

Checklist

Use this list to make sure your application is complete. Please include this checklist with your application.

Name of Congregation: **Inland Northwest Unitarian Universalist Community**

- Application from the congregation
- List of charter members
- The congregation's Articles of Incorporation
- The congregation's Bylaws
- Check to the UUA for the Annual Program Fund – mailed to APF
- Recommendation from the Regional Lead
- Recommendation from the District or Regional President
- Recommendation from a local UUMA chapter minister
- Covenanting Documents & Practices



UUA Membership Application

On March 1, 2021 the Inland Northwest Unitarian Universalist Community
date name of congregation

of Spokane, WA
City, State

was organized with 74 charter members.
number

The following are the elected officers:

President: **Kathryn Alexander**

Address:

Phone/email:

Secretary: **Patty Bedalov**

Address:

Phone/email:

Treasurer: **Stephanie Samson**

Address:

Phone/email:



Name and Address of Meeting Place:

No physical location at the present time – Zoom meetings only

Official Mailing Address (if different) to be used in UUA Directory:

Inland Northwest UU Community
816 West Francis Ave #1071
Spokane, WA 99205-6512

Phone (509) 996-5975 Fax (509) 328-3241

Name and Address of Nearby Congregations and Ministers:

UU Church of Spokane 4340 West Whistalks Way, Spokane WA 99224
Rev. Dr. Todd Eklof

North Idaho UUs Harding Family Center, 411 N 15th. Coeur d'Alene, ID 83814
Pastor Fred Toerne

UU Church of the Palouse 420 East 2nd Street, Moscow, ID 83843
Rev. Elizabeth Stevens

Subscribing to the principles of the Association, including the stated policy of the UUA that applying congregations welcome into membership all qualified persons "without regard to race, color, sex, affectional or sexual orientation, age, or national origin," and pledging to support the Association, it is the desire of this congregation to become a member of the Unitarian Universalist Association. We herein enclose with this application: 1) a list of charter members; 2) the Articles of incorporation with the appropriate dissolution clause; 3) the Bylaws of the congregation, and; 4) an initial contribution of \$ 1609.50, which is not less than the suggested Fair Share of the Annual Program Fund, pro-rated for the portion of the UUA fiscal year remaining as to the date of this application.

74 charter members x \$87 x .25 (April through June 2021) = \$1609.50

Respectfully submitted,

Kathryn Alexander Kathryn Alexander 3/6/21
President or Leader Sign Full Name & Print Last Name Date

Patricia M. Bedalov (Patty) BEDALOV 3/6/2021
Secretary Sign Full Name & Print Last Name Date



Inland Northwest Unitarian Universalist Community - Charter members

	First Name	Last Name	Address
1	G. Maeve	Aeolus	
2	Kathryn	Alexander	
3	Sara Beth	Bauer	
4	Patricia (Patty)	Bedalov	
5	Marie	Bjork-Haugen	
6	Carol	Bryan	
7	Leonard	Butters	
8	Warren G	Carpenter	
9	Marilyn G	Carpenter	
10	Claire	Cerling-Matlen	
11	Leona	Dater	
12	Jim	Dawson	
13	Lee	Dominey	
14	Sara	Edlin-Marlowe	
15	Rick	Eichstaedt	
16	Ann-Scott	Ettinger	
17	Bill	Ettinger	
18	Scott	Fitzgerald	
19	Erin	Fitzgerald	
20	Elizabeth	Fitzgerald	
21	Bonnie	Glanz	
22	Frances A.	Goodrow	
23	Dustin E	Hall	
24	Marion	Hammer	
25	Mark	Hammer	
26	Nancy	Hand	
27	Jane	Harper	
28	Doug	Huigen	
29	Diane	Huigen	
30	Mary Lou	Johnson	
31	Steve	Johnston	
32	Julia A.	Jose	
33	Kitty	Klitzke	
34	Caitlin	Lake	
35	Inga N.	Laurent	
36	Betsy	Lawrence	

	First Name	Last Name	Address
37	MaryLou	Lewis	
38	Elizabeth	Love Sheehan	
39	Lannie	MacAndrea	
40	Andie	Mark	
41	Anna Marie	Martin	
42	Mariah Rose	McKay	
43	Kent	Moline	
44	William	Morkill	
45	Correen	Morrill	
46	Linda	Moulder	
47	Dale (Sandy)	Nichols	
48	Martha	Nichols	
49	Ariel	Ocker	
50	Bonnie	Overlie	
51	Lindsey	Overlie	
52	Joy	Peltier	
53	Joan	Perkins	
54	Aaron	Perkins	
55	Cindy	Phillips	
56	Erin	Popelka	
57	Joyce	Robinson	
58	Cheryl M	Rohrig	
59	Deena	Romoff	
60	Deborah	Rush	
61	Stephanie	Samson	
62	Daniel	Schaffer	
63	Thomas	Schmidt	
64	Bob	Stilger	
65	Rachelle	Strawther	
66	Jeremy	Street	
67	Amy	Teel	
68	Gordon	Teel	
69	Phyllis A	Thayer	
70	Georgette S	Thornton	
71	Anna Maria	Vamvakias	
72	Susan	Virnig	
73	Ronald "Jerry"	White	
74	Ian Daniel	White	

