

- Called to Order:** 4:00 p.m. by President Tom Mosher. **Note: Resulting action items are highlighted & bolded.**
- Board Attendees:** Trustees (Position): Tom Mosher (1), Dick Burkhardt (3), Sue Stiritz (4),
Quorum Present Luba Johnston (5), Cindy Fine (6), and Justin Bell (7).
Absent: Doug Deaton (2)
Minister (Absent): Todd Eklof (ex-officio)
- Guest(s):** Lynn Jinishian, Nancy Avery, Jean Larson
- Agenda:** Approved with the order of items rearranged and addition of a vote regarding the Apartheid-Free Motion.
- Minutes:** Minutes of the April 2025 BoT meeting were approved as presented.
- Next BoT Exec Committee Meeting:** June 18, 2025 1:30 p.m. (S Stiritz floating Trustee)
- Next BoT Meeting:** June 25, 2025 4:00 p.m.
- Minister's Report:** None. T Eklof is on modified sabbatical through July.
- New Business:** General Assembly Delegates: D Burkhardt plans to attend as a delegate and keep tabs on issues/topics. He reported that there is a \$150 fee which can be waived for those only attending business meetings and voting. An important vote on the new moderator(s), who also chairs the UUA Board, will be held. Plus, three Study Action Issues will be voted on. T Mosher agreed to be a delegate.
Action: T Mosher will seek more volunteer delegates in the SUNN with added details.
- 2025-2026 Budget: N Avery expressed concern that the Fundraising Team will be responsible for bringing in \$57,000, which she felt was unreasonable. She requested permission to make a second pledging ask from the pulpit this coming Sunday.
- Following some discussion, T Mosher moved and C Fine seconded that the BoT approve her making a second ask from the pulpit, as set forth by Nancy Avery in consultation with Rebecca. The **motion passed** unanimously.
Action: N Avery will work with Rebecca and make a second ask from the pulpit this Sunday.
- After more discussion, T Mosher moved and S Stiritz seconded that the BoT adopt and recommend to the congregation at the Annual Meeting the 2025-2026 budget in Attachment A, which was a result of Budget Summit 2. The **motion passed** unanimously.
Action: During the Annual Meeting, the BoT will recommend the congregation adopt the Attachment A proposed Fiscal Year 2025-2026 budget.
- President's Report:** T Mosher reported the following regarding June 8th Annual Meeting planning:
- 1) The congregation has 243 certified members in good standing per Rebecca. Thus, 36 (i.e., 15%) of those members need to be present for a quorum.
 - 2) He and Rebecca are working on the meeting agenda and comments/script. Rebecca will attend the meeting and she will present the 2024-2025 Treasurer's Report and the proposed 2025-2026 budget.
- Operations Team Report:** L Johnston's report is in Attachment B.
- Secretary Report:** After being gone, C Fine reported that she's contacting Rebecca about getting all approved BoT meeting minutes and the updated Policies and Procedures document posted on the church website.
- Treasurer's Report:** D Burkhardt said he's checking with Rebecca to confirm the amount of 2024-2025 budget shortfall. He also noted that the new finance software reports sometimes aren't working properly, and Rebecca has to go through old reports to find out numbers.
- Team Reports:** Social Justice Coordinating Council (SJCC): N Avery reported the SJCC continues to share information about the upcoming Apartheid-Free Congregation Motion in Attachment C and said that the UUA has joined and supports the movement. T Mosher suggested they point out the UUA support along with any other churches who've signed on and to note if there are any Jewish Synagogues who may get upset, when Karen Dorn Steele brings the resolution to the Annual Meeting floor.

Apartheid-Free Congregation Motion: Following discussion, T Mosher moved and J Bell seconded that the BoT formally recommend the congregation adopt the motion to become an Apartheid-Free Congregation. The **motion passed** unanimously.

Action: T Mosher will ask that the motion notice include this.

Unfinished Business: Member-Submitted ByLaw Amendment: L Jinishian presented the Attachment D.1 request from eleven members with a proposed motion, ByLaw Amendments, and an explanation. She also made a suggestion regarding BoT meeting quorums.

