

Unitarian Universalist Church of Berkeley
Board of Trustees Meeting Agenda
Wednesday, November 5, 2025

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 –Michael DeWitt
- 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 2025 Board Meeting minutes
- c. Accept monthly Treasurer’s report
- d. Accept Operations Director’s report
- e. Accept monthly Freestone Oversight Committee report

7:25 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.

7:35 5. INFORMATION/DISCUSSION/ACTION ITEMS - Break @ 8:30 PM, if needed

- a. Endowment Project Oversight Committee Resolution and Vote (Tom Tripp)
- b. Freestone Proposal Discussion
- c. Freestone Information Session Debrief and Planning
- d. November 16th Congregational meeting planning
- e. Beacon Article Ideas - December Beacon article - Beth Jerde

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 Huchium, 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 1, 2025
Meeting Conducted via Zoom Video Conference

Minutes – Draft

ATTENDEES

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

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

Visitors: Mary Gardner, Anne Greenwood, Albert Kueffner, Susan Lankford, Anita Mermel, Bob Moore, Larry Nagel, Beth Pollard, Marta Tobey, Tom Tripp, Dave Wemmer, Lucinda Young

A quorum being present, the meeting was called to order by Kay Fairwell, president, at 7:17 p.m. Lisa Maynard did the chalice lighting and reading, Selene Fabiano read the Board covenant, Helen Toy read the land acknowledgement, and Beth Jerde read the Widening the Circle Vision Statement.

CONSENT AGENDA

A motion for the following (M _Pier _/S _Beth Jerde_) passed unanimously:

- Approve agenda
- Approve September 2025 Meeting minutes
- Accept monthly Operations Director's report
- Accept monthly Treasurer's report
- Accept Freestone Oversight Committee report

MINISTER'S REPORT

Rev. Marcus appreciated the UUCB staff and provided a few updates. Eliza Cantwell, who started as our admin assistant in June, has now taken on the responsibility of coordinating rentals and is off to a great start. We're looking at how to get more facilities support for Peter to help cover for two staff that are dealing with medical and family issues. I'm working with staff to empower them vis a vis their working relationships with volunteers and reminding them that they aren't supervised by volunteers.

UUCB is hosting Berkeley High's "Metamorphoses." We may be seeing a lot of high school students at the church this week. All the ministers of northern CA have been invited to meet with our UUA president this Friday. We'll have talk about how things are working regionally, as well as what is happening nationally and taking a moral stand in this moment. Preparation for Marcus's parental leave: Guest preachers will be starting 10/12. Marcus will continue working

until his wife goes into labor. Appreciation to board members for signing up for the Sharing the Responsibility.

ANNOUNCEMENTS/LISTENING

Board or Staff Announcements: Appreciation for Andrew Brown

Report from Board listening presence: Some congregants are looking for more help on Sunday mornings with moving tables. Lots of praise for Brian and the choir. A few people wanted some musical pieces to be shorter. Some expression of dislike about the tables in the atrium being “policed.” Lots of frustration over the ongoing questions re Freestone. Some concern that there doesn’t seem to be anyone in charge regarding the kitchen. One person has stopped volunteering in the kitchen because they feel bossed around. There continues to be tremendous support for Rev. Marcus

Congregants who wish to speak to the Board: None

DISCUSSION/ACTION ITEMS:

a. Freestone Proposal

Kay invited both Dave Wemmer from the Freestone Committee and a representative from the Freestone Oversight Committee to speak.

Dave Wemmer shared that the FC removed the conditions from their previous purchase offer and believe they have raised the \$250,000 needed to meet the first milestone. They are looking forward to moving forward with the work and feel confident they can meet the upcoming milestone dates.

On behalf of the Freestone Oversight Committee, Beth Pollard repeated the statement that the FOC had shared with the board: *“The FOC advises the Board that the offer sufficiently meets the September 30, 2025 milestone to raise \$250,000. The FOC further advises that we are not qualified to provide legal counsel on the offer.”*

Kay noted that the board had received the generous offer. The board is seeking legal consultation regarding the offer. It was also noted that a lot of the board’s time has been devoted to Freestone and that has been a burden.

b. Finance Information from Treasurer, Part 1

Lisa Maynard reviewed the process UUCB uses to create the operating budget. (See attached document at the end of these minutes.) The Finance Committee wants to be as transparent as possible and welcome feedback on how they can provide opportunities for meaningful input and improve the process. Lisa reminded us that Sharon Dolan, our former interim Executive Director, suggested that UUCB change its bylaws so the Board of Trustees, rather than the congregation, would approve the budget. Lisa reviewed the 2025-26 1st quarter actuals vs budget document shared in the board packet. Most items were what would be expected.

Discussion/ Question and Answers

Q: Is the community use rental revenue lower than expected?

A (Lisa and Janae): The budgeted rental revenue is ambitious. In addition, rentals tend to be very

seasonal, and summer is a slower season for rentals.

Q: Does the Facilities section of the Operating Budget include capital expenses?

A: No. The operating budget doesn't include any capital expenses that will be paid for with the Ladd Griffith funds. The Facilities expenses in the operating budget are primarily for utilities and supplies.

Big thanks to Lisa for the information about the budget process.

c. Five-year Project Budget. (Janae Heard)

The use of a 5-year project budget was suggested by Sharon Dolan. It is designed to be an annual process in which updates would be provided in subsequent years to share what projects have been completed and discuss any changes in priorities. This is UUCB's first time doing this. Janae provided an explanation of the process used in creating this capital projects budget. The starting point was a list of building needs created by the Buildings and Grounds Committee (B&G) a few years ago which was then updated and reviewed by the Finance Committee. The budget is divided into 3 sections:

1. (in green) Projects that could be paid using the quarterly disbursements from the Ladd Griffith fund as those funds become available. The Board's approval of the 5-year project budget would allow those projects to proceed.

2.(in purple). Projects that could be financed using money from the Board Designated Endowment. The Finance Committee had recently advised the Board that as a "quasi endowment fund," it is not necessary to maintain the corpus of the Board Designated Endowment fund plus 4%, as is required of actual endowment funds. Instead, the Finance Committee has recommended maintaining \$300,000 of the Board Designated Endowment Fund and using funds in excess of the \$300,000 for needed capital projects. The Board Designated Endowment Fund currently is valued at approximately \$643,000. The use of funds from the Board Designated Endowment for these projects would require a decision from the Board to bring it to a congregational meeting for a vote by the congregation.

3. (in white). Possible projects to consider for a Capital Campaign.

Q& A/ Discussion

Q: Is there a plan to update the heating system for the school?

A: Yes. That is included under the "electric heat pumps" item that is listed under the capital projects list.

Q: What is the issue with the school bathrooms?

A (Janae): They are in rough shape. The pipes are corroded and there are visible cracks. There have been repeated plumbing issues with the toilets. We want to fix them before there is an emergency.

Q: Where on the priority list does lighting in the Fireside Room?

A (Janae): I hadn't heard about this as an issue. Please send me an email.

Q: If we start spending down the Board Quasi Endowment, wouldn't that reduce the Ladd Griffith funds?

A: Yes, but the Ladd Griffith Fund will be getting money from the Building Endowment Fund which received a very generous gift from Grace Ulp this year.

Lisa Maynard encouraged the board to consider if they want to ask for a congregational vote for this funding and, if so, to put it on the calendar. Time is needed to educate the congregation about the building needs and the proposed 5-Year Projects Budget.

d. Capital Campaign Next Steps

There are many needed building projects for which there is no current funding. A capital campaign could help UUCB address deferred maintenance issues as well as move in ways to pursue the mission of our church as wholeheartedly as possible. The board needs to decide if they want to initiate that process. If so, the next steps would be to identify a chair or co-chairs who would gather input, prioritize the needs to be addressed by a capital campaign, and provide a proposal for a campaign by next spring. Kay asked for volunteers and/or names of people who would be a good fit for this position, noting it would be ideal to have representatives from different groups.