UNITED STATES OF AMERICA

The State of  Washington

Secretary of State

I, **KIM WYMAN**, Secretary of State of the State of Washington and custodian of its seal, hereby issue this

ARTICLES OF INCORPORATION

to

INLAND NORTHWEST UNITARIAN UNIVERSALIST COMMUNITY

A **WA NONPROFIT CORPORATION**, effective on the date indicated below.

Effective Date: 01/25/2021

UBI Number: 604 699 765



Given under my hand and the Seal of the State
of Washington at Olympia, the State Capital



Kim Wyman, Secretary of State

Date Issued: 01/25/2021



Filed
Secretary of State
State of Washington
Date Filed: 01/25/2021
Effective Date: 01/25/2021
UBI #: 604 699 765

ARTICLES OF INCORPORATION

UBI NUMBER

UBI Number:
604 699 765

BUSINESS NAME

Business Name
INLAND NORTHWEST UNITARIAN UNIVERSALIST COMMUNITY

PURPOSE OF CORPORATION

THE INLAND NORTHWEST UNITARIAN UNIVERSALIST COMMUNITY WAS FORMED TO ESTABLISH, GROW, AND SUSTAIN A NEW UNITARIAN UNIVERSALIST FAITH COMMUNITY, ORGANIZED AROUND THE PRINCIPLES AND SOURCES OF THE UNITARIAN UNIVERSALIST ASSOCIATIONS LIVING TRADITION, INCLUDING THE PROPOSED PRINCIPLE REGARDING DISMANTLING RACISM AND OTHER OPPRESSIONS. WE STRIVE TO BE A PROGRESSIVE AND INCLUSIVE COMMUNITY, EMBRACING DIVERSITY, OFFERING A UNIQUE SPIRITUAL EXPERIENCE, WHILE ALSO FOCUSING ON SOCIAL JUSTICE ISSUES.

PURPOSE OF CORPORATION - STAFF CONSOLE CONFIRMATION

Customer provided purpose of corporation? - **Yes**

ANY OTHER PROVISIONS

Required by IRS for Tax Exempt Status <https://www.irs.gov/>:

REGISTERED AGENT

Registered Agent Name	Street Address	Mailing Address
RICK EICHSTAEDT	25 W MAIN AVE STE 320, SPOKANE, WA, 99201-5090, UNITED STATES	25 W MAIN AVE STE 320, SPOKANE, WA, 99201-5090, UNITED STATES

REGISTERED AGENT CONSENT

Customer provided Registered Agent consent? - **Yes**

DURATION

Duration:
PERPETUAL

EFFECTIVE DATE

Effective Date:
01/25/2021

INITIAL BOARD OF DIRECTOR

Title	Initial Board of Director Type	Entity Name	First Name	Last Name	Address
INITIAL BOARD OF DIRECTORS	INDIVIDUAL		KATHRYN	ALEXANDER	
INITIAL BOARD OF DIRECTORS	INDIVIDUAL		WARREN	CARPENTER	
INITIAL BOARD OF DIRECTORS	INDIVIDUAL		PATTY	BEGALOV	
INITIAL BOARD OF DIRECTORS	INDIVIDUAL		STEPHANIE	SAMSON	

INCORPORATOR

Title	Incorporator Type	Entity Name	First Name	Last Name	Address
INCORPORATOR	INDIVIDUAL		RICK	EICHSTAEDT	

DISTRIBUTION OF ASSETS

ALL FUNDS WITH BE DISTRIBUTED TO THE UNITARIAN UNIVERSALIST ASSOCIATION UPON DISSOLUTION.

DISTRIBUTION OF ASSETS PROVIDED

Customer provided information on distribution of assets? - **Yes**

RETURN ADDRESS FOR THIS FILING

Attention:
RICK EICHSTAEDT

Email:

Address:
816 W FRANCIS AVE, SPOKANE, WA, 99205-6512, UNITED STATES

UPLOAD ADDITIONAL DOCUMENTS

Name	Document Type
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No Value Found.

UPLOADED DOCUMENTS

Document Type	Source	Created By	Created Date
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No Value Found.

EMAIL OPT-IN

I hereby opt into receiving all notifications from the Secretary of State for this entity via email only. I acknowledge that I will no longer receive paper notifications.

AUTHORIZED PERSON - STAFF CONSOLE

Document is signed.

