

- Called to Order:** 4:02 p.m. by President Cindy Fine. **Note: Resulting action items are highlighted & bolded.**
- Board Attendees:** Trustees (Position): Tom Mosher (1), Doug Deaton* (2), Nancy Avery (4), Quorum Present Luba Johnston (5), Cindy Fine (6), and Justin Bell (7).
Absent: Dick Burkhardt (3); and * Doug Deaton left early
Minister (Absent): Todd Eklof (ex-officio)
- Guest(s):** Lynn Jinishian, Sue Stiritz
- Agenda:** Approved with a combined duplicate item.
- Minutes:** Minutes of the June 2025 BoT meeting were approved as presented.
- Next BoT Exec Committee Meeting:** August 20, 2025 4:00 p.m. (D Deaton floating Trustee)
- Next BoT Meeting:** August 27, 2025 4:00 p.m.
- Minister's Report:** None. T Eklof is on modified sabbatical through July.
- President's Report:** C Fine reported that she met with N Avery and T Mosher for the new year transition. The church budget is the top priority.
- Operations Team Report:** None, no meeting.
- Secretary Report:** L Johnston reported that she forwarded the approved May meeting minutes to Rebecca.
- Treasurer's Report:** An urgent finance shortage message came from Rebecca and is in Attachment A. This was discussed under Unfinished Business.
- Team Reports:** Social Justice Coordinating Council (SJCC): N Avery's report is in Attachment B.
Outside Income Enhancement: N Avery's report is in Attachment B. A meeting is scheduled
Church Grounds Fire Safety: With all the area fires, a brief discussion about church grounds fire safety was held and the Operations Team is in charge of this.
- Unfinished Business:** Ex-officio Trustee/Treasurer: BoT members were encouraged to keep an eye out for someone with a financial background that could possibly appointed as an ex-officio Trustee/Treasurer.
Finance Shortage: Per Rebecca in Attachment A, the 2024-2025 church Fiscal Year was about \$26,000 short mostly from unpaid pledges that resulted from members' deaths and moving into assisted living. A discussion ensued about reserves, Endowment donations, letting the congregation know, and making additional requests to church members and friends were discussed.
Action: C Fine will schedule a meeting with Rebecca, L Johnston, N Avery, and herself to get more data and information, in preparation for possibly sending out letters and making a plea from the pulpit.
- BoT Annual Report Editing: S Stiritz asked Rebecca about this, and her notes are in Attachment C.1.
T Mosher shared his response to this information, which he requested to be included in the meeting minutes, Attachment C.2. C Fine said she made a note on her calendar to ensure significant, unexpected editing is avoided next year.
- New Business:** BoT Retreat: C Fine will meet with T Eklof to help identify the date, time, and location. It was noted that weekdays, not just Saturdays could work.
Action: C Fine will meet with T Eklof and work on scheduling.

2025-2026 Priorities: In addition to finances, the following items should be addressed:

- Review/Renew the Ministerial Agreement is usually handled via a BoT subcommittee. This time the church financial situation may play a role in his workload.

Action: C Fine will discuss with T Eklof.

- Review/update the Ends Statements and Five-Year Strategic Plan with input from the Congregation, possibly including a visioning process.

Action: All Trustees review the Five-Year Strategic Plan before the BoT Retreat.

Not to be Forgotten: Income
Zoom Capabilities
Define Guidelines for the BoT Annual Report
Ex-officio Trustee/Treasurer

Member Input: None.

Adjournment: 5:22 p.m.

Attachments: A. Treasurer's Report – Grim News
B. Social Justice & Income Enhancement Reports
C: BoT Annual Report Editing
C.1. Rebecca Inquiry Notes
C.2. T Mosher Reply

Submitted by M Johnson, Recording Secretary

Grim news on the financial front. See below. - Dick

From: Rebecca Adams [REDACTED]
Sent: Thursday, July 17, 2025 11:52 AM
To: [REDACTED]
Subject: Re: Quarterly / annual report?

Hi Dick,

These will not be available for the meeting. As I mentioned before, with the end of year work that needs to be done, our annual financial reports are not complete until middle to the end of August at the earliest. We are still receiving and processing payments and data from last fiscal year. We also are still in the process of cleaning up our data from the transition to QuickBooks online, and although I could produce a report, at this time I cannot guarantee its accuracy and I'm not willing to produce anything until I know that it is accurate.

