

**Called to Order:** 4:02 p.m. by Vice President Doug Deaton.

**Board Attendees:** Trustees (Position): Tom Mosher (1), Doug Deaton (2), Dick Burkhardt (3), Lilia Riordan-Rogers (4),  
Quorum Present Luba Johnston (5), and Catherine Trestrail (6).  
Betsy Rush (7) was absent.

Minister/Chief Executive: Todd Eklof (ex-officio). Recording Secretary: Marilyn Johnson.

**Agenda:** Approved with the addition of a Trustee resignation and two Trustee appointments.

**Minutes:** Minutes of the September 2023 Board meeting approved as presented.

**Opening Words:** T Eklof read the words of Ralph Waldo Emerson, "Do not go where the path may lead. Go instead where there is no path and leave a trail."

**VP's Report:** D Deaton reported all is well in a crazy world.

**Minister's Report:** T Eklof reported he's visited several other congregations on his Sundays off over the last three months. Some special funds have been sitting idle for a few years. The board approved by unanimous consent that the Operations Team should handle redistributing this money in accordance with UUCS Bylaws.

T Eklof shared a memo he sent to the Unitarian Universalist Association (UUA) asking them to remove his name from their mailing list. He will also share this with our congregation.

Shared Ministry Team Update:

- T Mosher moved and D Burkhardt seconded that the Board of Trustees concur with advice and consent for the Minister to appoint Lynn Jinishian to the Ministry Team. The motion carried by unanimous consent without objection.
- T Mosher moved and C Trestrail seconded that pending Anna's consent, the Board of Trustees concur with advice and consent for the Minister to appoint Anna Morrison to the Ministry Team. The motion carried by unanimous consent without objection.
- The team plans to look at realistic issues, like "Should UUCS leave the UUA?". They will gather and discuss differing opinions then share team thoughts with the Board of Trustees.

**Operations Team Report:** T Eklof reported:

- The annual UUCS Community Auction up and running ready for bid making.
- A new sanctuary heater was installed.
- Some door stops need removed and a couple fire doors need replaced per the Fire Department.
- New parking-lot cables with new locks have been installed.

**Treasurer's Report:** D Burkhardt reported on the attached 2023-24 fiscal year first quarter financial report with income and expenses versus budget. He mentioned three noteworthy items:

1. The Music Director retirement package was higher than budgeted, due to full-time sabbatical pay, which created a small shortfall.
2. There is a correction related to T Eklof's voluntary pay reduction and his retirement package.
3. Child/Family Ministry tends to run under budget.

**Trustee Resignation & Appointments:**

T Mosher moved and L Riordan-Rogers seconded that the BoT accept Catherine Trestrail's resignation from Trustee position 5, ending 6/30/25 and the BoT appoint Catherine to vacant position 6, ending 6/30/24 - effective immediately. The motion carried by unanimous consent without objection.

T Mosher moved and C Trestrail seconded that the BoT appoint Luba Johnston to vacant position 5, ending 6/30/25 - effective immediately. The motion carried by unanimous consent without objection.

The board will still pursue a replacement for C Trestrail, who postponed her resignation to ensure a quota.

**Policies & Procedures Project:** Lynn Jinishian presented an overview of how she and T Mosher laid out the draft Policies & Procedures Document, previously called Policy Governance, for BoT review. She sent the Trustees, with copies to T Eklof and M Johnson, a 21-page version showing all the original text with the proposed changes and a cleaned-up, 5-page version with the proposed changes incorporated.

The proposed changes 1) streamline the document and 2) remove outdated/unused information and items that have been relocated in the UUCS Bylaws.

Two areas have yellow highlight for anticipated future discussion:

1. Including church outreach, like Zoom, etc., information.
2. Removing the outdated, unused complaint/grievance process.

Trustee Homework: Read and consider proposed changes, make notes, and provide feedback at the next BoT meeting.

She cautioned Trustees to avoid hypothetical-situation wormholes and reminded everyone this is the board's living document and they can change it anytime.

**UUA Withdrawal Rumblings:** After the Shared Ministry Team provides their report on differing opinions and thoughts, the BoT plans to discuss this and then possibly bring it to the congregation. Such an action would require a motion and vote by the entire congregation. If needed, a special meeting can be called earlier.

**Old Business:** T Mosher moved and C Trestrail seconded that D Deaton be appointed as the BoT Operations Team Liaison for the remainder of this fiscal year. The motion carried by unanimous consent without objection.