Person Type:

INDIVIDUAL

First Name:

RICK

Last Name:

EICHSTAEDT

Title:

ATTORNEY

Bylaws of the Inland Northwest Unitarian Universalist Community – March 2021

I. MISSION STATEMENT

The Inland Northwest Unitarian Universalist Community (hereinafter referred to as “INUUC”), headquartered in Spokane, Washington, was formed to establish, grow, and sustain a new Unitarian Universalist faith community, organized around the principles and sources of the Unitarian Universalist Association’s living tradition, including the proposed principle regarding dismantling racism and other oppressions. We strive to be a progressive and inclusive community, embracing diversity, offering a unique spiritual experience, while also focusing on social justice issues in the Inland Northwest.

II. WHO WE ARE

Section 1. Statement of Purpose

INUUC will be a member congregation of the Unitarian Universalist Association (UUA) and of the Pacific Western Region and Pacific Northwest District of the UUA. It is the intention of this congregation to make annual financial contributions equal to its full Fair Share as determined by the Association.

The INUUC’s purpose is to affirm the following:

- The inherent worth and dignity of every person;
- Justice, equity, and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregations;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large;
- The goal of world community with peace, liberty, and justice for all;
- Respect for interdependent web of all existence of which we are a part; and
- The UUA’s Eighth Principle as it evolves that affirms and promotes the journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.

Section 2. End Statements. The End Statements will define the vision of INUUC, as described in the INUUC Board Policies adopted by the Board of Trustees from time to time (“Board Policies”), after consultation with the Congregation.

Section 4. Congregational Polity. The Congregation will be self-governing in accordance with the principles of congregational polity, including implementation by the Executive Team of such policies adopted by the Board, and in the manner described therein.

Section 5. Non-Discrimination. The INUUC will be open and free to all worshippers. With regard to membership, hiring, contracting, the calling of religious professionals, and all the activities, we affirm and promote the full participation of all individuals without regard to race, color, creed, gender, sexual orientation, gender identity and expression, physical or mental disability, age, class, or national origin.

III. MEMBERSHIP

Section 1. Initial Charter Congregation Membership. Charter members in the INUUC are those members, who on or before March 1, 2021, met the following criteria:

- (a) Committed to donating their time, talents and/or funds every year;
- (b) Committed to adherence to the Principles of the Unitarian Universalist Association, the INUUC bylaws, and the INUUC covenant every year;
- (c) Were 16 years of age or older.

Charter members may vote on congregational matters, be members of another Congregation, and may be removed for cause following procedures discussed in Section 3, below.

Section 1.1 Congregational Membership between March 2 and June 12 2021. Members joining after the Charter membership date and prior to the first annual meeting on June 13th, will meet the following criteria:

- (a) Commit to donating their time, talents and/or funds every year;
- (b) Commit to adherence to the Principles of the Unitarian Universalist Association, the INUUC bylaws, and the INUUC covenant every year;
- (c) Be 16 years of age or older.

Members joining between March 2 and June 12, 2021 may vote on congregational matters, be members of another Congregation, and may be removed for cause following procedures discussed in Section 3, below.

Section 2. Congregation Membership effective July 1, 2021. Any person 16 years of age or older, who is in accord with the principles of this Congregation may become a member by:

- (a) Signing the membership book;
- (b) Committing to donating their time, talents and/or funds every year;
- (c) Committing to adherence to the Principles of the Unitarian Universalist Association, the INUUC bylaws, and the INUUC covenant every year;
- (d) Being approved by the Board of Trustees

Members may vote on congregational matters following at least 60 days of membership, be members of another Congregation, and may be removed for cause following procedures discussed in Section 3, below. .

Section 3. Removal from Membership. A Congregation member's name will be removed from the INUUC membership roll in case of (a) the member's death; (b) written request by the member; (c) a period of inactivity over one year, pending review by the Board; or (d) removal by a vote of a majority of the Board of Trustees members because of actions that threaten the well-being of the Congregation. The official membership roll will be updated annually by the Board of Trustees and maintained in the Congregation files.

Section 4. Immediate Exclusion. The Executive Team or their delegates may immediately exclude any person from Congregation property or events, without notice or opportunity to be heard, for dangerous or disruptive behavior.

IV. CONGREGATIONAL MEETINGS

Section 1. Annual Congregational Meetings A decision by vote in a congregational meeting is the highest expression of the Congregation's authority. An Annual Congregational Meeting will be held to consider and adopt the budget for the ensuing fiscal year and other necessary matters. Annual reports from the minister, Executive Team, INUUC officers, committees, and select groups of the Congregation for the preceding program year will be presented at this meeting. Board of Trustees members and Nominating Committee members will be elected at this meeting. All vacant offices will be filled in accordance with these Bylaws. All candidates for the Board and the Nominating Committee will be posted for at least three weeks preceding the date of the scheduled annual meeting, and emailed to all INUUC members having electronic addresses on file with the office administrator. The Board may appoint such persons as may be necessary to serve and assist at the annual meeting.

