

Unitarian Universalist Church of Berkeley
Board of Trustees Meeting Agenda
Wednesday, September 4, 2024

Via Zoom: <https://zoom.us/j/91070175965?pwd=d2FUcWZCQjYzVEF2MFZabWJQOVRrUT09>

- 7:15 1. CALL TO ORDER & OPENING RITUALS**
- a. Chalice reading & lighting – Michael DeWitt
 - b. Board Covenant reading – Helen Toy
 - c. Land Acknowledgement Statement – Beth Jerde
 - d. Widening the Circle Statement – Selene Fabiano
- 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 Board Meeting minutes of July 2024 (no August minutes)
 - c. Accept monthly Treasurer’s report
 - d. Accept Freestone Oversight Committee report
- 7:25 3. MINISTER’S REPORT**
- 7:35 4. EXECUTIVE DIRECTOR’S REPORT**
- 7:45 5. ANNOUNCEMENTS/LISTENING**
- a. Board or staff announcements
 - b. Board Listening Presence – Michael Armstrong
 - c. Congregants who wish to speak to the Board on agenda items or other matters.
- 7:50 6. DISCUSSION (BREAK at 8:30 PM, as needed)**
- a. New Member Welcome
 - b. Atrium Task Force - Karen Tripp
 - c. Stewardship Committee
 - d. Ministerial Housing Fund - Approve the following motion for and call Congregational Meeting for September 15, 2024: The congregation of UUCB authorizes a loan of up to \$190,000 from the Board-Designated Endowment Fund to replenish the Ministerial Housing Fund, to be repaid incrementally over the next approximately eight years from net proceeds from rental of the church-owned property known as the Lexington Lodge.
 - e. Kensington Fire Protection Exit and Next Steps for Lower Parking Lot
 - f. Annual Financial Report Update
- 9:00 7. BOARD LIAISON/COMMITTEE REPORTS**
- 9:20 8. CLOSING COMMENTS**
- 9:30 9. ADJOURNMENT**

**Unitarian Universalist Church of Berkeley Board of Trustees Meeting
Wednesday, July 10, 2024**

Meeting Conducted via Zoom Video Conference

Minutes – Draft

ATTENDEES

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

Absent: None

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

Visitors: Barbara Cullinane, Patrick Cullinane, Lynn Hammond, Dorothy Herzberg, Anita Mermel, Larry Nagel, Melissa Rosales, Marta Tobey

A quorum being present, the meeting was called to order by Helen Tinsley-Jones, co-president, at 7:18 p.m. Beth Jerde did the chalice lighting and reading, Pier Sun Ho read the Board covenant, Michael Armstrong read the land acknowledgement, and Kay Fairwell read the Widening the Circle Vision Statement.

CONSENT AGENDA

A motion for the following (M __Pier Sun Ho/S_ Beth Jerde_) passed unanimously:

- Approve agenda
- Approve June 2024 Board Meeting minutes
- Accept monthly Treasurer’s report
- Accept Freestone Oversight Committee report
- Appoint Freestone Committee nominee Bob Moore to replace former Freestone Committee member Alan Davis on the Freestone Oversight Committee, with appreciation to Alan for his service

MINISTER’S REPORT

Kathryn Jay has started as Director of Family Ministry on 7/1 and has started meeting with Family Ministry. Forty people came to the Worship Leader retreat. Twenty people came to the first in a series of potlucks for planning worship. In General Assembly, the revision to Article 2 passed. There is a great article in UU World that describes the changes. Staff is in the midst of

an "unplugged work week" and are cleaning out stuff in the offices and in storage spaces throughout the church.