**Other Business:** Due to Thanksgiving, the next BoT meeting will be November 15<sup>th</sup> with the Executive Committee meeting November 8<sup>th</sup>. L Johnston agreed to attend the November Executive Committee meeting.

**Adjourned:** 5:21 p.m.

**Next BoT Exec Committee Meeting:** November 8, 2023 4:00 p.m. (L Johnston floating Trustee)

**Next BoT Meeting:** November 15, 2023 4:00-5:30 p.m.

**Attachments:** A – T Eklof memo to UUA  
B – UUCS Profit & Loss: Budget vs. Actual (First Quarter July – September 2023)

Submitted by Marilyn Johnson, Recording Secretary

To those concerned,

Please remove my name from your rolls. I no longer wish to be affiliated in any way with what the UUA has become. Although the historic congregation I proudly continue to serve, despite your efforts to demonize and discredit me (some of you having worked covertly to help oust me) remains a member of your illiberal institution (for now), I ask that you please remove my name from your mailing lists. I no longer wish to hear from you, nor to know anything about your destructive efforts. Your rejection of the inherent worth and dignity of every person means your now dogmatic and intolerant Association no longer represents my values. (For example, you consider “individualism” one of Unitarianism’s foundational “trinity of errors.” Your 2018 study action issue on “de-centering whiteness,” calls for “decentering individual dignity.” You’re doing away with the seven principles, including our first principle, “the inherent worth and dignity of every person,” in preference for the chilling euphemism, “our collective liberation.” And you seem fearful and intolerant of any dissent, having completely eliminated letters to the editor in your propagandized magazine, and by frantically attacking anyone who questions your unsubstantiated and indefensible ideas. I won’t go into your disturbing decimation of democratic processes at the UUA, especially in its elections. This is so obvious as to be criminal.

As an ethical being (despite your listing of me as an uncooperative bully who is ethically unfit for ministry on your website—talk about projection!), I cannot in conscience remain connected nor identified with your dehumanizing and authoritarian Association.

I will, however, continue to remain a Unitarian Universalist minister actively engaged in Unitarian Universalist ministry and will continue to identify myself as such, having been duly ordained and called by the only body with the authority to do so.

Sincerely,

Rev. Dr. Todd F. Eklof

Unitarian Universalist Church of Spokane  
**Profit & Loss Budget vs. Actual**  
 July through September 2023

10:37 AM  
 10/24/23  
 Accrual Basis

	Jul - Sep 23	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4141 - Art Team Income	0.00	125.00	-125.00	0.0%
4011 - Pledges-Current Year	78,135.45	67,968.50	10,166.95	115.0%
4012 - Pledges-Prior Year Rec'd Curren	3,825.00			
4015 - Unpledged Donations	3,594.33	7,500.00	-3,905.67	47.9%
4119 - Fund Raising Revenue	41.61	150.00	-108.39	27.7%
4120 - Facility Usage Income	2,000.00	0.00	2,000.00	100.0%
4121 - Other Rentals	1,600.00	1,062.50	537.50	150.6%
4122 - Long Term Rentals	0.00	1,875.00	-1,875.00	0.0%
4120 - Facility Usage Income - Other				
Total 4120 - Facility Usage Income	3,600.00	2,937.50	662.50	122.6%
4137 - Endowment Fund Contribution	8,400.00	7,250.00	1,150.00	115.9%
4150 - Other Income/Expenses	0.00	4,969.75	-4,969.75	0.0%
4260 - Interest Income	365.47	187.50	177.97	194.9%
Total Income	97,961.86	91,088.25	6,873.61	107.5%
Gross Profit	97,961.86	91,088.25	6,873.61	107.5%
Expense				
8200 - Other Teams				
8250 - Engagement Team	0.00	200.00	-200.00	0.0%
8220 - Art Team	0.00	50.00	-50.00	0.0%
Total 8200 - Other Teams	0.00	250.00	-250.00	0.0%
6560 - Payroll Expenses				
6563 - Payroll Benefits	0.00			
6562 - Payroll Taxes	0.00			
6560 - Payroll Expenses - Other	0.00			
Total 6560 - Payroll Expenses	0.00			
7000 - Ministerial Services				
7002 - Minister-Salary	19,770.84	18,750.00	1,020.84	105.4%
7005 - Minister-FICA Allowance	1,512.56	1,434.50	78.06	105.4%
7006 - Minister-Labor & Industries	177.72	167.25	10.47	106.3%
7007 - Minister - Payroll Taxes	35.83			
7012 - Minister-Retirement	2,061.40	937.50	1,123.90	219.9%
7014 - Minister-Benefits	276.24	234.50	41.74	117.8%
7021 - Minister-Professional Expenses	553.49	1,237.50	-684.01	44.7%
Total 7000 - Ministerial Services	24,388.08	22,761.25	1,626.83	107.1%
7100 - Worship				
7106 - Streaming Srv & Music License	276.98	312.50	-35.52	88.6%
7101 - Worship Team	750.00	625.00	125.00	120.0%