Section 2. Date for Annual Congregation Meeting.

The annual meeting of the Congregation will be held on a date in June to be set by the President/Moderator after consultation with the Board of Trustees.

Section 3. Special Congregational Meetings. Special congregational meetings may be called by the President of the Board of Trustees, or by a petition of ten percent (10%) of the members.

Section 4. Notice of Congregational Meetings. Notice of any congregational meeting will be made at least three weeks preceding the date of the scheduled meeting and emailed to all INUUC members having electronic addresses.

In case of a special meeting, the notice will state the purpose of the meeting.

Section 5. Quorum and Voting. A quorum of any congregational meeting will consist of 30% of the active members, including any allowed proxies. A simple majority of those INUUC members present will be required to pass a motion. A two-thirds (2/3) affirmative vote of those present and voting will be required to:

- (a) Adopt the annual budget;
- (b) Expend sums exceeding five per cent (5%) of the annual operating fund, except that sums previously approved by a Capital Campaign are exempt from this requirement;
- (c) Buy, sell, lease for more than one year, encumber, or otherwise dispose of real property; or
- (d) Amend these bylaws.

Section 6. Voting. All voting at Congregation meetings will be by a show of hands unless one or more INUUC members request a written ballot prior to the vote, in which case a written ballot will then be distributed to INUUC members. Signed proxies and/or absentee ballots may be allowed at the discretion of the Board. Meetings may be held virtually as needed following procedures adopted by the Board of Trustees.

Section 7. Rules of Order. Unless otherwise stated in these Bylaws, *Robert's Newly Revised Rules of Order* will apply in all Congregation meetings.

V. COMMITTEES OF THE CONGREGATION/EXECUTIVE TEAM

Section 1. Establishing Committees. The Board of Trustees will have the responsibility of developing and maintaining standing and ad hoc committees of the Congregation. In addition to the standing committees specified herein, the Board may establish such other committees as

required from time to time, but the chairpersons of these committees will not be members of the Board. The Board will specify the purpose for the work and term of the committee. The chairpersons of all committees will select such additional persons as required to serve on their committees. Board members may serve on Congregation committees.

- (a) **Section 2. Finance Committee.** A Finance Committee will consist of at least three INUUC members, will prepare an annual budget of the Congregation with the Executive Team in accordance with the Board Policies, will coordinate with the Stewardship Committee regarding the annual stewardship campaign, and will report on other Congregation fund-raising activities. Upon final approval of the annual budget by the Board, and adoption by the Congregation, the Finance Committee will review all INUUC expenditures and income during the fiscal year and will submit monthly reports to the Executive Team and Board. The Finance Committee will administer, safeguard, and promote increases in memorials, bequests, trusts, and endowments. The Finance Committee may have other duties prescribed by the Board or consistent with the Board Policies.
- (b) The Treasurer will be an ex-officio non-voting member of the Finance Committee.
- (c) The INUUC fiscal year will begin on July 1 and end on June 30 of the following year.

Section 3. Nominating Committee.

- (a) The Nominating Committee will consist of not less than three members nominated by the Board. Members of the Nominating Committee will be elected at the annual meeting of the Congregation for a term of one year. However, two members of the Nominating Committee will be eligible for reelection for a second year if nominated by the Board.
- (b) The Nominating Committee will supply nominations for all terminating or vacant Board positions whenever occurring during the year of their incumbency and may assist the Board in filling designative or appointive vacancies. The Nominating Committee will receive notification of terminations and resignations and the date of any applicable elections from the Board. The Nominating Committee may also receive suggestions and recommendations, including names of prospective Board members and specific Board member duties from the Board, the Minister, or any member of the Congregation. All members of the Congregation will be informed in writing by the Nominating Committee of all new candidates at least three weeks prior to the annual meeting of the Congregation.
- (c) Any write-in candidates for a Board position must submit to the Nominating Committee, a petition signed by at least ten percent (10%) of the members, not less than fifteen (15) days prior to the annual meeting for inclusion on the ballot.

Section 4. Committee on Ministry.

- (a) The Committee on Ministry is a continuing body whose purpose is to strengthen the quality of ministry within the Congregation. It serves as a support group for the Minister and as a communication channel between the Minister and members of the Congregation. The Committee will consist of five members. The Board of Trustees will select two members, the Minister will select two members, and the Board of Trustees and the Minister will jointly select the fifth member. Each member will serve for a two-year term, with the maximum consecutive length of service on the committee no longer than two successive two-year terms and expiration dates staggered so at most three members of the committee are new each year. This Committee will select as its chairperson one member who does not serve on the Board of Trustees. (b) Periodic reviews of the Minister's performance in relation to expectations, and periodic reviews of the Congregation's performance in relation to congregational goals and priorities should be undertaken. The Committee will annually recommend to the Board the Minister's compensation package according to UU Ministers Association ("UUMA") guidelines and performance metrics for inclusion into the annual budget.