Q&A/ Discussion

Q: Where would we get funding to pay Kay Crider for the next step? How much is it?

A: Her rate is \$150/hour. Most congregations assume those costs will be taken out of the funds that are raised. Or the church could put consultation fees into the operating budget.

e. Safety Committee

Task force is Helen Toy, Kay F, and Helen Tinsley-Jones. Their first meeting will be on 10/14. They will report more at next month's board meeting.

f. Governance Manual Task Force

David Rosales reported that the Task Force is meeting bi-weekly. Interviews with key people are almost finished. If you have an immediate need for the Task Force to look at something, please let David know.

g. Human Resources Committee

The committee would create/update HR policies and do an annual review of staff compensation. The board is looking for people to join this committee.

h. Beacon Article Ideas - November Beacon article - Carla McCasland

Her idea: reflections on the appreciations; maybe mentioning possibility of a capital campaign

BOARD COMMITTEE MEMBER/LIAISON REPORTS

Social Justice Council. Carnival of Care was held and provided congregants an opportunity to learn more about the SJC. We have a new heat pump at UUCB. The Climate Justice Committee received Green Sanctuary status from the UUA. The Immigrant Solidary Project, led by Jenn McDougall and Francie Liefert, has held vigils at SF and Concord immigration courts.

Honoring Indigenous People. Sponsoring a community read of The Bead Workers: Stories.

Coming of Age. The 9 youth have met their mentors and had their first retreat, met their mentors. Their first project will be a Haunted House.

Family Ministry. K-1 OWL is underway and going really well.

CLOSING COMMENTS

Thanks to everyone for all their work and participation. Lisa will send her document on budget process to the board. The Board is having a retreat this weekend.

Upon request, Rev. Marcus provided the following blessing: Blessings for your heartfelt presence and care, for bringing your curiosity and vision, for bringing into being the future that we need, for your capacity to feel and take in all that is happening. Blessings of gratitude for all that you do and are as leaders among us.

ADJOURNMENT

The meeting adjourned at 8:28PM.

Respectfully submitted,

Selene Fabiano, Secretary

Lisa Maynard's Document re UUCB Operating Budget

Process	When?
With input from Senior Staff, Operations Director develops basic expense budget, based on staffing plans and staff salary increases, past expenses for basic supplies, maintenance, utilities and overhead, knowledge of price increases	Fall/Winter
*some expenses are necessary to our operations	
-utilities, property tax, insurance, basic supplies	
-we can vary staffing and abundance of supplies/services	
Operations Director and Treasurer cooperate on budgeting for program expenses, with input from groups/committees	
*costs in this area total 2% or less of operating budget	
Operations Director and Treasurer cooperate on budgeting for revenue, including donations (pledges and other contributions), rentals, and fundraising	Winter
*Operations Director brings information about rentals	
*Treasurer brings input from Stewardship about pledge income	
Operations Director and Treasurer bring draft budget to Finance Committee for review/recommendations	February and March meetings
After changes, adjustments, etc., draft budget is presented to Board for initial review, with Finance Committee recommendation	April Board meeting
Board votes on budget to present to congregation for approval	May Board meeting
Congregation votes to approve budget	May congregational meeting

How might we improve this process, in

- transparency?
- opportunity for meaningful input from congregation?
- expediency?

Interim Executive Director Sharon Dolan suggested in her final report:

Consider having the Board of Trustees approve the budget rather than the full congregation (to streamline the process and to encourage board membership).

November 3, 2025

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

RE: Treasurer's Report for November 5 Meeting

As discussed last month, I had hoped to present Part 2 of our UUCB finances at this week's Board meeting. Other business has intervened, so we are delaying that topic a bit.

However, there is one item of financial business that I feel we need to address at our November 5 meeting. I am requesting that the Board approve the acceptance of a donor-restricted gift of \$20,000.

Background: About 2 weeks ago, we received a \$20,000 check from the San Francisco Foundation, for "building and maintenance needs of the shared school/facility space." The shared space is that rented by the Good Earth School. This charitable grant from the SF Foundation was initiated by a parent of two children who attend the Good Earth School. One of the school's directors had mentioned to Rev Marcus the possibility of a financial gift to us; we did not bring it to the Board for discussion because it was simply a possibility at that point. The SF Foundation does not make this type of grant to for-profit organizations (such as the Good Earth School), and since UUCB is the owner of the property and a nonprofit organization, the Foundation has awarded the grant to us, for the purpose stated above.

The fact that the grant specifies a purpose makes this a donor-restricted gift, as distinguished from a general gift to UUCB.

It does not appear that anyone or any UUCB group aside from the Board has the authority to accept this gift. The staff only have the authority to accept gifts up to \$10,000, and the policy, written in about 2016, refers gifts of this size (\$20,000) to the Coordinating Team, which no longer exists. We are holding the check at this point, pending approval from the Board.

Janae and I brought the news of this gift to the October Finance Committee meeting. The Finance Committee considers the gift to be acceptable according to the policy guidelines, because it would provide a portion of the funding to do work that we already plan to do when possible, and that will benefit our operations, specifically our Religious Education program. (The 5 year Capital Projects Budget that Janae presented at our October meeting lists both playfield repair and school bathroom rehab, for a combined total of \$130,000.) So the Finance Committee suggests that the Board approve acceptance of the gift.

Request: As Treasurer, I request that the Board agree to accept this gift.

I believe that approval might be possible via the consent agenda (which allows for any Board member with questions to request its removal from the consent agenda for discussion), or alternatively by a quick motion and vote early in the Information/Discussion/Action Items portion of our agenda.

Operations Director's Board Report

October 2025

- **New Members: 0**

- **Average Attendance: 227**
 - In Person: 195
 - Online: 32

- **Finance**
 - Healthcare Costs - With likely federal cuts to funding for healthcare, we could be over the budgeted amount for healthcare reimbursement for the staff. We did build in an increase to this year's budget, but not enough to cover the new estimated rise in premiums. These estimates are anywhere from 10% - 97%, depending on whether staff is insured by a partner's employer-sponsored program, or if they are insured through Covered California. Diana and I came up with a worst-case estimate of approximately \$10k-\$15k over the budgeted amount based on those estimates, but that could change. We should know more after open enrollment this month.
 - Lee Lawrence Trust distribution - At the recommendation of the Finance committee, I signed a consent to a proposed distribution of a partial amount of Lee Lawrence's estate. The property has not yet been sold, but the probate attorneys wanted to give a partial payment on other assets. Our estimated portion of what they are disbursing would be about \$300k. All beneficiaries must agree to this disbursement in order for it to be given, so I will keep the Finance committee and Board updated as soon as we know if and when that check might come.
 - **Personnel Committee** - The UUA announced it will have its updated 2026–27 salary guidelines website up by November 3. This prompted a reminder for me about the personnel committee that Marcus had brought up to the board. One of the purposes of the personnel committee was to have them review these guidelines on staff salaries every year, and work with the treasurer and OD on budgeting for staff salaries. We would like to start working on the budget next month, and if it's possible, have the personnel committee able to

make recommendations on salaries by the end of January so that we can present a preliminary budget to the finance committee in February.

- **Gift/Grant Acceptance** - We did receive a grant that was requested by a parent from the Good Earth school. The amount is \$20,000, and the parent and Good Earth have made the request that this go toward a shade structure on the playfield which is necessary for the school to put up for licensing requirements. Alan, from Good Earth, has estimated that cost to be around \$15,000, and any remaining funds could go to the playfield project. The finance committee has reviewed the gift and recommends acceptance of the grant. It was not clear from the gift acceptance policy on whether the board would need to vote on the acceptance.