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	Jul - Sep 23	Budget	\$ Over Budget	% of Budget
7105 - AV Production Tech Stipend	1,500.00	1,470.00	30.00	102.0%
7108 - Winter Solstice Service	0.00	0.00		0.0%
<b>Total 7100 - Worship</b>	<b>2,526.98</b>	<b>2,407.50</b>	<b>119.48</b>	<b>105.0%</b>
<b>7200 - Music</b>				
7201 - Music Director	11,594.16	4,612.00	6,982.16	251.4%
7205 - Pianist Compensation	1,945.00	2,375.00	-430.00	81.9%
7210 - Payroll Taxes-Music	799.38	565.25	234.13	141.4%
7211 - Labor & Industries-Music	26.93	0.00	26.93	100.0%
7212 - WA Unemployment - Music	66.95	0.00	66.95	100.0%
7215 - Medical, Retire. & Ins. Bene	848.39	824.50	23.89	102.9%
7225 - Music-Professional Expenses	49.98	50.00	-0.02	100.0%
7230 - Music-Supplies & Special Music	0.00	125.00	-125.00	0.0%
7240 - Musician Honorarium	100.00	500.00	-400.00	20.0%
7245 - Equipment Repair-Routine	0.00	75.00	-75.00	0.0%
7250 - Equipment Repair-Accrual	62.49	62.50	-0.01	100.0%
<b>Total 7200 - Music</b>	<b>15,493.28</b>	<b>9,189.25</b>	<b>6,304.03</b>	<b>168.6%</b>
<b>7300 - Lifespan Religious Education</b>				
7308.2 - Sunday R.E. Program Speakers	0.00	0.00	0.00	0.0%
7301 - Dir. of Child. & Fam. Ministry	1,252.13	3,267.25	-2,015.12	38.3%
7302 - Childcare Coordinator Wages	401.70	500.00	-98.30	80.3%
7303 - Nursery Care Provider	306.93	375.00	-68.07	81.8%
7304 - Payroll Taxes-RE	168.05	524.50	-356.45	32.0%
7305 - Labor & Industries-RE	29.92	0.00	29.92	100.0%
7305.4 - WA Unemployment - RE	13.11	0.00	13.11	100.0%
7306 - Benefits-RE	0.00	0.00	0.00	0.0%
7307 - Director - Prof Expenses	0.00	125.00	-125.00	0.0%
7308 - Sunday Supplies	103.61	125.00	-21.39	82.9%
7308.1 - RE Events & Special Programs	132.68	125.00	7.68	106.1%
7309 - Our Whole Lives Supplies	0.00	0.00	0.00	0.0%
7309.1 - Our Whole Lives Teacher Ttg.	0.00	0.00	0.00	0.0%
7311 - Sr Hi Youth Program	0.00	0.00	0.00	0.0%
<b>Total 7300 - Lifespan Religious Education</b>	<b>2,408.13</b>	<b>5,041.75</b>	<b>-2,633.62</b>	<b>47.8%</b>
<b>7500 - Outreach &amp; Inclusion</b>				
7501 - Advertising & Marketing	0.00	250.00	-250.00	0.0%
7508 - Social Justice Outreach				
7517 - Social Justice Outreach	0.00	100.00	-100.00	0.0%
7514 - Spokane Alliance Dues	937.50	937.50	0.00	100.0%
7515 - PRIDE Team	0.00	12.50	-12.50	0.0%
<b>Total 7508 - Social Justice Outreach</b>	<b>937.50</b>	<b>1,050.00</b>	<b>-112.50</b>	<b>89.3%</b>
<b>7510 - Community Sponsorships</b>	<b>0.00</b>	<b>125.00</b>	<b>-125.00</b>	<b>0.0%</b>