Section 5. Endowment Committee

Following the election of trustees, an Endowment Committee will be elected which will function according to policies established by the Board of Trustees. The Endowment Committee will consist of three (3) active members of the congregation who will be elected for three-year terms, and who will be eligible for a second three-year term.

Section 5. Executive Team. The Executive Team, as defined in the Board Policies, is accountable for performance of day-to-day operation of the Congregation and implementation of Ends Statements and established Congregation policies.

VI. BOARD OF TRUSTEES

Section 1. Purpose. The purpose of the Board of Trustees ("Board") acting on behalf of the INUUC members, is to see that the Congregation achieves the goals of its mission statement and complies with the INUUC Bylaws, adopted Ends Statements, and Board Policies. The Board will act with appropriate use of Congregation resources and avoid actions that are inconsistent with the INUUC Bylaws, End Statements, and Board Policies.

Section 2. Composition. The Board of Trustees of the Congregation consists of seven members: the President/Moderator, Vice President/Vice Moderator, the Secretary, the Treasurer, and three at large members. All members of the Board will be members of the Congregation in good standing.

Section 3. Method of Election and Terms of Office.

- (a) The term of office for all members of the Board of Trustees will be two years, with the maximum consecutive length of service on the Board no longer than two successive two-year terms. Four members of the Board will be elected in odd years and three members in even years.
- (b) Officers will be elected annually by the Congregation and may be either incoming or continuing Board members. The President/Moderator, Vice President/Vice Moderator and Secretary may each serve two consecutive one-year terms. The Treasurer may serve up to four consecutive one-year terms. The Board may elect or appoint other officers as it will deem necessary and desirable. Such officers will hold office for such term, have such powers and perform such duties as determined by the Board. Board members will not receive salaries for their services, but may be reimbursed for expenses related to Board services.
- (c) All Trustees must wait at least one year after completing two successive two-year terms before serving in any other elected office.
- (d) If a vacancy occurs on the Board for any office other than President/Moderator, the remaining Board members may appoint a member of the Congregation to fill the vacancy for the remainder of that term. The Vice President/Vice Moderator will assume the duties of President/Moderator should that office be vacated. A member of the Board appointed to complete an unexpired term will be considered to be serving a full term.

Section 4. Board Meetings. The Board of Trustees will ordinarily meet regularly once monthly on dates published in advance. A quorum of the Board will consist of four members. Meetings of the Board of Trustees will be open to INUUC members, except when the Board goes into executive session.

Section 5. INUUC Property. The Board may purchase or sell INUUC real property, provided such purchase or sale is approved by a two-thirds vote of the INUUC members at a meeting of the Congregation as provided above.

Section 6. INUUC Budget. The Board will set priorities for INUUC expenditures from time to time and will communicate such priorities to the Executive Team. After the conclusion of the annual stewardship campaign, the annual budget will be prepared by the Executive Team and the Finance Committee in accordance with the Board Policies, and will be approved by the Board, and then submitted to the Congregation for adoption at the annual meeting of the Congregation as provided above.

Section 7. Duties of Board Officers.

- a. Moderator/President. The Moderator/President will be the official representative of INUUC, preside at all business meetings of the Congregation, preside at all Board of Trustees meetings including the annual congregational meeting, except when an outside moderator is desired, and call all meetings of the Congregation and the Board of Trustees. The Moderator/President sets the agenda for such meetings and presides over them.
- b. Vice Moderator/Vice President. The Vice Moderator/Vice President will assist the Moderator/President, preside at meetings in the absence of the Moderator, and carry out duties assigned by the Moderator/President.
- c. Secretary. The secretary will be the recording secretary and keep minutes and a faithful record of all meetings of the Board of Trustees, the annual meeting of the Congregation, and any special meetings of the Congregation, and any other duties as may be prescribed by the Board. All such minutes will be submitted for approval at subsequent business meetings. Minutes will be maintained in accordance with Washington laws for non-profit organizations and consistent with INUUC practices.
- d. Treasurer. The Treasurer will keep the financial records of the Congregation. The Treasurer will oversee the collection and disbursement of funds of the Congregation and will assure that there are adequate and proper signatures for disbursing INUUC funds. The Treasurer will serve on the Finance Committee as an ex-officio non-voting member. The Treasurer will advise the Executive Team, the Finance Committee, and the Board of Trustees in matters relating to the deposit, withdrawal, expenditure, and investment of INUUC funds.

Section 8. Unexcused Absences. The Board of Trustees may declare an Officer's or Trustee's position vacant upon unexcused absence from three consecutive Board meetings.