What I can tell you is that we came in \$13,000 under budget on expenses, however, we also were very under on projected revenues. We anticipated this with the \$12,000 discrepancy in projected fundraising, but also had nearly \$30,000 in unpaid pledges. I have never seen that number so high, but we also lost 9 actively pledging members who passed away last fiscal year and a few others who entered into assisted living and were unable to complete their pledges and I'm certain that impacted this number. Hopefully we will receive something from their estates, but so far we have not. We did have an increase in unpledged donations this year, which helps. But at this point we are close to \$26,000 in the red. This is far more than we projected and will greatly impact our budgetary shortfall reserve. Again, it will take a little bit longer for me to ensure the accuracy of the quarterly report but as soon as I have it I will get it to you, as well as the end of year when that is complete.

Rebecca Adams
Operations Manager



Apartheid thoughts/plans and Fundraising update FYI

1 message

Nancy Avery

Wed, Jul 23, 2025 at 9:49 AM



Apartheid information

1. Ask the Endowment team/ finance team to look at our investments and see if they can apply a filter like militarization.

2. Encourage registration for this class

From: Rabbi Alissa Wise

Date: Fri, Jul 18, 2025 at 9:47 AM

Subject: Solidarity Love Book Organizing School

To:

Hi all,

One of our goals in publishing our book *Solidarity is the Political Version of Love: Lessons from Jewish Anti-Zionist Organizing* was to offer useful reflections and lessons on the brass tacks of the craft of organizing.

In September, we'll be offering a four part organizing school for organizers the world over on basic organizing skills to help put the lessons of the book into practice in this dire time when organizing is so urgently needed.

[Register now.](#)

Each session will run 2 hours Sundays in September from 2-4pm Eastern time.
Sunday, Sept 7 | Base building

Sunday, Sept 14 | Group Structure, Leadership, and Facilitation

Sunday, Sept 21 | Campaign Building

Sunday, Sept 27 | Coalition and Alliance Building

[Register now.](#)

It is highly encouraged that groups organizing together take the class together – there will be space to collaborate on plans and proposals to bring back to your group. Participants will leave with a game plan to bring these organizing skills immediately into their work.

We welcome groups doing any kind of organizing work together, though the lessons will be drawn from our own experiences in Jewish anti-Zionist organizing.

We have a suggested registration fee of \$50 per person. We don't want cost to be a barrier, so be in touch if the fee is prohibitive! If you are in the position to register in a higher amount to subsidize other folks, we would welcome that! Registration will be required to receive recordings and other materials.

If you have any questions, please send them along to: solidaritylovebook@gmail.com **Please share this opportunity far and wide—all are welcome!**

3. Continuing articles in the SUUN and updating our SJCC table.

4. **RE: Immigration**, I'll be asking Karen Lindholdt whether she can speak at our church about the outrageous arrests of the ICE protestors yesterday. She'll also be letting us know ways our church may be able to help. Maurina Ladich
August Special Collection
Spokane Immigrants Rights Coalition

5. Meeting with Cindy Fine, Lynn Jinishian, Rebecca and others to begin scheduling some of the **fundraising** ideas on the church calendar on Wed. July 30th.

All this is just FYI
Nancy

Cindy,

In case I am unable to attend the July Board meeting I am sending you, as President of the Board, my notations of what Rebecca's response to my inquiry of the editing of President Tom Mosher's annual Board report.

* Rebecca edited the report for clarity and brevity. Tom's report was 4.5 pages. It needed to be 2 pages. Rebecca said there are instructions online for how to prepare a report and that she had answered several of Tom's questions about this.

* She did change a statement in the original report under Death with Dignity: the mentioned person was not a member of the church or ever signed the Book, or made any financial contributions.

Rebecca did say that she does not think that the Board needs to approve the report before it is submitted. As President you may want to get some clarity on that. Rebecca said that Tom was late in submitting the report "because he still hadn't gotten Board approval".

On the first page of the overall Annual Report there is a statement: "Some reports have been edited for brevity and clarity."

Rebecca stated she found it necessary to edit several submitted reports.

Hope this is helpful for the Board's understanding of this inquiry.

