

**Called to Order:** 4:01 p.m. by President Tom Mosher.

**Board Attendees:** Trustees (Position): Tom Mosher (1), Doug Deaton (2), Dick Burkhart (3)  
Quorum Present Luba Johnston (5), Cindy Fine (6), and Justin Bell (7).  
Minister: Todd Eklof (ex-officio)

**Guest(s):** Lynn Jinishian

**Agenda:** Approved with postponement of Board of Trustees (BoT) Email Use Policy to next meeting.

**Minutes:** Minutes of the August 2024 Board of Trustees (BoT) meeting were approved as presented.

**Minister's Report:** T Eklof reported the following:

- 1) T Eklof continues to travel to different churches every month. He will take a break in November.
- 2) North American Unitarian Association (NAUA) Summit plans are going well. Due to a cancellation, the new Keynote Speaker will be John Wood, Jr, who will discuss racial and social inequities.
- 3) The nonprofit Inland NW Bluegrass Music Association building rental will bring in about \$800 per year. UUCS can rent to nonprofits without limit but renting to for-profits results in taxes.
- 4) The Finance Team currently consists of the BoT Treasurer, the church Operations Manager, and one BoT-appointed member, Bill Morkill. Donna s Borden Rhodes has expressed interest in becoming the second BoT-appointed member. T Mosher will approach her about possibly joining.

**President's Report:** T Mosher reported the following:

- 1) Since the Minister is in charge of Sunday Services, T Mosher referred Barbara Rodriguez to T Eklof about her request that the church ask local members to attend in person once a month. T Eklof said most people do attend church virtually, about 80% locals and he won't tell people how to attend.
- 2) Since the Minister is in charge of Sunday Services, T Mosher referred Bill Morkill to T Eklof regarding his request to replace the word "worship" with something else in the Sunday Order of Service.
- 3) T Mosher also referred Barbara Stubbing to the Social Justice Coordinating Council for her suggestion that the church become an "Apartheid-Free Congregation".
- 4) The BoT Retreat held on September 21<sup>st</sup> was used to get to know each other better and to:
  - a. better understand Policy Governance and how the BoT handles the big/overall picture, as opposed to daily nuts and bolts.
  - b. discuss how individual members can propose resolutions for Annual-Meeting, all-congregation voting. During this BoT meeting, J Bell and T Mosher agreed to draft a process.
  - c. discuss the church Mission Statement, but the written statement couldn't be located. During this BoT meeting, T Eklof said he'd ask the Operations Manager about locating the statement.
  - d. discuss how to handle the vacant Trustee position. During this BoT meeting, it was agreed to fill the position. T Mosher will ask the Nominating Team for a few names of people they've vetted.
  - e. discuss possible future events to host after Sunday Services. For example, potluck lunches, sermon topic discussions, Trustee meet and greets, etc. During this BoT meeting, Lynn Jinishian mentioned that the third Sunday Poetry Circles are very popular, and C Fine, L Johnston and J Bell agreed to bring back ideas.
- 5) T Mosher asked the BoT to select two of the following major tasks to work on this year:
  - Income Enhancement - T Mosher and D Deaton will develop talking points/suggestions.
  - Increasing Attendance/Membership - C Fine, L Johnston and J Bell will develop talking points/suggestions, as an extension of 4.e. above.
  - UUCS/UUA Separation - The BoT, via T Eklof, will request the Shared Ministry Team begin a process of Congregational discussion of the issue of whether UUCS should withdraw from UUA.
  - Seven Principles - The BoT, via T Eklof, will request the Shared Ministry Team to consider the handling of the Seven Principles with the matter of (the above) UUCS/UUA separation.

**Operations Team:** L Johnston's report from the September Operations Team meeting is in Attachment A.

**Treasurer's Report:** D Burkhart's report is in Attachment B. He mentioned the church has about one to two years digging into savings before it needs to start cutting things.