ANNOUNCEMENTS/LISTENING

Board or Staff Announcements:

a. Announcements

1. Executive Director's Report: Tess will be on vacation for 2 weeks. The "Unplugged Work Week is going well. Occupants of offices in the main hallway have been switched. Kathryn is now in the back office. Janae and Charis are in the front office. They are making sure that ushers and deposit team have access to the back office. The Facilities office is being transferred into a staff lounge/employee area which will have lockers for temporary staff. It will continue to house the timeclock for hourly staff and provide a workspace for James. Peter will move downstairs to the office by the Meditation Room, which puts him closer to the storage workshop. Janae and Tess attended the UUA Pro Days and found them very helpful. We are considering changing data bases from Breeze to the Planning Center. We have started using the calendar function in Planning Center. People section of the Planning Center database is free. May be doing it slowly. We are leaving Breeze because they were bought by a company that doesn't align with our values. We are currently evaluating and revising some of our meetings. For example, the scope of the Executive Advisory team is being re-evaluated. We hope to have the year-end financial report by September. Upcoming projects: Cope Fund true-up.

2. August Board Meeting canceled. Next Board meeting will be September 4th at the usual time.

Report from Board listening presence:

Michael Armstrong has been reading the UUCB Discuss list as one way of tuning in to the congregation. The 3 Sisters Garden event went well and people enjoyed it. Discuss list has broadened to include poetry, focus on GRIP. He encourages all congregants to be part of the Discuss list.

Congregants who wish to speak to the Board: None

DISCUSSION/ACTION ITEMS:

a. Vote on Endowment Payout: 4% vs 5% –

Anita Mermel, Chair of the Endowment Committee, reviewed the protocol around the annual endowment payout. Every year UUCB distributes funds from four distinct funds. As previously determined by the Board, these distributions go to the Ladd Griffith Fund. Per the Governance Manual, the base payout, is 4% of the 13-quarter rolling average of each endowed fund. Per the Governance Manual an additional payout of 0-1.5% payout may also be recommended by the Endowment Committee for Board consideration based on a number of factors. Because the stock market and UUCB's endowment funds have bounced back significantly since their dip a few years ago, Anita thought UUCB could comfortably go with a 5% distribution this year, and asked the Board to consider this.

Discussion

- Distributions from the Endowment funds don't affect the operations budget.
- Per the Governance Manual, pay-outs above 4% would be considered if certain conditions were met, such as the potential use of the funds would be “for ‘development expenditures.’ Analogous to capital expenditures, these development expenditures are expected to provide a future return over several years in a way that justifies the expenditure.”
- Concern about taking more than the 4% payout from the Board Designated Endowment Fund given that there is a discussion of temporarily borrowing from the Board Designated Endowment Fund to replace the Cope Funds used for the rehabilitation of the Lexington Lodge.
- The following suggestion seemed like a good solution to many: only take the 4% pay-out on the Board Designated Endowment Fund since it will be temporarily depleted to restore the Cope Fund but 5% on the 3 permanent endowment funds.

Motion (M- Michael Armstrong; S- Michael DeWitt): Motion to approve a 4% pay-out for the board-designated endowment and 5% pay-out for the 3 other endowment funds (ie. . (Michael A – M; Michael D – second) Motion passed anonymously.

b. Stewardship Report – Lisa Maynard

Lisa Maynard shared the following highlights from the Stewardship Report. The 2024-25 Pledge total as of 7/1/24 was almost \$529,000 from 149 pledges. Two recommendations she wanted to share with the board:

1. Requesting the Board's help in finding a stewardship chair for the 2025 Stewardship Campaign. It's not clear whose responsibility it is to find the chair and there is a request for the Board to get involved with this. Lisa spoke with Rev. Marcus who would like to be consulted but prefers not to be in charge of finding someone to fill this position. In the past, sometimes a member of the previous year's Stewardship Committee steps into the role as chair, and in the past sometimes the settled minister recruited a chair. Currently, no member of the 2024 Stewardship Committee has agreed to be the chair. The 2024 Stewardship Chair, Lisa Maynard, is now Board Treasurer and not able to continue as Stewardship Chair for 2025. It would be good to have a more clearly identified process for recruiting a Stewardship Chair or Co-Chairs, and with an eye to Widening the Circle. Ideally, a Stewardship Chair would be identified by this fall so there is time to put together a committee.
2. There should be some caution regarding setting the 2025 pledge goal. This year, the goal was met due to an extraordinarily generous pledge from one individual, but we can't rely so much on one donor in coming years.