Sue Stiritz

**RESPONSE TO INTERVIEW WITH OPERATIONS MANAGER BY SUE STIRITZ
REGARDING THE SEVERELY EDITED BOARD OF TRUSTEES REPORT
CONTAINED IN THE 2024-2025 UUCS ANNUAL REPORT**

First - thanks to Sue for interviewing the Operations Manager regarding the editing of the Board's report - and for preparing the written report for the Board.

Second - this is Sue's report to the Board:

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** Rebecca edited the report for clarity and brevity. Tom's report was 4.5 pages. It needed to be 2 pages. Rebecca said there are instructions online for how to prepare a report and that she had answered several of Tom's questions about this.*

** She did change a statement in the original report under Death with Dignity: the mentioned person was not a member of the church or ever signed the Book, or made any financial contributions.*

Rebecca did say that she does not think that the Board needs to approve the report before it is submitted. As President you may want to get some clarity on that. Rebecca said that Tom was late in submitting the report "because he still hadn't gotten Board approval".

*On the first page of the overall Annual Report there is a statement: "Some reports have been edited for brevity and clarity."
Rebecca stated she found it necessary to edit several submitted reports.*

Hope this is helpful for the Board's understanding of this inquiry.

Third - Here is my (former Board President Tom Mosher) response to the interview notes. According to the above summary, the Operations Manager stated several comments, mostly relate to me. These statements cannot go without a response from me. To not respond translates to my agreement with and acceptance of the the interview information.

1. It is stated that editing was for clarity and brevity. The editing of the submitted Board's report was severe in several respects, as evidenced by the 'addition/deletion' version shared with the Board and attached to the June minutes. Additionally, there was no notice to the Board that its report was 'edited.' The severe editing was only discovered after the Annual Meeting. There are numerous instances wherein the 'editing' does not reflect what occurred during the various Board meetings - examples are too numerous to list here; but, are clarified in the *addition/deletion* version of the report.
2. It is stated that the report needed to be 2 pages. That was NEVER conveyed to me, during several conversations. The comment is made that there are *instructions online as to how to prepare a report and that our conversation included reference to this. That is absolutely NOT the case with regard to our having discussed this ... or I would never have prepared a report for the Board's review that was longer than 2 pages.* As far as the 'online

instructions,' I spent an hour going through every topic and pull-down menu on the website and found no such instructions. If such instructions are there, they are well hidden. If they existed in April, a simple reference to them would have resolved the size issue; but, not the severe *content* editing that occurred.

3. It is stated that the Operations Manager *does not think* the Board needs to approve the report before it is submitted. There is no basis or precedent for this. The Bylaws (Article IV, Section 1.e.) state that at the Annual Meeting, (attendees) will "... receive an annual report from the **Board**." I looked at several annual reports and the reports are entitled "Annual Board of Trustees Report" similar to this year's report (**titles shown below**). I reviewed the minutes of every Board meeting and provided Trustees with a rough draft summary of major topics and actions; but, still needing some editing/spellchecking, etc. - and asked for comments. I received several comments and made changes and submitted the Board's report to the Operations Manager on May 11th. It would be irresponsible and a violation of my personal ethics to have submitted a *Board of Trustees Report* that had not been reviewed by the Trustees with an invitation to change the content. AND ... the report is not identified as the "*President's Report ...*."

ANNUAL REPORT – This packet includes the annual Board of Trustee's, Minister's, and Treasurer's reports along with the Operations and Team reports.

[2024-25 Annual Report](#)

Annual Board of Trustees Report

- Finally, the Operations Manger reported that I was late in submitting the report because of awaiting Board approval. Again, I can't find any notice or communication of an absolute deadline for a submission. I submit that there was adequate time for the Operations Manager to have notified me that the report was too long and needed to be 2 pages, etc. There was 7 office business days (11 calendar days) for this to have occurred. I could have easily modified the size, thus eliminating any 'need' for the Operations Manager to edit the content.

RECOMMENDATION FOR FUTURE PRESIDENTS:

Thoroughly discuss with the Operations Manager the deadline for submission, the size (pages, font size, word limit, etc.) during the months of February/March so a report can be drafted and a final version approved by the Board in its April meeting for submission by whatever date is decided upon. This fiasco, and possibly past undetected similar situations, could easily have been avoided.

Tom Mosher, past president, UUCS Board of Trustees - 7/23/2025