- **Facilities**

- **Social Hall Lighting** - Peter and Tom Tripp met with a lighting consultant who was involved in the original 2003 lighting design in the Social Hall and Sanctuary. He had some original drawings, and he reviewed current lighting conditions and made some general recommendations on how we could improve it, which is a project with high priority on the 5 Year Budget list.
- **Buildings and Grounds** - Tom Tripp, Peter and I have been meeting about the role of Buildings and Grounds. We are working on a document that will provide clarity on the purpose of B&G, as well as process guidelines for budgeting and for getting projects completed going forward. We used the Care for Material Resources document approved by the board and referenced the section on committees and teams in Governance and Ministry by Dan Hotchkiss. Tom and I are making final edits on a draft document that will be ready for B&G to review at its next meeting. We hope that having this document provides clarity and sets up a system for B&G and the staff to work together to complete the planned and budgeted projects in the future.
- **Tree Trimming** - We were approached by some of our neighbors on Kensington Rd who asked our permission to have some trees on our property trimmed that impact their views. They had a contractor and they are willing to pay for the work to get done. Peter gave the ok after discussing it with the Landscape team. The neighbors have scheduled the contractor to do the work November 3 and 4.
- **The Tongan Church Sunday Services** – The First Wesleyan Church of Tonga will no longer be having their services here at UUCB on Sundays. This prompts a change in how we secure the building after services. We will have

a staff person staying until 3:30pm on Sundays. They will be responsible for clearing the building and locking the doors at 3:30pm on Sundays. We put an announcement in the Week Ahead for the congregation.

- **HR**

- Sunday Staffing - Peter, Kathryn and I have been discussing staffing on Sundays. We have worked out a system for now where some of our RE staff are taking down chairs and wiping down tables before lunch, and they have been very helpful in setting up other rooms in between meetings. Peter and I have had some discussion about the possibility of having a sexton on site for Sundays. This will require changing the hours during the week for our facilities staff, and we may need to hire someone specifically for Sundays. Another possibility is modifying the hours and role for the AV team on Sundays. I will keep the board posted on a plan as soon as we have something more concrete and I have had a chance to calculate how we might accomplish this while remaining within the approved budget.

Report from the Freestone Oversight Committee

Larry Nagel
UUCB Board of Trustees Meeting
November 5, 2025

The Freestone Oversight Committee (FOC)

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

The Board may choose to add more members as necessary

The Second Offer Is Submitted to the Board

- After extensive discussions and revisions among FOC members, on September 27 the Freestone Committee submitted a second offer from Dwight Merrill and Bob Moore to the Board of Trustees.
- The FOC advised the Board that the offer sufficiently meets the September 30, 2025 milestone to raise \$250,000.
- The FOC further advised that the FOC is not qualified to provide legal counsel on the offer.

The Second Offer Is Submitted to the Board

- The Board considered the offer at its October 1 meeting and decided that they needed to obtain advice on the offer from a real estate attorney before taking action on the offer.
- It was the advice of the FOC that if the Board accepts the offer, the first milestone in Resolution 22-1 as amended will have been met.
- If the Board rejects the offer, the FOC advised that the Board would need to determine next steps pursuant to Resolution 22-1, which calls for the Board to list the entire Freestone property for sale if any milestones are not met.

Construction Plans

- Meanwhile, the Freestone Committee is engaging a licensed structural engineer and a licensed architect to develop construction plans for repairs and improvements and to file for a building permit for procurement by the March 31, 2026 milestone date.
- A subgroup of the FOC (Beth, Larry, Susan and Tom) visited the dome on September 30.

Construction Plans

- Tom Tripp had the opportunity to review previously prepared plans and specifications from 2017, and to attend a site visit with the architect and structural engineer and Dave Wemmer on October 14.
- Based on discussion with the engineer the previous approach to dome repairs will be modified.

The Second Offer Is Rejected

- At an Executive Session of the Board on October 24, the Board decided not to accept the offer but instead recommend that the congregation vote to sell the entire Freestone property, meaning Lots 1 and 2 as well as Lot 4 where the Freestone dome building is located. A special congregational meeting, along with information sessions, will be convened for a congregational vote on the Board's recommendation.
- The decision was announced in an e-mail to all congregants.

Future Steps for the FOC

- The FOC views its current role in advance of the congregational meeting as providing a background information document summarizing what has transpired with Freestone since the FOC was established in May 2023.
- At this point, the Freestone Committee has halted all further work, so future FOC activities also have been paused.

Freestone Oversight Committee Report

Discussion/Questions

Date: November 2, 2025

To: UUCB Board of Trustees

From: Endowment Project Oversight Committee

Kay Fairwell

Beth Pollard

Lenore Ralston

Larry Nagel

Tom Tripp

We attach a draft board resolution, a summary report, plus detail reports for each of the 7 phases of the work completed from the \$758,000 withdrawn from the Board Designated Endowment Funds, which was authorized by congregational votes on January 20, 2018 and October 27, 2019.

With the final atrium door project under contract, we have approximately \$33,000 unspent from the authorization, which may vary slightly when the final invoice is received and paid.

The Endowment Project Oversight committee recommends that this relatively small balance be made available for multiple project needs, to be managed by the staff and the Building and Grounds team, as part of the 5-year facilities projects. The EPOC further recommends that the committee be dissolved, as the charge to the committee will be completed.

Attachments:

1. Draft resolution for board consideration. (1 page)
2. Summary report for the \$758k Endowment funds project (1 page)
3. Detail reports for each of the 7 phases of the EPOC overseen projects (9 pages)

Resolution suggested by Endowment Project Oversight Committee.

Whereas:

The Endowment Project Oversight Committee (EPOC) was established by the Board of Trustees as required by the congregational resolution of January 28, 2018 which authorized the withdrawal of \$758,000 from the board designated endowment funds, and,

The EPOC has provided oversight and reporting to the Board and the Congregation for authorized projects totaling about \$905,000, including targeted donations of about \$180,000, and,

There will remain about \$33,000 unspent and uncommitted after the completion of ongoing Phase 7, the Atrium Door project.

Now therefore:

Resolved that the approximately \$33,000 balance (subject to final door contractor invoice) be transferred from the Endowment Projects account to the 5-year capital plan account for first year projects and that the Endowment Project Oversight Committee be dissolved following completion of phase 7, the Atrium Door Project, estimated in first quarter of 2026.

UUCB
Endowment Project Overview Report
Through Phase 7 (incl Projections)

November 3, 2025

ENDOWMENT FUNDS AUTHORIZED BY CONGREGATION **758,000**

Congregational Resolution January 20, 2018
Congregational Resolution October 27, 2019
Board Resolutions

FUNDS WITHDRAWN THROUGH 2023 **758,000**

TOTAL FUNDS AVAILABLE FOR PROJECTS **758,000**
based on Endowment Committee meeting on October 23, 2023)

PROJECT COSTS
(Offset by targeted Donations Received)

	Total Work Completed	Targeted Donations Received	Endowment Funds Used	
Phase 1: Safir Room, adjacent skylights, mold study, etc.	286,988.33	0.00	286,988.33	} previously reported
Phase 2: Furnace, Gas piping, Cottage	171,973.01	66,074.22	105,898.79	
Phase 3: Rafter Tails	110,704.50	53,992.00	56,712.50	
Phase 4: Ventilation, Bathroom Refresh, Consultants, PGE	127,559.30	60,000.00	67,559.30	
Phase 5: 2023 HVAC, Elect Consulting & PGE - 2023 to Present	18,390.00	0.00	18,390.00	
Phase 5: 2024 HVAC and Electrical - defer to Capital Campaign	0.00	0.00	0.00	defer to Capital Campaign
Phase 6: Private Sewer Lateral, including Change Order	135,334.00	0.00	135,334.00	} previously reported
Phase 7: Atrium Doors (actual to date)	29,807.68	0.00	29,807.68	
Phase 7: Atrium Doors (Work Order 25 09 22)	24,076.00	0.00	24,076.00	
	904,832.82	180,066.22	724,766.60	724,767

FUNDS REMAINING AVAILABLE **33,233**

UUCB Endowment Funds Project
Detail Report Phase 7
Atrium Door Project

October 25, 2025

PHASE 7 - Atrium Door Repairs

Authorized by BOT (5/19/2024)

Endowment Project Funds	40,000
Ladd Griffith Funds	35,000
TOTAL ESTIMATED COSTS	75,000

Current Cost (Opening Technologies, Inc.)