Discussion

The idea of a search committee was floated. Patrick Cullinane and Helen Toy volunteered to form a Stewardship Chair Search Committee. Rev. Marcus and Lisa Maynard agreed to be consultants for the search committee. The issue of succession planning was raised as a good topic for the board retreat.

c. Summary of General Assembly 2024

Melissa Rosales provided a summary of what GA is and what happens. Some of the highlights included: 1. The final Article 2 Proposal was discussed and passed, with 80% of the delegates voting in favor of it. 2. A business resolution “Embracing Transgender, Nonbinary, and Intersex People is a Fundamental Expression of UU Religious Values” was discussed and adopted. 3. Three Actions of Immediate Witness were affirmed. Melissa’s full summary can be found on the UUCB website in the 7-10-24 Board of Trustees meeting folder. There will be a GA debrief for UUCB attendees and delegates on Saturday July 13th via Zoom (3-4:30PM). This is open to anyone in the congregation. Melissa also shared some ideas for how UUCB can be involved in GA 2025 such as our participating in the UUA Common Read for 2024-25 and taking action regarding the three Actions of Immediate Witness (AIW) that were affirmed at GA this year.

d. Bylaws Task Force Update

Michael Armstrong reported that he has reached out to Ann Harlow to find out if there are any process documents that can provide a structure for reviewing the Bylaws. All of the committee members have been recruited and Michael expects the committee to complete its work by the end of 2024.

e. Finance Committee Update

Pier Sun Ho, Board Co-President and Finance Committee Liaison, reported that the Finance Committee has begun a review of the roles and responsibilities regarding UUCB’s finance with the aim of creating greater clarity as well as developing a succession plan. They are trying to determine the Finance Committee’s role and considering the idea of creating a broader committee (perhaps called the Development Committee) that would be an umbrella committee to look at how the revenue streams work together (e.g. Stewardship, Endowment funds, etc) and ensure the big financial are being attended to by a group of people, rather than falling solely on the Executive Director. Perhaps the chairs of the other finance-related committees would sit on the Development Committee. Pier noted this is a preliminary discussion. No action is needed by the Board currently, but she wanted to put on the Board’s radar.

Discussion

It’s a good sign that UUCB is financially stable enough not that it can think about bigger picture matters such as strategy, broader design, and how to lessen burden on our volunteers.

There was a discussion about financial responsibility and who holds it. Tess has a lot of responsibility vested in her, many church volunteers also have significant financial

responsibilities, and the Board has ultimate fiduciary responsibility. A distinction between responsibility and accountability per the RACI model was mentioned.

- f. Educational Outreach and Potential Congregational Vote regarding the Ministerial Housing Fund (MHF)– Pier Sun Ho reviewed with the Board the current issues related to the Ministerial Housing Fund (MHF). Money from the MHF was used to renovate the Lexington Lodge. Now that Reverend Marcus is ready to buy a house, the MHF needs to be replenished so UUCB can fulfill its contractual obligation to Reverend Marcus. The negotiating team reviewed options for topping up the MHF and concluded the best option is to hold a congregational vote to borrow money from the board designated endowment fund, which would be repaid by income from the Lexington Lodge rental. The Negotiating Team are preparing educational materials to share with the congregation through several different platforms, including informational meetings on Zoom. Once this has been done, the Board will need to create a motion and vote to call a congregational meeting to vote on the motion.

Question/Discussion

There was discussion about how soon the congregational meeting could/should be held. Board members wanted to strike a balance between the wish to act quickly so Reverend Marcus can move forward with buying a home and the need to provide enough time for the congregation to get up to speed on this issue. Rev. Marcus agreed that a good process is important while acknowledging that sooner is better for him personally. Pier has begun the education process through an article in the July Beacon. Part of the educational message should include the board's goal is to pass a motion about this at our September board meeting.

There was also discussion about what day and time to hold the congregational meeting and whether it would be okay to do it at a different time than when UUCB congregational meetings have historically been held (i.e after a Sunday service). Tess noted that the September calendar is already quite full and the idea of having the congregational meeting before a Sunday service was also floated. Some members noted that congregational meetings and voting can be done on multiple platforms and that we should take advantage of that flexibility to allow for as much participation as possible.