VII. THE MINISTER

Section 1. Professional Ministry. The Congregation is committed to providing ministry by professional ministers who are in fellowship with the UUA. The Minister will have freedom of the pulpit. The Minister will also have the freedom to express her or his opinions outside the pulpit.

Section 2. Shared Ministry. The Minister works together in a covenantal relationship with the Congregation's lay leaders and members in order to serve both the mission and the membership of the Congregation effectively.

Section 3. Responsibilities of the Minister. The Minister will provide overall religious leadership and guidance to the Congregation. The Minister will be an ex-officio non-voting member of the Board. Specific responsibilities, as well as compensation, of the Minister are negotiated between the Minister and the Board and documented in a Ministerial Contract Agreement. These responsibilities may include, but are not limited to, leading worship services, preparing and delivering sermons, providing pastoral care and counseling, and guiding the Congregation's spiritual focus. The Minister may represent the Congregation when authorized to do so by the Board or the membership.

Section 4. Provisional Ministry. The Board may hire, or delegate to appropriate committees, the hiring of ministers as guest speakers or officiants for Congregation functions. The Board may hire interim or developmental ministers for specific periods of up to one (1) year. Provisional ministers are not normally expected to continue service to the Congregation subsequently.

Section 5. Contract Ministry. A minister contracted to serve for a period of more than one (1) year may be hired by the Board, subject to affirmation by a two-thirds (2/3) majority of the Congregation present at any meeting legally called for the purpose. At its discretion, the Board may propose the election of a Ministerial Search Committee to recommend a candidate to be hired. Service by contract ministers is subject to annual review by the Board and may be terminated by either the Minister or the Board with such notice as is provided in the contract. Any minister engaged for less than three quarter ($\frac{3}{4}$) time is considered to be a contract minister, but a contract minister may be engaged for part or full time service.

Section 6. Settled Ministry. A settled, or called, minister may be engaged upon the recommendation of a Ministerial Search Committee, provided that the engagement is approved by a ninety percent (90%) majority of the Congregation present at a legally constituted Congregational meeting. Settled ministry represents a stronger commitment by both the Minister and the Congregation. A called minister is expected to serve the Congregation full-time. Provisions of the settlement contract or letter of agreement may call for a probation period, require periodic reviews, or specify mandatory retirement criteria.

Section 7. Search Committee. A Ministerial Search Committee is an ad-hoc committee of the Congregation. Members of a Ministerial Search Committee proposed by the Board will be elected by majority vote of the Congregation members attending a duly called Congregational Meeting. Members will reflect the diversity of the Congregation and be mindful of the Congregation's future.

Section 8. Tenure. The tenure of the Minister will be subject to the terms of the specific contract with the individual Minister. Except for provisional ministers or as otherwise specified

in the contract, it is the general intent of this Congregation that its Minister be invited to stay indefinitely, whether the Minister is a contract or a called Minister. Any provisional, contract, or settled Minister may be dismissed, subject to notification provisions in the contract, by a majority vote of the members of the Congregation present at any Congregational meeting legally called for the purpose with the quorum described in Article V. Regardless of tenure provisions in contracts, dismissal could result if the Minister were to violate the Congregation's safe congregations' policies.

VIII. OTHER PROVISIONS

Section 1. Dissolution. Should the INUUC cease to function and the membership vote to disband, all outstanding debts will be paid and the remaining assets, both real and personal, and including all property heretofore and hereinafter donated to said congregation, will become the property of the Unitarian Universalist Association, 25 Beacon Street, Boston, Massachusetts, or its successor, subject to all applicable laws.

Section 2. Amending Bylaws. These Bylaws may be altered or amended at any annual meeting or special meeting called for that purpose, pursuant to Article IV. A notice proposing changes to the Bylaws must be communicated to members of INUUC not less than 21 days prior to the meeting, and emailed to all INUUC members having electronic addresses.

February 26, 2021

Dear Friends,

It is with great delight that I recommend the Inland Northwest Unitarian Universalist Community (INUUC) for recognition as a congregation within our Unitarian Universalist Association.

INUUC came into existence in the midst of tumult on global, national and congregational levels. Last year, as our country and the world began descent into the depths of political unrest, resurgent white supremacy, pandemic decimation, hospital over-crowding, lockdown economic insecurity, and physical distancing/social isolation, some members and friends of the longstanding UU church in Spokane found themselves alienated from the congregation they had known and loved. This led to a congregational vote and the exodus of dozens of members who desired to remain in community apart from their formerly familiar surroundings.

Thus, INUUC was born, in this time when congregating in-person continues to be a proposition that puts people at risk. Nonetheless, the members and friends of INUUC continue to gather online via Zoom. They continue to reach out for support from their two primary Pacific Western Region contacts, Rev. Summer Albayati and Rev. Sarah Gibb Millspaugh. They continue to work together to realize their distinct version of Beloved Community. At the time of this letter, they already have 59 charter members signed on to this endeavor.