After a lengthy discussion about the request, Attachment D.2 information T Mosher provided, potential minister influence concerns, Roberts Rules of Order, and various practices for Ex-officio Trustees, the following decisions were made:

1. The Board adopted by motion a proposal to split the motion into two motions, one for Article VI, Section 2 (minister) and one for Article VII, Section 8 (other), introduced with the same wording except replacing the word "restore" with the word "establish" in the first new motion. This **motion passed** unanimously.
2. The Board rejected by motion a proposal to include the explanation portion of the request in the meeting notice. Following discussion, this **motion failed** unanimously.
3. The Board adopted by motion a proposal that the BoT recommend to the moderator and the congregation to allow four minutes for the originator of a motion or resolution and two minutes for speakers after that with the standard procedure you only speak once until everybody else has spoken. This **motion passed** unanimously.

After discussion and decisions, the agreed upon motions are in Attachment D.3.

Action: T Mosher will format these motions as an Annual Meeting notice exhibit and send it to L Jinishian and Trustees for review, with the intent of meeting Rebecca's needs.

New Business (unscheduled): Board Originated ByLaw Amendment: At suggestion of L Jinishian, the Board took up a matter of clarifying the quorum status of the Board when/if there is an ex-officio Trustee.

The Board adopted by motion a proposal for a ByLaw amendment to Article VI, Section 6 to insert the word "elected" in front of the word "trustees" and to add the sentence at the end "The presence or absence of ex-officio members shall not affect the quorum." The **motion passed** with 5 votes to approve, 0 votes to not approve, and J Bell abstaining.

Member Input: J Larson said she feels it is not appropriate for the BoT to recommend yes or no to proposed ByLaw changes, as people will tend to go with whatever the BoT recommends. T Mosher pointed out that the BoT hasn't taken a position on any of the proposed ByLaw changes; although, it was clarified that the Board is supporting the Apartheid-Free Congregation motion, which is not a ByLaw change.

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

Adjournment: 5:49 p.m.

Attachments:

- A. Proposed Fiscal Year 2025-2026 UUCS Budget
- B. Operations Team Liaison Report
- C. Draft Apartheid-Free Congregation Motion Wording
- D. Ex-Officio Trustee Voting Proposal
 - D.1. Member-Submitted ByLaw Amendment
 - D.2. Supplemental Information from T Mosher
 - D.3. ByLaw Motions for Annual Meeting

Submitted by M Johnson, Recording Secretary

UUCS FY 2025-26

G/L #	REVENUES	Approved 2023-24 Budget	Approved 2024-25 Budget	Anticipated Budget 2025-26	Actuals July-Dec '24	PROPOSED Budget 25-26	2024-25 Notes/Changes	2025-26 Notes
4011	Pledges Received	\$ 260,000	\$ 282,557	\$ 300,000	\$ 168,448	\$ 252,176		
4015	Non Pledged Donations, Sunday collections	\$ 25,000	\$ 20,000	\$ 20,000	\$ 20,254	\$ 20,000		
4119	Fundraising Revenue	\$ 8,500	\$ 20,000	\$ 12,000	\$ 6,026	\$ 57,000		Team led Growth Council, fundraisers, events, rentals, increase revenue's beyond
4120	Facility Usage Income	\$ 5,000	\$ 5,000	\$ 5,000	\$ 2,465	\$ 5,000		
4122	Long-Term Rental Income	\$ 4,250	\$ 4,500	\$ 4,500	\$ 3,050	\$ 4,500	B2P, WSPH, SCC, SHWG	
4130	Children & Family Ministries Income	\$ -	\$ -	\$ -	\$ -	\$ -		
4150	Miscellaneous Income	\$ -	\$ -	\$ -	\$ 1,000	\$ -	STCU CC Rewards	
4141	Art Team Income	\$ 500	\$ 200	\$ 200	\$ -	\$ 200		
4137	Endowment Contribution	\$ 33,700	\$ 35,000	\$ 37,800	\$ 16,800	\$ 37,800	Endowment Contribution 4.5%	Team approved contribution
4150	Other Income	\$ -	\$ -	\$ -	\$ -	\$ -	BSR Income Line (3012)	
4260	Interest Income	\$ 750	\$ 1,000	\$ 1,500	\$ 1,103	\$ 1,500	Interest/Dividends lower	Interest/Dividends Small Increase
3012	Budgetary Shortfall Reserve	\$ 23,728	\$ 6,539	\$ 5,469	\$ -	\$ 5,993	used \$20,044 (23/24)	\$40,937.46 (Contingency as of 3/1/25)
	TOTAL REVENUES	\$ 361,428	\$ 374,796	\$ 386,469	\$ 219,145	\$ 384,169		