There was some sense that it is important for this process to be very transparent and not to introduce too many new procedures since this is an item that involves our minister.

Next step: Create the educational materials out (FAQ, recorded video, in-person meetings with Q&A) and distribute them ASAP, and allow time for the congregation to process and absorb the materials. Pier will update the Board via Slack

g. Beacon on the Hill article focus for August

Beth Jerde will write the article for the August Beacon. Ideas included: Reflections of a new board member; Summary of GA results; Beginning of the new church year. Pier would also like to add an update regarding the Board's suggested plans and process for replenishing the Minister Housing Fund

BOARD COMMITTEE MEMBER/LIAISON REPORTS

Ministerial Assessment Taskforce is working with the minister on developing an assessment tool and process.

Widening the Circle of Concern. Compilations of Juneteenth events and events for Pride month were sent out on the UUCB discuss list. Melissa Rosales organized the GA debrief. There is a movement for creating a group for new members who identify as LGBTQI. The WTC has been in communication with a member from Beth El regarding sponsoring a banner against islamophobia and anti-semitism.

Social Justice Council. In August, Cyndy Greenleaf and Norie Clark will begin a discussion about creating more lively SJC events.

Family Ministry. The FM committee will meet with Kathryn Jay after unplugged week is over.

CLOSING COMMENTS

ADJOURNMENT

The meeting adjourned at 9:20PM.

Respectfully submitted,

Selene Fabiano, Secretary

UPCOMING EVENTS AND BOARD RESPONSIBILITIES

Listening Presence:

Next Board Meeting: September 4, 2024

Report from the Freestone Oversight Committee

Larry Nagel
UUCB Board of Trustees Meeting
September 4, 2024

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

Status of Well Drilling on Lot 1

- The Freestone Committee proceeded with drilling the first well on Lot 1 on August 7, 2024.
- Unfortunately, the well came up dry. The well was drilled to 200', which was 50' beyond the recommendation of the geologist. The drillers hit some promising geology at 160' but it soon faded.
- Based on this result and a subsequent discussion with the geologist, the committee will probably go back and have a new subsurface survey at a new location(s), in hopes of finding geology with a higher probably of success.

Status of Well Drilling on Lot 1 (cont)

- All of the current six survey locations came back with a Category A rating (potentially 0-3 gals per minute), and it would be nice to find a Category B (2-6 gal per minute) location for the next hole.
- The existing permit is good to drill more holes, and the Freestone Committee has the cash on hand to drill another hole. The cost of drilling the well (or wells) is being funded by a donation from an "angel."
- Lots 1 & 2 are still listed for sale, although currently inactive in status pending new information from the well drilling.

Additional Fundraising Efforts

- The Freestone Committee will be holding a music fundraiser in September at UUCB. Details to follow.
- The Freestone Committee also is exploring the possibility of having additional art sales.
- The Freestone Committee is exploring the possibility of obtaining a grant to help fund the dome lot or to improve the road in all three lots.

Freestone Resolution Milestones

Date	Milestone	Comments/Status
12/1/24	\$250,000 or more raised	Funds raised can be a written government funding obligation, per BoT 9/6/23
6/1/25	Building permits for Phase 1	
6/1/26	Phase 1 repairs completed & approved with secured funds	
6/1/27	Phase 2 repairs completed & approved with secured funds	
FY 25-26	Ongoing net costs to congregation's operating funds incl. operations & mngt, insurance, tax assessments, legal fees, permits, maintenance, repairs, and improvement do not exceed \$10k/yr for 2 yrs in a row, starting in FY 25-26, w/out express BoT approval in consultation w/ FOC	

FY 2023-24 Freestone Contingency Loan Fund - 1

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

FY 2023-24 Freestone Contingency Loan Fund -2

Expenditure	Amount	Approve Date	Notes
Lescure Engineers	\$392.50	FOC January 10, 2024	Surveying consultations to evaluate extent of encroachment issues by neighbors at the Villa
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		

Discussion/Questions

Unitarian Universalist Church of Berkeley

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Date: August, 2024

As a result of the “Atrium Shuffle” this summer, the Aesthetics Committee recommends moving forward into the new church year with the changes that have been tried this summer. Based on conversations with Rev. Marcus and UUCB administrative staff and in consultation with the Buildings and Grounds Committee, the Aesthetics Committee agrees on the following principles and makes the following recommendations:

ATRIUM

The Atrium should be a place of welcome for both members and visitors. Hence, arrangement of furniture (tables and seating) should be inviting and open.