As I compose this recommendation, Rev. Summer Albayati and I are preparing for a Sunday worship with the congregation. I speak for both of us when I say that we have been very impressed with the care and attention to detail that they've brought to every aspect of crafting one hour of sharing and inspiration.

This way of being reflects how they are establishing their new congregation. That is to say, I know they are giving abundant attention to how they make choices together, listen to marginalized voices, and balance their actions with their values. They take seriously the lessons they learned from their former congregation and seem determined that members and friends of INUUC benefit from that hard-won wisdom.

Of course, there will be disagreements, challenges and growing pains along the way. Happily, there is a core of leadership at INUUC that seems fully aware of the opportunities and the risks, the peaks and the valleys, such that they will be able to maintain focus and bring their intentions to fruition.



Please let me know if there is more that would be helpful. I encourage you to give every consideration to Inland Northwest UU Community of Spokane, a bold, emerging congregation that will have much to share with our larger Association about amplifying and expanding Unitarian Universalism in the 21st century.

In faith,
Carlton E. Smith
Rev. Carlton E. Smith
Lead – Pacific Western Region
Unitarian Universalist Association
csmith@uua.org



February 15, 2021

Board of Trustees of the UUA
24 Farnsworth St
Boston, MA 02210

Dear Board of Trustees,

We are writing to recommend the affiliation of the Inland Northwest Unitarian Universalist Community with the UUA and to support their affiliation with the Pacific Northwest District of the UUA.

While their formation as this Community is relatively recent, the members of the Inland Northwest Unitarian Universalist Community (INUUC) are committed and passionate about Unitarian Universalism and creating a healthy, vibrant community. In the past year, since their decision to leave the Unitarian Universalist Church of Spokane and create a new Unitarian Universalist community in Eastern Washington, INUUC has done remarkable work to meet the spiritual needs of their community. Through pastoral care, worship, and healing circles they have collectively come to a place where they have been able to decide together on an innovative and deeply democratic governance structure.

Members of the new INUUC have maintained and sought out connections with the wider Unitarian Universalist community by participating in the General Assembly and Regional Assembly. They have been nurturing relationships with other congregations, by hosting Unitarian Universalist ministers and speakers from around the country, and by reaching out to nearby congregations to learn more about religious education and faith formation.

On a personal note, I, Aria, am deeply moved by how the Inland Northwest Unitarian Universalist Community has progressed in the past year. I know them to be committed and passionate about our faith tradition and I am inspired by the way they are creating the church they dream of, together.

We, the Pacific Northwest District Board, heartily welcome this new Unitarian Universalist community to our district and region, and are glad to include them in the churches we represent.

In joy and faith,

Aria Curtis
Co-President of the Pacific Northwest District Board

Susan Howlett
Co-President of the Pacific Northwest District Board

Craig Cyr
Vice President of the Pacific Northwest District Board

Unitarian Universalist Church of the Palouse
420 East 2nd St. PO Box 9342
Moscow, ID 83843
208-882-4328 uuchurch@moscow.com



February 18, 2021

Board of Trustees
Unitarian Universalist Association
24 Farnsworth St.
Boston, MA 02110

Dear Members of the Board of Trustees,

I write today in reference to the application of the Inland Northwest UU Community (INUUC) a new congregation currently forming in Spokane, Washington. The bulk of the members of INUUC left the UU Church of Spokane as a result of the behavior of Rev. Todd Ekloff, following a vote by UUUCS to retain Rev. Ekloff as their minister in spite of his removal from fellowship as a UU Minister. As their decision to form a new group grows in part out of their desire to remain in right relationship with the larger UU community (and by extension, the UUA), I feel they deserve the full support available to them as a member congregation in our association.

As a nearby minister (Moscow, ID is approximately two hours South of Spokane), and someone with experience in both conflict transformation and trauma, I've been consulting with the INUUC, and have witnessed their integrity, care for one another, and deep desire to be an independent and healthy spiritual community. I'm sure they have documented for you the impressive accomplishments of the past six months. These folks are working incredibly hard.

I can also attest to the need for a healthy UU presence in Spokane. Sadly, this part of the world is also home to active White Supremacist terrorists. Just last week, a Jewish temple in Spokane was defaced with swastikas and Nazi slogans. The UU Church in Boise was pivotal in organizing an interfaith response to similar hate crimes there in December; I cannot imagine the UUUCS, with Rev. Ekloff at the helm, representing our UU values in these kinds of awful situations.

The sooner the INUUC can be chartered and welcomed into the association, the better. They need us (the support of the UUA and the wider UU Community) and we need them (shining the beacon of our faith in this part of the world).

Warmly,

A handwritten signature in black ink, appearing to read 'EHS' with a flourish at the end.