**Jacksonville Forward Together:** C Fine reported the Jacksonville FL church is getting a conversation going with the congregation to discuss information about UUA membership information and to consider their options. They hope to get a sense of how the congregation feels about UUA membership with four questions, which C Fine agreed to send to T Eklof.

**Old/Unfinished Business:** BoT discussions on the proposed amendment to BoT Email Use Policy - October meeting.

**Future Business:** Items not to be forgotten:

- 1) Review End Statements with church membership
- 2) 2025-2026 Update Strategic Plan, possibly with review of End Statements and a visioning process
- 3) 2025-2026 Review Ministerial Agreement

**Next BoT Exec Committee Meeting:** October 16, 2024 4:00 p.m. (J Bell floating Trustee)

**Next BoT Meeting:** October 23, 2024 4:00 – 5:30 p.m.

**Member Input:** None.

**Adjournment:** 5:38 p.m.

**Attachments:** A. Operation's Team Liaison Report  
B. Treasurer's Report

Submitted by Marilyn Johnson, Recording Secretary

L Johnston reported the following from the Operations Team September Meeting.

The Operation team meeting on 09/10/24 covered financial news, new software for office, new website of the church and chapel repair.

In the last financial year the church had to use 38 thousand from the reserve because of extra expenses (Debby's retirement), unfulfilled pledges and not enough income from the rental and fundraising. According to Rebecca we still have a little bumper for the coming year. The budget approved for higher fundraising.

The chapel repairs in progress and the old expensive fire system is done with. A contract has been signed with a new, local fire alarm monitoring company which is less expensive and much more responsive.

A new accounting software transition is in progress too. The process of creating a new church website and making the excess to the website easier is a big project that will take time. Rebecca and Michelle review the pages and templates, remove redundant information.

# UUCS Treasurer's Report, Sept., 2024

## Year end summary of 2023-2024 income:

<b>Pledges</b>	budgeted \$271,874	versus actual \$250,499	(92.1%)
<b>Donations</b>	budgeted \$30,000	versus actual \$19,823	(66.1%)
<b>Fundraising</b>	budgeted \$8500	versus actual \$6690	(78.7%)
<b>Rentals</b>	budgeted \$11,750	versus actual \$9483	(80.7%)
<b>Endowment</b>	budgeted \$29,000	versus actual \$33,600	(115.9%)
<b>Reserves</b>	budgeted \$19,879	versus actual \$39,923	(200.8%)
<b>Misc</b>	budgeted \$1250	versus actual \$1300	(100.4%)

**Total income** budgeted \$372,253 versus actual \$361,319 (97.1%)

**Note** that the modest deficit of 3% was due to the large draw on reserves of nearly \$40,000, almost 11% of the budget.

## Year end summary of 2023-2024 expenses:

### Payroll & benefits:

<b>Minister*</b>	budgeted \$92,345	versus actual \$93,810	(101.6%)
<b>Music</b>	budgeted \$36,757	versus actual \$39,145	(106.5%)
<b>RE</b>	budgeted \$20,167	versus actual \$17,019	(84.4%)
<b>Admin**</b>	budgeted \$136,604	versus actual \$134,070	(98.1%)
<b>Other***</b>	budgeted \$88,080	versus actual \$77,276	(87.7%)
<b>Total expenses:</b>	budgeted \$373,953	versus actual \$361,319	(96.6%)

**\*Note:** The minister's pay continues at a reduced rate.

**\*\*Note:** The admin payroll includes an Assistant, Bookkeeper, and Operations Manager, together with office expenses.

**\*\*\*Note:** "Other" includes teams, worship, outreach, membership, development, denominational affairs, and buildings & grounds.

**Conclusion:** Expenses are stable but income that draws \$40,000 from reserves each year is not sustainable, especially given the minister's temporary pay cut. Increased fundraising is strongly advised, along with an increase in activities of interest to members and friends.