Coffee in the Atrium appears to be appreciated. The “café” set up encourages conversation at the tables, couches and fountain seating. Sunday service attendance has been light this summer, so we will monitor how well-placed the high and low tables are for coffee/conversation as the new church year unfolds.

Arrangement of committee tables should be simplified, and the number limited for flow and ease of movement in the Atrium space.

Rev. Marcus and the Aesthetics Committee agree that the view from the Atrium to the Terrace should be unobstructed. Displays should be limited in height. Signage about events and projects is important and needs to be considered in the visual context of the whole space.

Recent Changes and Recommendations regarding Atrium Table Setup:

1. Welcome Table: One table and two chairs to be placed two to four feet from the fountain to allow for better flow of movement through the Atrium from the entrance.
2. Family Ministry: One children’s bookshelf and a small table with information and children’s activities to be adjacent to the Welcome Table. Welcome volunteers can provide information to parents when there is no Family Ministry/Religious Education representative available. The second shelf of children’s books is next to the couch in the conversation area.
3. Social Justice: One table to be placed at central doorway to Social Hall to highlight activities. We suggest that the Social Justice Council prioritize which groups and projects to showcase at any given time. An additional table can be placed next to the Social Justice table, extending further into the Social Hall, if needed.
4. Highlighted Tables: Two tables can be placed for rotating use for time-limited events or those requiring sign-ups, such as Chalice Circle enrollment, Voting Justice, Food Drive, Music Events, etc. One table will be located near the “Restroom Tree” and the

other near the “Office Tree.” We recommend that reservations for these Highlighted Tables be scheduled in advance at calendaring sessions, probably held in June, September and January with Program Council representatives. The first calendaring session is in September 2024.

Occasionally, major church events will take priority for Highlight Tables.

Depending on need and as space allows, two to three smaller tables may be placed near the Office Tree and the Restroom Tree. These smaller tables can be assigned through Janae, as we have been doing, not later than the Wednesday before the Sunday service. We recommend an eventual transition of these tables from the Atrium to the Social Hall.

5. The Supercards table to be relocated to near the couch and chairs in the conversation area and is visible to those entering or exiting the Sanctuary.

Other Recent Atrium Changes:

1. Flags have been moved to near the Sanctuary doors.
2. Information kiosks have been moved for ease of flow and to reduce a cluttered appearance. Where and how we display information for and about our congregation and visitors is being reviewed.

SOCIAL HALL

The Social Hall offers expansion of activities and is a better venue for sharing all that is going on at UUCB. Better lighting will help make the space more inviting. New lighting is being studied. We recommend experimenting with the brightly lit front of the stage as a place to call attention to a project. An “activities table” could be set up in the Social Hall for special projects that involve participation by church members, both adults and children.

Merchandise sales that benefit UUCB and its affiliated programs should take place in the Social Hall. Refer to current UUCB Fundraising Policy regarding non-church related fundraising activities.

OTHER CONSIDERATIONS

The Fire Department inspection requirements must be considered, and the Buildings and Grounds Committee is in the process of reviewing those recommendations. Red dots have been placed on the floor to indicate areas by doorways that are not to be blocked.

NEXT STEPS:

Once these recommendations are implemented, the Aesthetics Committee will turn its attention to other aspects of the Atrium and the Social Hall.

