

Called to Order: 4:07 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) arrived late, Cindy Fine (6), and Justin Bell (7).
Minister: Todd Eklof (ex-officio)
Absent: Dick Burkhardt (3)

Guest(s): Julie Jose

Agenda: Approved as presented.

Minutes: Minutes of the October 2025 BoT meeting were approved as presented.

Next BoT Exec Committee Meeting: December 10, 2025 4:00 p.m. (T Mosher floating Trustee)

Next BoT Meeting: December 17, 2025 4:00 p.m.

Minister’s Report: None.

President’s Report: None.

Operations Team Report: L Johnston’s report is in Attachment A.

Action: C Fine will forward the Trustees the Attachment A report.

Secretary Report: None.

Treasurer’s Report: None.

Team Reports: Social Justice Coordinating Council: N Avery reported on the One Parish, One Prisoner program where a seven to nine person UUCS team have been paired with a prisoner to be released into the Spokane community within two years and help welcome them back into the community.

Unfinished Business: Strategic Planning– Brainstorm UUCS Strengths, Weaknesses, Opportunities and Threats (SWOT):
 T Eklof guided the BoT through a brainstorming effort to identify UUCS Strengths, Weaknesses, Opportunities and Threats (SWOT). This is the first step in the SWOT Process for developing a Strategic Plan. N Avery took notes that are included in Attachment B.

Action: N Avery will send the Trustees the Attachment B lists and information on how the 2017 Strategic Plan was developed.

Action: The BoT will review and ponder the Attachment B lists and plan the next steps during the December BoT meeting.

Possible next steps that mentioned during this meeting included the BoT:

1. identifying major areas/goals/themes,
2. gathering congregational input,
3. developing key objectives for the major areas, and
4. distributing objectives to appropriate teams to develop measurable action steps.

Apparently, the congregation provided input to the 2017 Strategic Plan, but did not vote on the final plan, as final approval is BoT responsibility.

New Business: None.

Not to be Forgotten: Income is a top priority
 Ex-officio Trustee/Treasurer
 Tracking Team Memberships

Member Input: None.

Adjournment: 5:47 p.m.

Attachment: A. Operations Team Report from L Johnston
 B. SWOT Process Brainstorming

Submitted by M Johnson, Recording Secretary from meeting video

Operations Team November
November 2025 Report

Due to the Veterans Day, the office was closed on the second Tuesday. In place of the Operations Team meeting Rebecca sent an email with information about the work been done lately.

Julieann was helping with the cleaning out two rooms to make a singular storage place for all our art collection. Rebecca met with the Art and Aesthetics Team to discuss the upcoming art show smooth transition into a new gallery fundraising wall.

The kitchen inspection confirmed the need to replace the refrigerator ASAP. Getting the fire alarm system up to code took a chunk out of our normal facility repair budget. The fridge will require money to be pulled from the capital repair and replacement reserve. At this point we don't have to worry about replacement of the stove; it happened that during the Ethiopian dinner the oven and the stove worked well.

There is a problem with the floor in the friendship hall. Some portion of it near the entrance was damaged by water. The floor person will assess the damage and make suggestions what should be done. It looks like the gutters need to be kept clean and the base of the floor near the door be fixed.

Present: Todd Eklof, Cindy Fine,
Nancy Avery, Doug Deaton, Justin
Bell, Tom Mosher, Luba Johnston
joined later, guest, Julie Jose

STRENGTHS

Social Justice Work
History in the Community
Our building
Newsletter
Sermons
Music
Lay leaders
Pastoral Care
Religious Education & its programs
OWL Children's Chapel etc.
Building rental
Building welcoming & open & share
with wider community
Technical capabilities (web, zoom,
livestream)
Memorial garden
Creative intelligent congregants
Teams
Moral ethical voice
Humanist
Inclusivity of all

Lots of real estate, kitchen, chapel,
RE wing
Great staff
Spokane Alliance affiliation
Artistic ambiance
Healthy use of the endowment
Parking lot
On the transit route
Solar

WEAKNESSES

Attracting new folks
Building repairs
Budget shortfall
No plan for building repairs
No sprinkler system
Floors
Toilets
Shadow from the split
The annual budget
No treasurer
No audit
Aging congregation
No emergency plan
Security
Parking lot issues
No strategic plan for a while
Isolated location/transportation
Keeping new members
Zoom and live stream is a positive and a negative
Vulnerable to fires
Outreach to get new folks
Underpaid staff
Overworked volunteers
Lack of publicity

THREATS

Restrictive regulations
Not having enough \$\$\$
Living beyond our means
Wildfires
Fewer folks are attending church due to streaming capabilities and simply too busy for church, or have no desire to participate in a church
No current connection to a larger liberal group (UUA, NAUA)
If Todd were to leave, where would we find a minister?
Deaths of large donors
Changing economics

OPPORTUNITIES

Unused property with which to make
\$ within our limitations

Growth opportunities

We have room to grow

Strength of our technology

Appeal to people with a liberal
mindset

Events that promote our church,
though our guest speakers, Spokane
alliance, Dr. Joan Braun talk

Our space

Make connections with other liberal
churches that share much in common
to connect with them in a small
collective