UUCS FY 2025-26

G/L #	Approved 2023-24 Budget	Approved 2024-25 Budget	Anticipated Budget 2025-26	Actuals July-Dec '24	PROPOSED Budget 25-26	2024-25 Notes/Changes	2025-26 Notes
EXPENSES							
Ministerial Services							
7002	\$ 75,000	\$ 75,000	\$ 75,000	\$ 37,500	\$ 75,000	Voluntary pay cut	
7005	\$ 5,738	\$ 5,738	\$ 5,738	\$ 2,869	\$ 5,738		
7012	\$ 7,500	\$ 7,500	\$ 7,500	\$ 3,741	\$ 7,500	10% per contract	
7014	\$ 1,125	\$ 1,125	\$ 1,125	\$ 764	\$ 1,125		
7006	\$ 669	\$ 735	\$ 757	\$ 359	\$ 757		
7021	\$ 2,500	\$ 7,323	\$ 6,000	\$ 2,619	\$ 6,000	Replenish Reserve 10%	
	\$ 92,532	\$ 97,421	\$ 96,120	\$ 47,852	\$ 96,120		
Total Ministerial Services							
Worship							
7101	\$ 2,500	\$ 2,500	\$ 2,500	\$ 300	\$ 2,500	For Guest Speakers, Candles & Sunday Service Supplies	
7104	\$ -	\$ -	\$ -	\$ -	\$ -	This account is for funding guest speakers when Todd is on Sabbatical. Currently \$4,000 (02/25)	
7105	\$ 5,880	\$ 6,000	\$ 6,000	\$ 2,400	\$ 6,000	increased for troubleshooting support	
7106	\$ 1,250	\$ 2,036	\$ 2,500	\$ 1,330	\$ 2,500	Increased cost to streaming service	
	\$ 9,630	\$ 10,536	\$ 11,000	\$ 4,030	\$ 11,000		
Total Worship							

UUCS FY 2025-26

G/L #	Approved 2023-24 Budget	Approved 2024-25 Budget	Anticipated Budget 2025-26	Actuals July-Dec '24	PROPOSED Budget 25-26	2024-25 Notes/Changes	2025-26 Notes
Children & Family Ministries							
7301	\$ 13,069	\$ 13,461	\$ 13,865	\$ 6,834	\$ 13,865	COLA 3%	COLA
7303	\$ 1,500	\$ 1,400	\$ 1,442	\$ 644	\$ 1,442	Need 2 providers 2nd service + 3 providers for Parent Night Out + church meetings \$18/hr	COLA
7302	\$ 2,000	\$ 1,800	\$ 1,854	\$ 1,020	\$ 1,854	Nursery SPVR 1.0 hrs/mo + PNO \$20/hr	COLA
multi	\$ 2,098	\$ 2,185	\$ 2,551	\$ 770	\$ 2,551		approximate
multi	\$ -	\$ -	\$ -	\$ -	\$ -		
7307	\$ 500	\$ 500	\$ 500	\$ 250	\$ 500		
7308	\$ 500	\$ 500	\$ 500	\$ 155	\$ 500		
7308	\$ -	\$ -	\$ -	\$ -	\$ -		Neighboring Faiths program
7311	\$ -	\$ -	\$ -	\$ -	\$ -		Fundraisers can be held as needed
7308.1	\$ 500	\$ 500	\$ 500	\$ 122	\$ 500		Parent Night Out, other programs
7309	\$ -	\$ -	\$ -	\$ -	\$ -		We have all the supplies
7309	\$ -	\$ -	\$ -	\$ -	\$ -		Fund via donations as needed
Total Lifespan Religious Education							
	\$ 20,167	\$ 20,346	\$ 21,212	\$ 9,793	\$ 21,212		