	Proposal	Final Invoice	TRT Estimate	Forecast
Sanctuary Doors	15,503.11	14,915.71		14,915.71
One 6 Panel Door	9,166.26	4,384.90		4,384.90
Fireside Room Doors	6,778.81	4,680.35		4,680.35
Sanctuary 6 Panel Doors	5,841.25	5,826.72		5,826.72
Social Hall 6 Panel Doors	24,076.00	24,076.00		24,076.00
				53,883.68

Say **54,000.00**

Working Dates

Work on 6 panel door and sanctuary doors	7/13/2024
Return with parts for sanctuary doors	October, 2024
Return with more parts for sanctuary doors	November, 2024
Work on sanctuary 6 panel doors and fireside room	March, 2025
Doors from Atrium to Social Hall	January, 2026

UUCB Endowment Project Report
Detail Report - Phase 6
Private Sewer Lateral

April 14, 2025

Phase 6 - Private Sewer Lateral

135,334

Project Overview

EBMUD requires Private Sewer Laterals to be tested and certified for any project over \$100,000

The Safir Room Was over \$100,000

EBMUD required upgrade, however, due to length of PSL (over 1,000 lf) we received numerous extensions in 2023 the BOT authorized the use of the Endowment Project Funds for this work

In 2023 we received three competitive bids and selected Advanced Trenchless, Incorporated (ATI)

Work was around the Christmas holidays, with numerous issues with unforeseen underground conditions

Work was completed in early 2024, and certified by EBMUD on 4/3/2024

Financial Overview

Advanced Trenchless Inc

Base Bid		117,300.00
Change Order # 1		18,034.00
Add for upsizing all pipe to 6" as required for permit	5,034.00	
Credit for deleted (abandoned) lateral	(3,500.00)	
Add for additional Concrete material	1,500.00	
Add for unforeseen underground conditions (request \$44k)	15,000.00	

UUCB Endowment Project Report
Detail Report - Phase 5
Engineering

October 6, 2025

Phase 5 Engineering Services for All Electric **18,390**

FARD Engineers, Inc

Schematic Design Electrical and HVAC (Cost to Date) **18,390.00**

Design Heat Pumps to replace all Gas fire furnaces
Design upgrade and replacement of all power panels
Design upgrade to Electric Service size for Heat Pumps
Meetings with PGE for service upgrade discussions
Multiple meetings with UUCB to discuss design options.
Review Bids for Music room and Class room Heat Pumps

Pacific Gas and Electric

New Service Application Fee **2,500.00**
Credited Application Fee (refunded) **(2,500.00)**

FARD Engineers, Inc Allowance for Ongoing Services

From Capital Campaign

0.00

UUCB Endowment Project Report
Phase 4A - Detail Report

January 28, 2023
Rev 1

Phase 4 - Approved by Board 3/3/2021 to fund from Endowment Funds **230,000**

~~Sanctuary Windows with Operable Sash~~ Ventilation Control System
Atrium Bathroom Ventilation & Finishes
Heating Systems Social Hall and Music Room (heat pumps not mentioned)
Design Costs for bathrooms and other

Phase 4A - Net Cost from Endowment (after Targeted Donation) **67,559**

Total Project Cost **127,559**

Ventilation Fans - Sanctuary & Toilet Rooms 37,208

Legacy Mechanical Contract	26,400.00
FARD Mechanical Design Review and Planning	9,803.50
Misc UUCB HVAC Specific Costs	1,004.46
Access Panels Materials	

Ventilation Control System (Sanctuary, Social Hall, Fireside Rooms)

Legacy Mechanical Contract	56,195.00	71,344
Music Room Furnace Asbestos Abatement	1,100.00	
Additional Work	14,049.00	
Service and Boiler Room (not included)	8,872.05	

Atrium Bathroom Refresh and Study Long Range Options 19,007

Toilet Partitions	6,361.00
Misc Bathroom Purchases (paint millwork, lighting, etc.)	7,240.34
Devine Architects (Pat Cousins)	
Plan for future restrooms	2,209.00
Window design issues	3,197.00
UUCB Labor	
Labor charged to general maintenance	0

Targeted Donation for Controls **(60,000)**

**Phase 4B -Heating - Heat Pump Option - ROUGH ESTIMATE
(Electric Heat and AC)**

Cost for heat pumps (incl Sanctuary) - Based on prior bids
Upgrade Electric Service for Heat Pumps (NEED TO VERIFY!)

informed estimate	135,000
"Guess - TBD"	100,000

Phase 3 Work Purlin Tail Repairs
UUCB Endowment Project Oversight Committee

March 3, 2021

PHASE 3: Purlin Tail Repairs (previously called Rafter tails)

Original Budget

From 11/2/2017 Estimate **\$182,000.00**
used in 1/20/2018 Congregational Resolution

Estimated Final Costs

\$110,704.50

Precise Construction (Final Cost)	\$100,390.00
Devine Architects (Final Cost)	\$6,327.00
Tipping Engineers (Estimate)	\$3,987.50

Designated Donation from Grace Ulp	(\$53,992.00)
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Net Cost

\$56,712.50

Phase 2 Detail
UUCB Endowment Project Oversight Committee

October 1, 2020

Phase 2 - Total Cost to Date

105,898.79

Work in Phase 2 was authorized by Vote of the Congregation on October 27, 2019, and includes:

- Cottage Remodel
- Gas Line Repair
- Sanctuary Furnace Replacement
- Other work, as authorized by the Board

Cottage Reconstruction Costs (See Detail)

Vendor Name	Description of Work/Services See attached Detail	Note	Actual Total Costs	
			Detail	Summary
TOTAL UUCB COSTS				41,711.32
see detail	Paid by UUCB		41,711.32	
see detail	Paid by Roberts Family	1	66,074.22	
see detail	Total Cost of Cottage		107,785.54	

Sanctuary Furnace Costs

Vendor Name	Description of Work/Services	Note	Actual Total Costs	
			Detail	Summary
TOTAL				29,899.00
FARD Engineering	HVAC & Electrical Consulting	2	2,440.00	
Hassler	Sanctuary Furnace		25,134.05	
Hassler	Sanctuary Furnace		2,324.95	

Site Gas Piping Repair

Vendor Name	Description of Work/Services	Notes	Actual Total Costs	
			Detail	Summary
TOTAL				34,288.47
Benicia Plumbing	Gas line repair		10,750.00	
Subtronic	As-Is gas lines mapping		950.00	
Ashby Lumber	Concrete & delivery (minus return)		203.50	
Benicia Plumbing	Gas line repair (second payment)		10,750.00	
Guillermo Gonzalez Lan	Repair concrete around gas line		677.56	
Guillermo Gonzalez Lan	Repair concrete around gas line		1,000.00	
Benicia Plumbing	Diagnosis of lack of gas		3,525.00	
Benicia Plumbing	Gas leak repair		6,062.41	
Benicia Plumbing	Pilot light		370.00	

TOTAL

105,898.79

General Notes

- 1 Work paid for by the Roberts Family, (Contribution)
- 2 Electrical Study, to determine feasibility for electric heat