Rev. Dr. Elizabeth Stevens

Covenanting Documents and Practices

History:

In November 2020, Lannie MacAndrea started the Covenant Writing Circle to use the information collected by the Big Picture Circle and begin the formal research to understand the central importance of a covenant to our community and to draft one that will be a sacred promise to ourselves as individuals and to our community as a whole. Since then, we have set up a Slack app to collect material and met to begin setting the questions that could help guide us and to discuss ways to provide the wider community opportunities for feedback to the Circle and for comment on the covenant drafts. Looking ahead, we plan to work with our Pacific NW Healthy Congregations Team, specifically Rev. Carol McKinley, who is a very experienced leader of covenanting processes in congregations. Our Covenant Circle members include Bonnie Overlie, Bob Stilger, Carol Bryan, Linda Moulder, Joan Perkins, Claire Matlen, Erin Popelka, Caitlin Lake, Sara Bauer and Lannie MacAndrea.

Process:

After holding two zoom town halls for member input, the Covenant Writing Circle advertised the following in several issues of the online weekly INUUC Newsletter: "Covenant Writing Circle is beginning to create our first draft covenant, and we want your input. We're starting an inclusive and generative first draft. To that end, we've got lots of options for you to share your ideas. **Pick one** that works for you - and we look forward to your input."

- Fill out this survey: <https://docs.google.com/forms/d/e/1FAIpQLSeRqGPNPGB94NtO6UE2dNBa4PJYerp2TLKqJZ3kzzGGI-8aBw/viewform>
- Add your ideas to this Jamboard: https://jamboard.google.com/d/1Y3IfyWgGiBIVPV3q2_6f-K-KYmTwmwFmdSRmUo3ZCwQ/viewer?f=8
- Send us an email responding to the prompts below: covenantcomments@inuuc.org

In all of these options, we're asking this series of fill-in-the-blank prompts:

- We invite all visitors and members at INUUC to bring...
- Our intention is to act in ways which...
- When we make mistakes, we will...
- When others disagree with us, we will...
- We will create a space where visitors and members of INUUC feel...
- We are cultivating Beloved Community here, which includes...
- We commit to active listening, which looks and feels like...
- In our interactions with the community, Spokane, the UUA, and our global community, INUUC will...
- When we're together on Zoom, we will...
- Something else I would like to see in our Covenant is...

Conclusion:

The Covenant Writing Circle operates with inclusivity, starting broadly and working toward specifics. Everyone is invited to write or have their suggestions heard. The goal is a covenant that promises how we will treat one another. Here is the result.

INUUC Covenant

The Covenant Writing Circle has agreed to offer a "Placeholder Covenant" for our application to the UUA. We've been advised by Rev. Carol McKinley that this is acceptable. Rev. McKinley is a UUA advisor on Covenants and will speak about being in covenant with each other at Sunday services on April 11. She has urged us to take our time developing a covenant so all voices can be heard.

Love is the spirit of this church,

and service is its law.

This is our great covenant:

To dwell together in peace,

to seek truth in love,

and to help one another.

- James Vila Blake, in *Singing the Living Tradition*, #473

Additional information:

The wording of the James Vila Blake covenant has been adopted by many congregations; the wording in #473 was adopted in 1894 by an Illinois church, and was based on covenants used by Unitarian congregations, beginning in the late 1600s. It offers broad wording about why we as UUs come together, and how we aspire to be together.

Since our congregation has been meeting exclusively via zoom since our inception, we felt it was important to have a "zoom covenant". Ours has been adapted from the West Hills UU Fellowship in Portland, OR.

INUUC Zoom Meeting Covenant

We come into this virtual meeting space from our own homes and carry with us different life experiences. By joining, we commit to an atmosphere of trust, respect, and cooperation, and to hold ourselves accountable for our personal behavior and communication.

We covenant together to honor ourselves and our community by

- Taking turns speaking and listening, recognizing the time we take up and allowing time for others to speak.

- Staying muted if not speaking to reduce background noise.
- Turning off video if engaged in an activity other than listening.
- Following facilitator's requests as much as possible. Listening respectfully and with positive or neutral facial expressions when not speaking.
- Understanding that the impact of our words may be different than our intention and honoring another's need for clarification.
- Leaning into compassion in our interactions with each other.
- Asking for what we need if we feel hurt or angry, making space for people expressing emotions.
- Acknowledging we all make mistakes.
- Showing up ready to plant seeds of inspiration, grow in compassionate community and bloom in service to the wider world.

The INUUC will continue to explore, develop and refine a complete set of covenants to guide our congregation. They will be reviewed regularly, and each member will be asked to recommit to upholding the covenants annually when they re-certify their membership in INUUC. We plan to develop a short, easily remembered covenant that brings us together on common ground and we plan to create a procedure to encourage right relations. Many of us carry a hurt from a former church in which the term "right relations" was just a phrase and not a practice. We intend to provide opportunities for growth and trust in a loving climate.