UUCS FY 2025-26

G/L #	Approved 2023-24 Budget	Approved 2024-25 Budget	Actuals July-Dec '24	Anticipated Budget 2025-26	PROPOSED Budget 25-26	2024-25 Notes/Changes	2025-26 Notes
<u>Outreach & Inclusion</u>							
7501 Advertising & Marketing	\$ 1,000	\$ 1,000	\$ 420	\$ 500	\$ 500		Approved by Operations Team - Fig Tree
7510 Community Sponsorships	\$ 500	\$ 500	\$ -	\$ 1,000	\$ 1,000		Approved by Operations Team -PRIDE, other Community Partnerships
<u>Social Justice Outreach</u>							
7514 Spokane Alliance Dues	\$ 3,750	\$ 3,750	\$ 1,875	\$ 3,750	\$ 3,750	1.5% of pledge income	
7515 PRIDE Team	\$ 50	\$ 50	\$ -	\$ 50	\$ 50		
7517 Social Justice Team	\$ 400	\$ 400	\$ 100	\$ 400	\$ 400		
Total Outreach and Inclusion	\$ 5,700	\$ 5,700	\$ 2,395	\$ 5,700	\$ 5,700		
<u>Membership</u>							
7537 Membership Supplies	\$ 1,500	\$ 500	\$ 170	\$ 500	\$ 500	New Members + Greeters Table	New Members + Greeters Table - Welcome gifts (mugs & Pens)
Total Membership	\$ 1,500	\$ 500	\$ 170	\$ 500	\$ 500		
<u>Other Teams</u>							
8250 Activities Team	\$ 800	\$ 400	\$ -	\$ 800	\$ 800	BOT Priority - Events	Formerly Engagement Team (in budget)
8220 Art Team	\$ 200	\$ -	\$ -	\$ -	\$ -	Art Shows	Not currently budgeted
8280 Shared Ministry Team	\$ -	\$ -	\$ -	\$ -	\$ -		Not Budgeted
Total Other Teams	\$ 1,000	\$ 400	\$ -	\$ 800	\$ 800		
<u>Development & Member Support</u>							
7712 Board of Trustees	\$ 25	\$ 25	\$ -	\$ 25	\$ 25		Moved to Activities Team
7715 Annual Dinner Expenses	\$ 450	\$ -	\$ -	\$ -	\$ -		
7732 Adult Enrichment Programs	\$ 350	\$ -	\$ -	\$ -	\$ -	Touchstones (350), Special Programs (500)	Touchstones ex. current groups only
7721 Pastoral Care Team	\$ 200	\$ 200	\$ 86	\$ 200	\$ 200		
7726 Operations Team	\$ 25	\$ 25	\$ -	\$ -	\$ -		
7729 Fundraising Expenses	\$ 500	\$ 500	\$ 150	\$ 500	\$ 500		Community Auction, Holiday Plant Sales, and other fundraisers/events

UUCS FY 2025-26

G/L #	Approved 2023-24 Budget	Approved 2024-25 Budget	Anticipated Budget 2025-26	Actuals July-Dec '24	PROPOSED Budget 25-26	2024-25 Notes/Changes	2025-26 Notes
	\$ 1,550	\$ 750	\$ 725	\$ 236	\$ 725		
Total Development & Member Support							
<u>Denominational Relations</u>							
7801	\$ 1,000	\$ 500	\$ 500	\$ 500	\$ 500	3000 - for budget cuts	
7804	\$	\$ 500	\$ 500	\$ 500	\$ 500		
	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000		
Total Denominational Relations							