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Total 7500 - Outreach & Inclusion	937.50	1,425.00	-487.50	65.8%
7530 - Membership				
7537 - Membership Supplies	465.77	375.00	90.77	124.2%
Total 7530 - Membership	465.77	375.00	90.77	124.2%
7700 - Development & Member Support				
7732 - Adult Enrichment Programs	0.00	87.50	-87.50	0.0%
7729 - Fundraising Expenses	130.00	125.00	5.00	104.0%
7712 - Board of Trustees	0.00	6.25	-6.25	0.0%
7715 - Annual Dinner	0.00	112.50	-112.50	0.0%
7721 - Pastoral Care	0.00	50.00	-50.00	0.0%
7726 - Operations Team	0.00	6.25	-6.25	0.0%
Total 7700 - Development & Member Support	130.00	387.50	-257.50	33.5%
7800 - Denominational Relations				
7801 - UUA Dues	250.03	250.00	0.03	100.0%
Total 7800 - Denominational Relations	250.03	250.00	0.03	100.0%
7900 - Administration				
7965 - Personnel Expenses	0.00	125.00	-125.00	0.0%
7907 - Admin Assistant	3,075.60	3,481.50	-405.90	88.3%
7944 - Licensing	10.00			
7929 - Direct Deposit Fees	136.25	275.00	-138.75	49.5%
7901 - Operations Manager	15,325.61	14,996.75	328.86	102.2%
7910 - Payroll Taxes-Administration	1,699.46	2,121.75	-422.29	80.1%
7911 - Labor & Industries-Admin	242.72	0.00	242.72	100.0%
7912 - WA Unemployment - Admin	144.75	144.75	0.00	100.0%
7915 - Benefits-Administration	3,055.75	2,641.00	414.75	115.7%
7925 - Professional Expenses-Admin	174.99	175.00	-0.01	100.0%
7927 - Bookkeeping Services	3,203.75	3,347.50	-143.75	95.7%
7928 - Bank Fees	61.88	37.50	24.38	165.0%
7930 - Office Supplies	567.33	375.00	192.33	151.3%
7933 - Electronic Receipts Processing	371.48	750.00	-378.52	49.5%
7935 - Website Hosting & Maintenance	1,084.51	625.00	459.51	173.5%
7939 - Computers, Programs & Support	1,866.33	1,875.00	-8.67	99.5%
7940 - Copier Lease & Maintenance	1,441.72	1,400.00	41.72	103.0%
7945 - Postage	0.00	175.00	-175.00	0.0%
7950 - Telephone	1,468.41	1,500.00	-31.59	97.9%
7955 - Miscellaneous	17.16	150.00	-132.84	11.4%
Total 7900 - Administration	33,947.70	34,051.00	-103.30	99.7%
8000 - Building & Grounds Operations				
8030 - Consumable/Custodial Supplies	246.85	400.00	-153.15	61.7%
8031 - Custodial Services	2,500.00	3,000.00	-500.00	83.3%

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	Jul - Sep 23	Budget	\$ Over Budget	% of Budget
8032 - Snow Removal	0.00	0.00	0.00	0.0%
8040 - Security	589.02	700.00	-110.98	84.1%
8050 - Gas & Electricity	1,317.10	2,750.00	-1,432.90	47.9%
8055 - Water & Sewer	3,008.18	2,250.00	758.18	133.7%
8060 - B & G Maint & Repairs	2,031.74	3,000.00	-968.26	67.7%
8062 - Permits & Inspections	820.07	1,125.00	-304.93	72.9%
8065 - Insurance	1,599.09	1,550.00	49.09	103.2%
8068 - Audio/Visual Expenses	400.00	750.00	-350.00	53.3%
<b>Total 8000 - Building &amp; Grounds Operations</b>	<b>12,512.05</b>	<b>15,525.00</b>	<b>-3,012.95</b>	<b>80.6%</b>
<b>Total Expense</b>	<b>93,059.52</b>	<b>91,663.25</b>	<b>1,396.27</b>	<b>101.5%</b>
<b>Net Ordinary Income</b>	<b>4,902.34</b>	<b>-575.00</b>	<b>5,477.34</b>	<b>-852.6%</b>
<b>Net Income</b>	<b>4,902.34</b>	<b>-575.00</b>	<b>5,477.34</b>	<b>-852.6%</b>