Endowment Project Oversight Committee

Cottage Remodel Expenses and Receipts

	Category	Date	Vendor	Payment by UUCB	Payment by Roberts
	Initial exterior and interior demolition and cleanup	Oct-19	Jose Barerra		1,950.00
	Exterior dryrot and painting	19-Nov	Miguel Lopez	6,742.66	
	Supervision - Antonio	31-Oct	Antonio	3,000.00	
	Supervision - Dorothy Roberts	29-Apr	Dorothy Roberts		1,600.00
	Supervision - Dorothy Roberts	15-May	Dorothy Roberts		2,400.00
	Permits and inspections - construction			1,335.15	
	Permits and Biz License for rentals			195.00	
	Labor demolition	9-Oct	Nils Carlson		420.00
	demolition and paint prep	16-Mar	Octavio Gonzalez		2,400.00
	demolition and paint prep	5-Mar	Octavio Gonzalez		1,960.00
	painting labor and materials	9-Apr	Octavio Gonzalez		3,351.87
	landscaping labor	22-Apr	Octavio Gonzalez		1,500.00
	Exterior cleanup, cut tree, haul trash	30-Apr	Octavio Gonzalez		2,203.94
	landscaping labor	21-May	Octavio Gonzalez		2,725.00
	Landscaping	1-Jun	Octavio Gonzalez		5,417.00
	Landscaping	29-Feb	Octavio Gonzalez	2,829.38	
	Labor - flooring installation, tiling, baseboards, etc	30-Apr	Jose Mares		8,000.00
	Labor bathroom, tileing, installing cabinets, laying floor, mounting doors, installing countertops, tiling backsplash	26-May	Jose Mares		3,780.00
	Labor bathroom, tileing, installing cabinets, laying floor, mounting doors, installing countertops, tiling backsplash	27-May	Jose Mares		2,000.00
	Carpet bedroom	27-Apr	Strauss Carpet		1,083.00
	Remodeling materials		Home Depot		1,000.00
	Plywood/drywall/mud/etc for garage		Ashby Lumber	692.88	
	Interior doors - Uber Doors		Uber doors		739.86
	Closet doors - Wayfair		Wayfair		377.58
	Sliding door hardware		amazon		218.00
	Flooring	5-Oct	lumber liquidators		2,439.01
	Flooring	6-Oct	Flooring Dimensions		288.00
	Electrical Labor and Materials	19-Nov	Gerrard Electric	15,375.00	

Endowment Project Oversight Committee

Cottage Remodel Expenses and Receipts

	Category	Date	Vendor	Payment by UUCB	Payment by Roberts
	Electrical Labor and Materials, Final (incl permit)	18-Sep	Gerrard Electric	7,493.24	
	Light bulbs	20-Apr	Ace		146.95
	Wallpaper dining nook		Wallpaper Direct		583.71
	Fixtures Wayfair	30-Apr	Wayfair		509.59
	Fixtures - pendant bkfst nook	18-Apr	West Elm		189.87
	Fixtures electrical	18-Apr	Crate & Barrel		253.24
	Fixtures Ikea	18-Apr	Ikea		59.60
	Plumbing labor kitchen		RVO Plumbing	325.00	
	Plumbing Labor - bathroom	6-Apr	Pipe Arts Plumbing	1,341.60	1,515.00
	Sink - bathroom	20-Apr	Signature Hardware		184.00
	Toilet - bathroom	5-May	Home Depot		544.24
	Bathroom tile, grout schlueter	15-Apr	Art Tile		475.14
	Shower tile	16-Apr	Home Depot		149.68
	Light bulbs, fan	29-Apr	Home Depot		314.00
	Lighting fixture	17-Apr	Home Depot		128.92
	Floor tile	16-Apr	Home Depot		712.16
	Appliances	12-Apr	Home Depot		821.49
	Appliances	29-Apr	Home Depot		1,605.45
	Refridgerator	30-Aug	Ikea	928.08	
	Furnace Inspection	13-Dec	Hassler	1,000.00	
	Cabinets	5-Oct	Sincere Hardware		7,244.07
	Additional Shelving & Cabinets		HD-Reimb Antonio	453.33	
	Countertops, backsplash and grout	29-Apr	Granite Expo		1,031.78
	Tub refinish	2-May	Miracle Retub		825.00
	Landscaping materials				2,927.07
				41,711.32	66,074.22

Total Cost of Cottage Remodel

107,785.54

Paid by Roberts Family

66,074.22

Paid by UUCB

41,711.32

Phase 1 Detail
UUCB Endowment Project Oversight Committee

September 6, 2020

Phase 1 - Actual Costs To Date

Vendor Name	Description of Work/Services	Note	Total Actual Costs	
			Detail	Summary
Devine Architects	Architectural Services		3,238.43	59,898.92
	- Safir Room		9,822.07	
	- Painting and Sealing		4,010.75	
	- Skylights		3,332.50	
	- Rafter Tails		2,731.33	
			808.50	
			15,189.35	
			6,514.79	
			8,770.20	
			5,224.50	
			256.50	
Mackey Builders	General Contractor - Safir Room		5,000.00	212,129.70
	- Safir Room		15,000.00	
	- Skylights related to Safir Room		12,000.00	
	- Fire Sprinkler Removals		34,190.00	
	- Negotiated Final Settlement		51,284.70	
			68,380.00	
			1,000.00	
			20,275.00	
			5,000.00	
Contra Costa County	Building Permit		3,496.71	3,496.71
MG Remediation	Mold Remediation Safir Room	1	6,504.00	6,504.00
ADT Protection	Alarm Systems - Safir Room		1,800.00	1,800.00
Abbey Carpets	Carpet Balance	2	1,064.00	1,064.00
J. Stanley	Mold Investigation - RE Building		1,095.00	1,095.00
Larry Nagle	Paid to Precise Construction		1,000.00	1,000.00
	- Rafter Tail Investigation			
			\$ 286,988.33	\$ 286,988.33

Notes:

- 1 Mold Remediation Contractor - Incurred prior to Congregational vote, but not invoiced or paid until after vote, therefore included in this report.
- 2 This includes the Carpet Balance paid during project. The \$3,000 pre-paid prior to vote is not included.

Balance not yet committed
 Rafter Tail Repairs
 Paint and Sealer
 Atrium Windows

Board of Trustees Recommendation to Sell the Freestone Property November 2, 2025

Why now? Why is the Board making this recommendation when the Freestone Committee has found funding to meet the first milestone of the Resolution? First of all, we recognize that the Freestone Committee has done a tremendous amount of work to get to this point. Dave Wemmer's work in particular is nothing short of heroic.

There are a number of reasons why we are making this recommendation now, after having two+ years of living with Resolution 22-1.

1. Freestone is not one of our congregation's demonstrated top priorities.

In a 2022 congregational survey, UUCB members were asked to indicate their favorite thing about UUCB. The results were as follows: Music (20%), Worship (14%), and Social Justice (11%). When asked to identify the top 3 functions of UUCB, the responses were as follows: Building and Fostering Community (55%), Social Justice (34%), and Worship (13%).

These responses reflect what we see at UUCB: an incredible music program with many offerings, a very active social justice council, and people building community in a number of ways, such as the very popular lunches after service and numerous well-attended Chalice Circles. Since 2022 and in response to the 2024 presidential election, the Social Justice Council has become even larger and more active.

Although there is a small group of very passionate and hardworking members of the Freestone Committee, it would be hard to argue that Freestone is a top priority for a large number of our members, nor have we seen interest in it growing.

2. But doesn't having retreats help meet the congregation's priority for building and fostering community?

There is a difference between supporting congregational retreats and owning a property that can be used only for small retreats or occasional larger retreats when permitted by the County. We don't need to own property to support ways for members to gather in retreats.

3. What is so different now than in 2022–23 when Rev. Michelle guided us through an extensive process?

For one thing, issues of social justice have grown tremendously since that process. With the recent election, we are facing extraordinary oppressive, authoritarian, and unjust actions in American society. Rejuvenation in a retreat setting during anxious and disturbing times is good for the soul, but responsibilities that come with property ownership and management distract us from important work.