UUCS FY 2025-26

G/L #	Approved 2023-24 Budget	Approved 2024-25 Budget	Anticipated Budget 2025-26	Actuals July-Dec '24	PROPOSED Budget 25-26	2024-25 Notes/Changes	2025-26 Notes
Administration							
7901	Operations Manager	\$ 59,587	\$ 61,787	\$ 65,000	\$ 30,997	\$ 65,000	COLA reinstated
7907	Operations/Office Assistant	\$ 13,926	\$ 14,344	\$ 14,774	\$ 7,155	\$ 14,774	COLA reinstated
7927	Bookkeeper Wages	\$ 13,390	\$ 13,792	\$ 14,206	\$ 6,879	\$ 14,206	COLA reinstated
multi	Admin Payroll Taxes	\$ 8,487	\$ 9,229	\$ 11,091	\$ 4,304	\$ 11,091	Approximate
7915	Medical, Retirement & Insurance Benefits	\$ 13,985	\$ 15,913	\$ 12,991	\$ 6,389	\$ 12,991	Approximate
7925	Administration Professional Exp Accruals	\$ 700	\$ 700	\$ 700	\$ 405	\$ 700	
7928	Financial Fees	\$ 150	\$ 200	\$ 200	\$ 39	\$ 200	Approximate
7929	Direct Deposit (ACH) Fees	\$ 1,100	\$ 800	\$ 800	\$ 338	\$ 800	Approximate
7930	Office supplies	\$ 1,500	\$ 1,500	\$ 1,500	\$ 514	\$ 1,500	Moved \$500 to email/web hosting
7933	Electronic Receipts Processing Fees	\$ 3,000	\$ 2,000	\$ 2,000	\$ 734	\$ 2,000	Offset by donations, not guaranteed
7935	Website & Email Hosting Costs	\$ 2,500	\$ 1,500	\$ 1,500	\$ 629	\$ 1,500	Email and website hosting/upgrades only
7939	Computer upgrades, programs & support	\$ 7,500	\$ 7,500	\$ 7,500	\$ 1,820	\$ 7,500	Program subscriptions/licenses. (i.e. Qbs, Zoom, Breeze, Adobe, etc.) Computer repairs and IT Support.
7940	Copier Lease & Maintenance	\$ 5,600	\$ 5,600	\$ 5,600	\$ 2,733	\$ 2,500	New lease, Sourcewell NP
7944	Licensing	\$ 400	\$ 400	\$ 400	\$ 30	\$ 400	Business and SOS licenses
7945	Postage	\$ 700	\$ 300	\$ 300	\$ 149	\$ 300	Using stamps instead of meter this year.
7950	Telephone/Internet	\$ 6,000	\$ 6,100	\$ 6,380	\$ 3,125	\$ 6,380	Cost increases
7965	Personnel Expenses	\$ 500	\$ 200	\$ 200	\$ 43	\$ 200	HR Management, background checks, folders
7955	Miscellaneous Expenses	\$ 600	\$ -	\$ -	\$ -	\$ -	
Total Administration		\$ 139,625	\$ 141,865	\$ 145,142	\$ 66,285	\$ 142,042	

UUCS FY 2025-26

G/L #	Approved 2023-24 Budget	Approved 2024-25 Budget	Anticipated Budget 2025-26	Actuals July-Dec '24	PROPOSED Budget 25-26	2024-25 Notes/Changes	2025-26 Notes
Building & Grounds							
8030	\$ 1,600	\$ 1,500	\$ 1,500	\$ 222	\$ 1,500		
8031	\$ 12,000	\$ 12,000	\$ 12,000	\$ 5,389	\$ 12,000		
8032	\$ 5,000	\$ 5,000	\$ 5,000	\$ -	\$ 5,000		
8040	\$ 2,800	\$ 2,500	\$ 2,500	\$ 927	\$ 2,500		Alarm/Sunday & event security
8050	\$ 11,000	\$ 11,000	\$ 12,000	\$ 4,642	\$ 12,000		Approximate, some increases
8055	\$ 9,000	\$ 11,000	\$ 12,000	\$ 6,473	\$ 12,000		increases
8060	\$ 12,000	\$ 12,000	\$ 12,000	\$ 3,777	\$ 12,000		HVAC, fire alarm, plumbing, electrical, building maintenance, repairs
8062	\$ 4,500	\$ 4,500	\$ 5,000	\$ 1,912	\$ 5,000		
8065	\$ 6,951	\$ 7,700	\$ 8,000	\$ 3,495	\$ 7,800		New Policy 11/2024
8068	\$ 3,000	\$ 500	\$ 800	\$ -	\$ 800	A/V Equipment costs	Board priority to increase technology and quality of stream and services (maybe use CRR)
8070	\$ -	\$ -	\$ -	\$ -	\$ -		This is a board priority, funded on the back end if there is any surplus in our operating budget - currently \$26,381.70
	\$ 67,851	\$ 67,700	\$ 70,800	\$ 26,837	\$ 70,600		
	Total Building & Grounds						
	\$ 374,027	\$ 379,320	\$ 386,469		\$ 384,169		
	\$ (12,599)	\$ (4,524)	\$ 0		\$ -		
	TOTAL OPERATING EXPENSES						
	Total Revenue Less Total Expenses						

Report from May 13th Operations Team meeting.

The agenda of the meeting included the topics of Budget Summit 2 adjustments, finances and annual meeting planning. I'll skip it since we all heard Rebecca talk about it on May 14th .

