus has authority
Total small TRNAs	**$744,483**	**-**	**$744,483**	

Funds held at UUCEF

Fund	Balance at 9/30/26	Corpus (permanently restricted)	Balance above corpus	Restriction and authority
Lawrence Lecture	$75,767		$75,767	Enhance UU presence in community, provide forum on religion, attract favorable public attention to liberal religious presence in community. Has traditionally been used for a major lecture produced periodically, but language allows flexibility to use for other activities that meet the statement of purpose. Governed by Lawrence Lecture Committee
Kay David Memorial	$160,274	$100,000	$60,274	Permanently endowed but not purpose restricted
UU Church of Berkeley (Donor Restricted	$459,102	$341,497	$117,605	Permanently endowed but not purpose-restricted
Armstrong Garden	$20,377	$5,000	$15,377	Maintenance of garden located outside the choir room (extended by the board to embrace the terrace of the church as well).
Board Designated Endow	$991,660		$991,660	Board has authority (probably congregational vote for major use).
Anna Spatz Education	$83,137		$83,137	To support ministerial internship program at UUCB
Morgan Theological	$57,688	$58,301	($613)	To support ministerial internship program at UUCB
Building Maintenance	$788,604	$703,632	$84,972	Restricted by donors for major building capital projects
Total UUCEF accounts	**$2,636,609**	**$1,208,430**	**$1,428,179**	

Transfers expected into UUCEF in November 2026

Fund	Expected amount	Corpus (permanently restricted)	Balance above corpus	Restriction and authority
NEW Freestone	$1,113,335		$1,113,335	($1,107,225 will actually go in after balancing above Freestone TRNA to zero) No annual draw is expected to be taken from this fund in the near future.
NEW Wile Bequest	$988,000		$988,000	No annual draw is taken from this fund.
Total expected transfers	**$2,101,335**	**-**	**$2,101,335**	
UUCEF accounts after the Nov 2026	**$4,737,944**	**$1,208,430**	**$3,529,514**	

June 2026 Recommendations by the Discernment Task Force to the UUCB Board

In the first stage of the Discernment Task Force process we held separate listening circles with the Board, the Freestone Committee and the congregation. That stage completed on 3/22/26 with a verbal report to the congregation.

In the second stage we engaged with as many members of the congregation as were interested around the question:

> What is a vision for releasing the church's stewardship of Freestone that honors the legacy of dedication to a sacred retreat and equips the current and future generations of church members to live our values in community with one another and the earth?

We held an in-person meeting at church; offered everyone an online poll to fill out; asked the question on the listserv; and took up about 15 minutes discussion at these group meetings.

- Program Council
- Social Justice
- Parent Group
- PRIDE
- Choir
- 3 Men's Groups
- Finance
- Buildings & Grounds
- Chalice Circles

We also had conversations with specific individuals who were very impacted or who had been very vocal regarding the Fall vote to sell or donate Freestone.

The input is summarized in a Google Doc of 70+ comments input lines. A tally of the data is shared below.

That stage completed with a meeting of the Task Force on 6/12/26, in which we formulated the following recommendations to be given to the Board.

We have split our recommendations into two.

1. **We recommend to sell, without restrictions.** The Board needs to know as soon as possible whether to sell or donate the property, and whether there should be any restrictions on who to sell or donate to. About four people wanted to donate, though without naming who to donate to, and 65 wanted to sell. Of those most wanted to sell on the open market.
2. **We recommend the Board postpone deciding what to do with the sale proceeds.** This a more complex question, and we presumably have some time before a sale can go through. We have already garnered many views about this, partially summarized below.

Tally of Congregation Preferences for Use of Proceeds

Notes:

Numbers are approximate, based on discussion and notes. Not a precise vote.

Tally counted agreements such as “I agree with Dick”, or “I agree with Kerry”, etc. Raw data is here.

Sell vs. Donate

- Sell: 65
- Donate/return to indigenous group or land trust: 4
- Either sell or donate to preserve open space: 4
- Lease to nonprofit: 1

Use of Proceeds

- Retreat Fund/Endowment: 34
- Sogorea Te or other Indigenous Fund: 14
- Campus Electrification/Green Initiatives: 10
- Nature, arts, music, youth 6
- Building fund / capital needs 6
- All church needs: 5
- Other: 2

Values served

- *Retreats*: build the UUCB community among all ages but especially youth, hoping to inspire lifelong UU values and spirituality; introduce children and youth to the wonders of nature, ecological interdependence; transformational experiences.
- *Indigenous funds:* ecological interdependence, justice (towards rebuilding the broken covenant), generosity, equity
- *Green campus:* interdependence, transformation (adapting to a changing world), longevity of the congregation (saves $ in the long run).
- *Nature, arts, music, youth:* building community, transformational experiences, inspiration, spirituality
- *Building fund / capital needs:* practical service to maintain the community, redress deferred maintenance.
- *All church needs:* frees the Board to decide on the most pressing needs.

Considerations

- Freestone was originally created thanks to a young people’s initiative at UUCB. Honoring that original intent adds weight to the idea of an endowment to fund to support young families and youth retreats. Because this idea also has support from Freestone leader, Dave Wemmer, this proposal has the added benefit of supporting the healing for some Freestone members. (See Raw Data for detailed suggestion)
- Will proceeds be sufficient to support more than one initiative? If proceeds are low, and annual income modest, it may be best spent on one project, not split among various uses.
- It is possible to sell lots 1 and 2, and leave the main 3rd lot intact to sell to a nature-focused organization.
- Honoring/Recognizing Freestone Founders / leaders was also mentioned by about 5-6

Next Steps

- Does this recommendation provide the Board sufficient data to inform their decisions? Or will you request additional support from the Task Force to support determining what to do with proceeds?
- What will be the roles of the DTF and the Board related to honoring the Freestone legacy? What is the correct timing for an event?