4. Will Freestone be able to be financially self-sustaining?

Per Sonoma County zoning regulations, the Freestone property can be used as a Single Family Residence, not as a retreat center. One source of revenue that has been floated is using the property for Airbnb-type short-term rentals, since a County permit allowing this was obtained. More than 20% of the rental income would go to county-required costs; in addition, there would be responsibilities and costs for management and professional cleaning prior to any paid rental.

The Freestone Committee has estimated that ongoing costs for insurance, property tax, utilities and repairs, and road maintenance could be supported by short-term rentals. But that future is not guaranteed. The 6-person occupancy limits don't apply for uses for which we do not collect rent, so small church groups/families could use the property. However, zoning limits the usage to 3 special events (e.g., an event for more than 30 people) every 2 years.

5. The congregation is currently deeply divided over Freestone; what does this mean for the future?

The congregation has been divided on the topic of Freestone for many, many years. In 2018, more than 50% of the congregation voted to sell Freestone (but the Board had required a 2/3 majority for the motion to pass). The March 2023 resolution passed with a small majority (87 to 78). The motion from the Freestone Committee to extend the milestone dates passed very narrowly (77 to 74) in the April 2025 special Congregational Meeting. The question is how this division affects our community going forward.

The deep divide about Freestone has a variety of negative impacts, including raising questions for newcomers if they want to join, discouraging some individuals from considering joining the Board of Trustees, and contributing to feelings of fatigue and burn-out among Board members and congregants.

6. UUCB's lack of full investment in Freestone: concerns about the responsibility of Freestone falling only on volunteers.

For many years, the congregation has been clear that Freestone needs to be financially self-sufficient. Resolution 22-1 passed in March 2023 included specific language making it clear that “no-to-very-minimal net cost, including staff time” come from UUCB for Freestone” unless approved by the congregation. Relying on a committee of volunteers, albeit very hardworking, to manage, maintain, and fund a property that is owned by the church and for which the church is liable is problematic.

Without staff oversight, there can be diffusion and confusion related to decision-making authority and accountability.

7. Concerns about the sustainability of Freestone over time.

There are several things that suggest to the Board that Freestone is not a top priority for the majority of members and make us question its sustainability. These include:

- a. The Freestone Committee is quite small.
- b. There are a very small number of congregants who volunteer their time to help Freestone. Recruiting volunteers for church projects is challenging even when people are already at a given location (think of Sunday lunches at UUCB); the board questions whether there will be enough volunteers willing to travel regularly to Sonoma to support Freestone.
- c. The funding to meet the first milestone came from only two member households, rather than from an outflowing of support from a large percentage of the congregation.

8. Inherent structural flaws with the Dome at Freestone.

The original dome was constructed with a design flaw that has, over time, resulted in significant outward movement of the stem walls, causing cracked windows, leaks, drywall damage, openings in the walls, mold, etc. There have been several attempts to stop the movement in the walls and many repairs to the windows, interior, siding, and roofing. This is repairable, but at significant cost.

9. \$250,000 is probably not enough for permitting and Phase 1 repairs. The projected costs of for permitting and Phase 1 Repairs are three years old. Costs for

materials, labor, and permits have very likely increased since then. One estimate for engineering costs has already doubled in three years.

10. Looking to the Future

We don't want to learn five years down the road (and \$300,000+ has been invested and countless hours have gone into repairing the building) that the Freestone experiment isn't viable. How disappointing that would be for those who contributed considerable time, talent, and treasure to maintaining this property.

11. Moving the Board's rightful focus on vision and policy to operational matters.

Per our governance structure the Board's main work should be visioning and setting policy. Freestone necessitates that the Board spend an inordinate amount of time on operational matters.

The Board's role in visioning and decision-making is noted on the UUA website, UUCB's in the Governance Manual and Bylaws, and in the Aspirational Covenant of the Board. When making decisions, this includes keeping the needs of the entire congregation as well as future members in mind.

12. Freestone is taking up a disproportionate amount of the Board's time and energy.

The process of getting to this first milestone has already involved considerable time and focus for the Board of Trustees. Many issues and updates regarding Freestone have required Board attention. The time and attention the Board will need to give to Freestone is going to continue and likely increase if the Freestone Committee moves forward with the next phases of work outlined in Resolution 22-1 (e.g., architectural plans, building permit, and a \$250,000 reconstruction/rehabilitation project).

Board members are willing to work hard. However, when they spend more time on Freestone than on any other church activity, many Board members find themselves asking "Is this a top priority for our congregation right now?" Due to a focus on Freestone, some other pressing needs that require Board time and energy, including making decisions about a much-needed capital campaign, have been put on the backburner.

13. Time required by the Freestone Oversight Committee

We are 2+ years into Resolution 22-1 and it's clear that Freestone Oversight Committee members are dedicating a lot of time to that role. This is time and energy that could be spent on other church needs that are more central to the entire congregation. Members of FOC have stated there are other programs they could be working on if not for the time spent on Freestone.

14. UUCB has a beautiful, vibrant campus at 1 Lawson Drive that has significant capital needs.

The Kensington campus is regularly used 6–7 days a week and is central to our functioning. This is where we worship, the choir practices, we serve and eat Sunday lunches, our children attend religious education classes, etc.

Our Lawson Road buildings are beautiful, sound, well designed and well-constructed buildings with great “bones.” But it is 65 years old. The main building needs painting, caulking, doors, windows and heating and electrical system modernization. The school buildings and grounds need complete upgrades to meet current school standards and codes, including roofing and ventilation.

As we upgrade the 20 furnaces on campus, we hope to change from gas to electric and create an all-electric campus to reduce our carbon footprint, in line with our environmental values. We are considering becoming an emergency refuge center, but that will require showers and other amenities.

The staff and Building and Grounds committee are currently tracking projects with a total value of about \$1,000,000 plus another \$1,500,000 to replace very old gas heaters and upgrade to heat pumps, including the electrical infrastructure for that change.

15. UUCB has owned a retreat center for more than 90 years. Why would we give that up?

Under Sonoma County's zoning, Freestone is a single-family home, thereby limiting our ability to consider and use it as an active retreat center. What if we considered other ways to have retreats rather than relying on a single-family residence in Sonoma County for that experience? Maybe a property for retreats doesn't need to be owned by UUCB. Maybe we could have different types of retreats for different retreat sizes and needs

**Freestone Committee Response to
Board of Trustees Recommendation to Sell the Freestone Property
November 2, 2025**

Why now? Why is the Board making this recommendation when the Freestone Committee has found funding to meet the first milestone of the Resolution? First of all, we recognize that the Freestone Committee has done a tremendous amount of work to get to this point. Dave Wemmer's work in particular is nothing short of heroic.

The Freestone Committee is inspired by the heroic members of our Congregation that have preceded us who gifted us this special resource along with their amazing contributions of time, talent and treasure. (If you haven't seen the short video of our predecessor's constructing the dome, check it out on the website. <https://uucb.org/community/interest-groups/freestone-retreat-in-sonoma/>) And thanks to the Board for recognition of all the hard work which has been substantial, particularly since the Congregation passed Resolution 22-1. It should also be recognized that significant donations were made to hire hydro-geologists, surveyors, grading contractor and well-drillers to drill two wells for purposes of increasing the value of the two adjacent lots, both of which turned up dry. The Committee hopes this also means you recognize the pain caused by your decision to ignore the congregational vote and reopen the congregation to unnecessary turmoil.

We have a vision for an incredible renewal for Freestone. Please join us.

There are a number of reasons why we are making this recommendation now, after having two+ years of living with Resolution 22-1.

1. Freestone is not one of our congregation's demonstrated top priorities.

In a 2022 congregational survey, UUCB members were asked to indicate their favorite thing about UUCB. The results were as follows: Music (20%), Worship (14%), and Social Justice (11%). When asked to identify the top 3 functions of UUCB, the responses were as follows: Building and Fostering Community (55%), Social Justice (34%), and Worship (13%).