The other topics at the Ops meeting were as following:

- Quick Books changes online, which is in working progress importing data from previous years and clearing out some accounts.
- Issues with grass mowing and watering comprise fixing the water drip system and finding a volunteer to save money.
- Progress in developing the church website, integrating new application for an easier access to information and donation.

APARTHEID-FREE PETITION MOTION for 6/8/2025 Annual Meeting:

MOTION: That the Unitarian Universalist Church of Spokane (UUCS) Membership support the movement identified as *APARTHEID-FREE petition*. Said petition, in the context of UUCS:

- affirms UUCS commitment to freedom, justice and equality for the Palestinian people and all people;
- UUCS opposes all forms of racism, bigotry, discrimination and oppression;
- declares UUCS as an apartheid-free community; and
- pledges UUCS join others in working to end all support of Israel's apartheid regime, settler colonialism, and military occupation.

The Membership directs the President of the UUCS Board of Trustees to sign the petition on behalf of the Membership.

We, the undersigned members of the congregation, respectfully submit the proposed bylaw amendments with the shared understanding that these matters warrant open and thoughtful discussion within our community.

- Lynn Jinishian
- Robert Jinishian
- Dick Gammon
- Judy Gammon
- Candace Schmidt
- Lisa Conger
- Betsy Rush
- Susan Tyler Babkirk
- Allan Foster
- Karen Dorn Steele
- Bob Bernstein

Motion (will be made by Lynn J)

I move that the bylaws be amended to restore full voting privileges to ex-officio members of the Board of Trustees, affirming their equal rights and responsibilities in our shared leadership and in alignment with standard principles of board governance.

Proposed Amendments:

Article VI Section 2: The Senior Minister shall be ~~a non-voting~~ an ex-officio member of the Board with full rights and responsibilities, including voting and may, at her/his choice attend all meetings except Executive Sessions when he/she is the subject of discussion.

Article VII Section 8: At the beginning of each Fiscal Year, the Board shall convene and elect its officers: President, Vice President, Secretary and Treasurer. Each officer, whether elected or ex-officio, shall be a trustee with full rights and responsibilities, including voting.

Explanation:

The term *ex officio* means "by virtue of one's office or position." Ex-officio members of our Board are invited to serve because of the roles they hold and the expertise they bring. In standard governance practice, they are considered full members—with both voice and vote. When voting privileges are withheld, it diminishes their role and signals a lack of trust in their capacity to serve as equal partners. This amendment seeks to demonstrate our trust in those invited to serve and affirm our commitment to shared leadership and mutual accountability under our policy governance model.

SUPPLEMENTAL INFO REGARDING THE MEMBER-PROPOSED BYLAW AMENDMENT(S)

Hi fellow Trustees,

The following is info we may need for review of the Member-sponsored proposed Bylaw amendment to change the voting status of the Senior Minister in the role of an ex-officio Trustee AND to designate ANY appointed ex-officio Trustee as a voting Trustee. In keeping with our Email Use Policy, this information and neither deliberation nor decisions. (reference: P & P, Section 3.4.a.a1 and 3.4.b.b2).

Tom Mosher, President of UUCS Board of Trustees & Registered Parliamentarian

What is "ex-officio?" (source: "New Oxford American Dictionary")

"ex officio | ,eks ə'fɪSHēō |
adverb
as a result of one's status or position."

Is there more than one concept/principle in the proposed amendment & therefore possibly needing two separate motions?

There are indeed two separate concepts in the proposal. The [first](#) amendment proposal (Art VI, Sec 2) addresses ONLY the SENIOR MINISTER. The [second](#) amendment proposal (Art VII, Sec 8) addresses ANY and ALL OFFICERS, both ELECTED and EX-OFFICIO APPPOINTED. These are two entirely different concepts/principles and Members may wish to vote differently on each proposed amendment language. Common sense and Robert's Rules of Order (RONR) urge us to consider these as two separate items upon which to vote:

1. What is Bifurcation?

Bifurcation, in the context of Parliamentary procedure, means dividing a single motion into separate parts for individual consideration and voting. This allows the assembly to consider each part of the motion separately, potentially leading to a more focused and efficient decision-making process.

2. RONR's General Approach to Motions:

RONR emphasizes the importance of clear and concise motions. The general rule is that a motion should express a single, clear intention.

Is an 'ex-officio' position one with voting or non-voting privilege?