Frequently Asked Questions

Congregational Vote to Loan General Endowment Funds to the Ministerial Housing Fund

In September, the members of UUCB will be asked to approve a loan of up to \$190,000 from our General Endowment to the Ministerial Housing Fund (MHF, aka Cope Fund) to enable a home purchase for our called minister. Approving this loan enables us to follow through on the original intent of the Fund, which is to “acquire an equity interest in housing that will reflect changes in values so as to establish a revolving fund that will help meet the housing needs of its future ministers¹.” The Fund has been used twice in the past for called-minister housing, and enables us to attract a called minister despite the high cost of housing in the Bay Area.

1. What was the value of the MHF when we advertised the position to Rev. Marcus?

The available amount of the Ministerial Housing Fund was listed as approximately \$375,000 in the job posting for our settled minister.

2. Why is the MHF less now than it was when we listed it in the package for the minister?

In early 2023, Jane Lundin donated a single-family house to UUCB, now called the Lexington Lodge, to be used as a parsonage option. Since a parsonage is in keeping with the purpose of the MHF, the Board of Trustees voted to borrow money from the MHF in order to pay off the mortgage of the Lexington Lodge, as well as pay for repairs and renovations to bring the Lexington Lodge up to rental standards².

3. How did we intend to make the MHF whole again?

The Lexington Lodge is being used as a rental property rather than a parsonage, with the net proceeds of about \$25,000/year returned to the MHF.

4. Why do we need to make the MHF whole now?

Rev. Marcus declined the use of the parsonage, and initially requested the option of a rent subsidy for his current home in Oakland, with an option to switch to the offered down payment of \$375,000. He now wishes to exercise that option.

5. How will we support Rev. Marcus' option for a downpayment?

The \$375,000 will be offered as a loan at 5%/year interest, payable to UUCB upon sale of the property or whenever Rev. Marcus leaves UUCB, whichever comes first.

6. Where will the money come from to make the MHF whole?

More than \$800,000 is available in the Board-Designated Endowment. This is called a “board-designated” endowment” as it is comprised of bequests and other donations without restrictions or designations by their donors (unlike the permanent endowment). The by-laws allows these funds to be used for “emergencies, funding loans, or capital improvements” with $\frac{2}{3}$ congregational approval³ required for loans that will be paid back.

¹ Preamble of housing agreement with Bill and Barbara Hamilton-Holway

² Even with the work paid for by UUCB, the net value of the donated property was well over a half million

³ Article 9.1.1.1

Frequently Asked Questions

Congregational Vote to Loan General Endowment Funds to the Ministerial Housing Fund

7. Why don't we take a loan out on the Lexington Lodge property instead?

An IRS regulation for churches says that if a church carries debt, rental revenues have to be counted as Unrelated Business Income, upon which we pay income taxes. Since UUCB has no other debt, taking out a loan on the Lexington property would incur additional taxes on the rental income.

8. How will we pay back the loan from the General Endowment?

The loan will be paid back from the net proceeds of the Lexington Lodge, which previously went to the MHF. This is approximately \$25,000/year, and we will also no longer draw the ministerial rent subsidy of \$1300/mo from the MHF. We expect the General Endowment to be paid back no later than 2032.

9. What is the impact of this on the Church's operating budget?

There is no direct impact on the operating budget, as the annual payout from the General Endowment is paid into the Ladd Griffith Building Maintenance Fund, and not the operating budget.

10. Why do we need a congregational vote?

Per Article 9.1.1.1 of our by-laws we require a congregational vote any time our board-designated endowments are used for emergencies, loans, or capital improvements.

11. Who has endorsed this proposed loan?

The resolution to enable the use of \$375,000 as a downpayment for Rev. Marcus' housing by making the MHF whole from the General Endowment is supported by the Board, the Finance committee, and the Negotiating Team charged with negotiating the ministerial agreement with Rev. Marcus.

12. Will I be able to ask questions or give feedback about this proposed motion?

There will be an in-person Q&A on Sunday, August 25 at 9:30AM. There will be Zoom Q&As the week of August 26.

13. When will the Congregational Vote be held?

We anticipate the Special Congregational Meeting to be called for September 5, 2024, immediately following the Sunday Service. The Board will vote and officially announce it at the September 4, 2024 Board Meeting.