These responses reflect what we see at UUCB: an incredible music program with many offerings, a very active social justice council, and people building

community in a number of ways, such as the very popular lunches after service and numerous well-attended Chalice Circles. Since 2022 and in response to the 2024 presidential election, the Social Justice Council has become even larger and more active.

Although there is a small group of very passionate and hardworking members of the Freestone Committee, it would be hard to argue that Freestone is a top priority for a large number of our members, nor have we seen interest in it growing.

This ignores the Congregation's Resolution 22-1 passed in 2023 specifically addressing Freestone's future and reaffirmed only 6 mos ago. Freestone has been an important part of "Building and Fostering Community" within UUCB thus contributing to the top priority. And even if Freestone did not fall into one of these three high priority categories, it still contributes to the mission of the church like other important activities not atop the priority hierarchy.

2. But doesn't having retreats help meet the congregation's priority for building and fostering community?

There is a difference between supporting congregational retreats and owning a property that can be used only for small retreats or occasional larger retreats when permitted by the County. We don't need to own property to support ways for members to gather in retreats.

Again, the Board is disregarding the Congregational determination of Resolution 22-1. Freestone is not just a piece of real estate that can be easily substituted. It has a 50+ year history as part of our church, and it's Inverness predecessor had another 50 year history. If you're attentive, you can hear and feel the souls of our predecessors there. Members have their ashes spread on that sacred ground. Freestone provides a *unique* setting within which to build community, reconnect with the divine of nature and refresh to return to our work in the world. As far as use, as before, that will be use by individuals or by small groups which would be up to 15 members, but could even be a few more. This accommodated the vast majority of groups seeking a community building space. Larger events like a church picnic or wedding, with more than approximately thirty people, will require a county permit. The County limits these to a maximum of three in a two year period.

3. What is so different now than in 2022–23 when Rev. Michelle guided us through an extensive process?

For one thing, issues of social justice have grown tremendously since that process. With the recent election, we are facing extraordinary oppressive, authoritarian, and unjust actions in American society. Rejuvenation in a retreat setting during anxious and disturbing times is good for the soul, but responsibilities that come with property ownership and management distract us from important work.

Agreed we are facing oppressive authoritarian forces unlike before. However, if anything, that would favor holding onto, not selling, a refuge for members during these anxious and disturbing times. Fortunately, management of the property will continue to be performed by the Freestone Committee.

Also, note the church owns two residential rental properties in Kensington and El Cerrito, to which the congregation has no emotional or spiritual attachment. If the Board wants to reduce the “responsibilities that come with property ownership and management”, why not sell one or both of those properties in lieu of Freestone? Those sale proceeds from those properties could go to upcoming capital projects whereas proceeds from Freestone would most likely continue to be used to support ongoing retreat activities.

4. Will Freestone be able to be financially self-sustaining?

Per Sonoma County zoning regulations, the Freestone property can be used as a Single Family Residence, not as a retreat center. One source of revenue that has been floated is using the property for Airbnb-type short-term rentals, since a County permit allowing this was obtained. More than 20% of the rental income would go to county-required costs; in addition, there would be responsibilities and costs for management and professional cleaning prior to any paid rental.

The Freestone Committee has estimated that ongoing costs for insurance, property tax, utilities and repairs, and road maintenance could be supported by short-term rentals. But that future is not guaranteed. The 6-person occupancy limits don't apply for uses for which we do not collect rent, so small church groups/families could use the property. However, zoning limits the usage to 3 special events (e.g., an event for more than 30 people) every 2 years.

Yes, we anticipate Freestone will be financially self-supporting as it has been for over 100 years. If it is not able to be self-sustaining, then per Resolution 22-1, the Board is directed to sell it.

Freestone is a single-family residence and our use of it is commensurate with that. It is akin to a second home or vacation home. We call it a retreat in the casual meaning of the word. We could have called it “the ranch”, “the farm” or “buzzard’s roost”. We are not a Retreat Center. A retreat center is a formal commercial enterprise with formal programs available to the public at a cost e.g Spirit Rock. Our users are free to use it as they see fit.

In regards to occupancy we are limited to 6 persons when we collect rent like with AirBnB. When renting through AirBnB we also collect fees for administration and cleaning. Those are exempt from taxes and we get to set what those are. And yes we have to pay County taxes on rent, but the overall income we receive will be substantial compared to taxes. For use by members we will not charge rent, but we will collect administration and cleaning fees. So by not charging members rent we are not limited to a 6-person occupancy limit. Also by only charging admin and cleaning fees we maintain our historical affordability to the church community.

5. The congregation is currently deeply divided over Freestone; what does this mean for the future?

The congregation has been divided on the topic of Freestone for many, many years. In 2018, more than 50% of the congregation voted to sell Freestone (but the Board had required a 2/3 majority for the motion to pass). The March 2023 resolution passed with a small majority (87 to 78). The motion from the Freestone Committee to extend the milestone dates passed very narrowly (77 to 74) in the April 2025 special Congregational Meeting. The question is how this division affects our community going forward.

The deep divide about Freestone has a variety of negative impacts, including raising questions for newcomers if they want to join, discouraging some individuals from considering joining the Board of Trustees, and contributing to feelings of fatigue and burn-out among Board members and congregants.

The Church is governed by a democracy and decisions are made by majority rule. The Board neglects to mention that its decision to rescind the Congregations’ Resolution 22-1 was a bare majority, 5-4 vote. Four board members disagreed that the Resolution should be rescinded. After a lengthy and thorough process starting

4 years ago, led by Reverend Michelle, the congregation voted in favor of Resolution 22-1 to settle divisions and move forward. It was this Board's decision by a bare majority to overthrow that congregational vote, which is leading to fatigue and burn-out.

The Board needs to trust the congregation instead of inserting their one vote majority opinion and further divide the congregation.

6. UUCB's lack of full investment in Freestone: concerns about the responsibility of Freestone falling only on volunteers.

For many years, the congregation has been clear that Freestone needs to be financially self-sufficient. Resolution 22-1 passed in March 2023 included specific language making it clear that "no-to-very-minimal net cost, including staff time" come from UUCB for Freestone" unless approved by the congregation. Relying on a committee of volunteers, albeit very hardworking, to manage, maintain, and fund a property that is owned by the church and for which the church is liable is problematic.

Without staff oversight, there can be diffusion and confusion related to decision-making authority and accountability.

Many if not most activities at UUCB are volunteer run. We recognize that most Board members would prefer to simplify church operations and limit liability, but the congregation has voted this enterprise is important. Freestone has a long history of being run by volunteers, until the Board closed it nine years ago. The Freestone Committee was waiting for approval of the Offer before investing more time in a variety of activities, one being growing the Committee. That is still planned but we are pleased that just yesterday a former board member has joined the Committee. I welcome other interested members to reach out to Dave Wemmer on how you may help out (treasurer, weed eating, light carpentry, interior design and decorating?) at david.wemmer12@gmail.com.

7. Concerns about the sustainability of Freestone over time.

There are several things that suggest to the Board that Freestone is not a top priority for the majority of members and make us question its sustainability. These include:

a. The Freestone Committee is quite small.

- b. There are a very small number of congregants who volunteer their time to help Freestone. Recruiting volunteers for church projects is challenging even when people are already at a given location (think of Sunday lunches at UUCB); the board questions whether there will be enough volunteers willing to travel regularly to Sonoma to support Freestone.
- c. The funding to meet the first milestone came from only two member households, rather than from an outflowing of support from a large percentage of the congregation.

As noted above, the bottom line is if the enterprise is not able to be financially sustainable, the Board is directed to sell per the Resolution passed by the Congregation. We want the opportunity to succeed as directed by the congregational vote. The Board's closure of Freestone nine years ago has made it more challenging to recruit volunteers, and with its future in question, some members are hesitant to invest time in Freestone. The large number of people who spoke at Sunday's informational session shows there is still widespread support for Freestone even after being closed by the Board for 9 years.