The hierarchy of our governance documents is: Federal law; State law; UUCS Articles of Incorporation; UUCS Bylaws; Board Policies and Procedures; and Robert's Rules of Order, Current Edition (RONR) (reference: UUCS Bylaws, Article I, Section 7).

Article VI, Section 2 amendment:

In effect, in the instance at hand, our CURRENT Bylaw stipulates that the Senior Minister is a **non-voting** (ex-officio) Trustee. The current Member-proposed Bylaw amendment (Art VI, Sec 2) removes the word "**non-voting**," presenting the Senior Minister as an **ex-officio** Trustee with "... with full rights and responsibilities, including voting".

Therefore, this amendment changes the voting status of the Senior Minister from NON-VOTING to VOTING and would allow the Senior Minister to be elected to any officer position, including President of the Board. Also, this amendment would expand the number of VOTING Trustees by one; that is from 7 to 8.

Article VII, Section 8:

In effect, in the instance at hand, our CURRENT Bylaw stipulates the Board will elect four officers. The current Member-proposed Bylaw amendment (Art VII, Sec 8) would allow an appointed Trustee (e.g., Trustee/Treasurer) to be an **ex-officio** Trustee with "... with full rights and responsibilities, including voting". Also, this amendment could expand the number of VOTING Trustees by one or more.

What would be the effect of the two proposed amendments if approved?

- The Senior Minister would be a Trustee with voting privileges, while not being elected by the Membership.
- The Board would consist of at least 8 voting Trustees and possibly more if another Trustee was appointed as ex-officio; e.g., appointed ex-officio Trustee/Treasurer.
- The Senior Minister would have a multiple role of the Senior Minister, the Chief Executive (CE) and a voting Trustee.
- If both proposed amended sections are approved, the Board could expand to more than 8 voting Trustees.
- Since the proposed language also includes "... **with full rights and responsibilities, ...**", the Senior Minister could be elected as any officer, including President of the Board.
- The Senior Minister would not only be CE and a voting Trustee, the Senior Minister also:
 - is **Chair** of the Operations Team, including being the 'decider' if the Team can't arrive at a consensus. (reference: UUCS Bylaws, Article VIII, Section 10);
 - **appoints vacancies** to Nominating Team, with approval by Board (reference: Article XII, Section 3);
 - is a **non-voting ex-officio member** (or her/his appointed) of the Finance Team (reference: Article XIII, Section 1);
 - **appoints all members** of the Personnel Team, with Board approval and is a non-voting ex-officio Team Member (references: Article XIV, Sections 1 and 2);
 - **appoints all members** of Shared Ministry Team, with advice/consent of Board (reference: Articles VII and XV, read together); and
 - **serves on**, is a member of, the Shared Ministry Team.

BOARD-APPROVED BYLAW MOTIONS FOR CONSIDERATION IN THE 2025 ANNUAL MEETING & FOR INCLUSION IN THE NOTICE THEREOF

(Note: Deletions are in **red** and additions are in **blue**)

Motion 1 - Board-sponsored amendment to clarify quorum status of non-elected Trustee:

Article VI, Section 6: Two thirds (2/3rds) of the **elect**ed Trustees shall constitute a quorum for a meeting and voting, except as otherwise provided in these Bylaws.
The presence or absence of any ex-officio Member(s) shall not affect the quorum.

Motion 2 - Member-sponsored amendment regarding voting status of Senior Minister as a Trustee:

... that the Bylaws be amended to establish full voting privileges to ex-officio members of the Board of Trustees, affirming their equal rights and responsibilities in our shared leadership and in alignment with standard principles of board governance - specially:

Article VI Section 2: The *Senior Minister* shall be **a non-voting** an ex-officio member of the *Board* **with full rights and responsibilities, including voting** and may, at her/his choice attend all meetings except *Executive Sessions* when he/she is the subject of discussion.

Motion 3 - Member-sponsored amendment generally clarifying that a Trustee, elected or appointed, has voting privileges:

... that the bylaws be amended to establish full voting privileges to ex-officio members of the Board of Trustees, affirming their equal rights and responsibilities in our shared leadership and in alignment with standard principles of board governance - specially:

Article VII Section 8: At the beginning of each *Fiscal Year*, the *Board* shall convene and elect its officers: President, Vice President, Secretary and Treasurer. Each officer, **whether elected or ex-officio**, shall be a *Trustee* **with full rights and responsibilities, including voting**.