8. Inherent structural flaws with the Dome at Freestone.

The original dome was constructed with a design flaw that has, over time, resulted in significant outward movement of the stem walls, causing cracked windows, leaks, drywall damage, openings in the walls, mold, etc. There have been several attempts to stop the movement in the walls and many repairs to the windows, interior, siding, and roofing. This is repairable, but at significant cost.

As correctly noted the original design decisions led to performance issues and the Committee hired a structural engineer back in 2017 and he designed a simple repair and prepared a repair plan. In accordance with a recent meeting with the engineer, Dave Wemmer and Tom Tripp, that plan is to be revised to improve performance and possibly save money. Dave Wemmer estimates the cost of the dome repair in the neighborhood of \$30,000 to \$40,000 if performed by a contractor, or a lot less if performed by qualified volunteers under the oversight of the engineer.

9. \$250,000 is probably not enough for permitting and Phase 1 repairs. The projected costs of for permitting and Phase 1 Repairs are three years old. Costs for materials, labor, and permits have very likely increased since then. One estimate for engineering costs has already doubled in three years.

The resolution includes the estimated costs for Phase 1 and was prepared in Sept. 2022. The costs ranged from \$40,000 to \$117,000 depending on whether the majority of the work was performed by church volunteers or a contractor. Another \$115,000 was for roadway improvements. So together total costs are between \$155,000 and \$232,000 in September 2022 dollars. Those costs included a 10% inflation factor. Indeed the market continues to change. Per the State of California Department of General Services the California Construction Cost Index shows annual inflation as follows for October to September of each year.

2022 to 2023 – 10.8%

2023 to 2024 – 1%

2024 to 2025 – 6.5%

So since we already accounted for 10% inflation, our estimate is only about 8.3% behind for inflation. So applying that to our costs our estimates update to \$168,000 and \$251,000.

Note that Dave Wemmer just repriced the material costs for all the replacement doors and windows and they are basically the same, a few hundred dollars more. One of the most important issues affecting cost is market conditions when going to bid. Will we be in a Trump driven recession next spring? Will people continue to sit on the sidelines of major investments due to economic uncertainty? Issues like this can move prices 20 or 30%. They could go up or they could go down. We won't know until we go out to bid.

We do not agree with the statement about the doubling of the engineering costs. We would be interested in seeing some backup to support that statement.

We do know that architecture services will increase in cost due to our original architect having retired and a new one needing to get up to speed. It should be noted that engineering and architectural services are a small part of a project's overall cost, approximately 10%, and will not have a significant impact on the overall budget should they increase.

Existing donors and other congregants have expressed their willingness to make donations should they be needed. The bottom line appears to be that congregants are not going to let Freestone fail from a lack of funds to get it reopened.

10. Looking to the Future

We don't want to learn five years down the road (and \$300,000+ has been invested and countless hours have gone into repairing the building) that the Freestone

experiment isn't viable. How disappointing that would be for those who contributed considerable time, talent, and treasure to maintaining this property.

The Freestone Committee consists of members who have expertise in civil/structural engineering, construction, and cost estimating, and are fully capable of assessing the risks. Thank you, though, for your kind consideration of our delicate feelings!

11. Moving the Board's rightful focus on vision and policy to operational matters.

Per our governance structure the Board's main work should be visioning and setting policy. Freestone necessitates that the Board spend an inordinate amount of time on operational matters.

The Board's role in visioning and decision-making is noted on the UUA website, UUCB's in the Governance Manual and Bylaws, and in the Aspirational Covenant of the Board. When making decisions, this includes keeping the needs of the entire congregation as well as future members in mind.

Paragraph 6.2 of our bylaws state that "The Board shall recognize the moral principle that all of its powers are subordinate to the will of the membership of the Church." Their revocation of Resolution 22-1 does not comply with this bylaw.

12. Freestone is taking up a disproportionate amount of the Board's time and energy.

The process of getting to this first milestone has already involved considerable time and focus for the Board of Trustees. Many issues and updates regarding Freestone have required Board attention. The time and attention the Board will need to give to Freestone is going to continue and likely increase if the Freestone Committee moves forward with the next phases of work outlined in Resolution 22-1 (e.g., architectural plans, building permit, and a \$250,000 reconstruction/rehabilitation project).

Board members are willing to work hard. However, when they spend more time on Freestone than on any other church activity, many Board members find themselves asking "Is this a top priority for our congregation right now?" Due to a focus on

Freestone, some other pressing needs that require Board time and energy, including making decisions about a much-needed capital campaign, have been put on the backburner.

Once up and running, as in the past, the Committee manages and operates Freestone with minimal attention needed. Currently the Freestone Oversight Committee is responsible for overseeing the ongoing work of the Freestone Committee which is minimizing Board required time and attention. For many of the past months the Oversight Committee's monthly report to the Board has been a consent agenda item requiring minimal Board time. We expect that to continue into the future once this Board-created avoidable expenditure of time and energy passes.

13. Time required by the Freestone Oversight Committee

We are 2+ years into Resolution 22-1 and it's clear that Freestone Oversight Committee members are dedicating a lot of time to that role. This is time and energy that could be spent on other church needs that are more central to the entire congregation. Members of FOC have stated there are other programs they could be working on if not for the time spent on Freestone.

The work of the FOC is very much appreciated in providing transparency to the program as required by the resolution. Time demands at this stage of the process are temporary and will subside once we open up to congregational use. If members of the FOC are feeling the time commitment to be too much, they could relinquish their position to a new member.

14. UUCB has a beautiful, vibrant campus at 1 Lawson Drive that has significant capital needs.

The Kensington campus is regularly used 6–7 days a week and is central to our functioning. This is where we worship, the choir practices, we serve and eat Sunday lunches, our children attend religious education classes, etc.

Our Lawson Road buildings are beautiful, sound, well designed and well-constructed buildings with great “bones.” But it is 65 years old. The main building needs painting, caulking, doors, windows and heating and electrical system modernization. The school buildings and grounds need complete upgrades to meet current school standards and codes, including roofing and ventilation.

As we upgrade the 20 furnaces on campus, we hope to change from gas to electric and create an all-electric campus to reduce our carbon footprint, in line with our environmental values. We are considering becoming an emergency refuge center, but that will require showers and other amenities.

The staff and Building and Grounds committee are currently tracking projects with a total value of about \$1,000,000 plus another \$1,500,000 to replace very old gas heaters and upgrade to heat pumps, including the electrical infrastructure for that change.

Freestone has always operated as, and will continue to operate as, a separate and independent financial operation. It does not require any funding from the church and is not part of the church's capital program or general fund expenditures. However, we do recognize some minor administrative support. When soliciting donations for Freestone, the Committee asks that donors only donate above and beyond their other financial donations to the main church body. The Committee recognizes it is important that Freestone not impact church fund raising.

If the suggestion is that Freestone needs to be sold to fund the capital campaign, as noted above, the church owns two other valuable rental properties, which have no spiritual or emotional value to the congregation.

15. UUCB has owned a retreat center for more than 90 years. Why would we give that up?

Under Sonoma County's zoning, Freestone is a single-family home, thereby limiting our ability to consider and use it as an active retreat center. What if we considered other ways to have retreats rather than relying on a single-family residence in Sonoma County for that experience? Maybe a property for retreats doesn't need to be owned by UUCB. Maybe we could have different types of retreats for different retreat sizes and needs

We have never been and do not want to be a formal retreat center. We call Freestone a retreat in the sense that we use it to build community and provide respite from stressful times. We also are not zoned for such a use.

The congregation has voted they want Freestone to be their retreat of choice. It has met all the needs of the congregation in the past and will again in the future. Freestone is ours and is sacred ground and our continued ownership will continue

to strengthen the ties to it. And while we continue to own it, it continues to appreciate. Why would we want to sell a piece of land in one of the most sought after areas of Sonoma County?

Please also refer to the response to above item 5.