

**HICE Board Meeting
Minutes, January 18, 2006**

In attendance:

Dean Stewart, Joe Taber, Monte Boisen, Sue Ostrom, Walter Hesford, Dale Everson, George Hespelt, Stan Thomas, Alberta Hill, Sharon Kehoe, Nancy Lyle, Connie Paris

The meeting opened at 4:10 with a prayer given by Pastor Dean Stewart. The Board recited the CCC Vision Statement aloud. Nancy asked the Board to look over the minutes from the December 14th meeting and voice any corrections or additions needed. Dale Everson moved to approve the minutes as written. Sue Ostrom seconded that motion. The motion passed by consensus.

I. BUILDING PROJECT:

- A. Responding to the announcement that Stan and Dorothy Thomas would be the “Face” for the Building Project, Stan expressed his concern that the responsibilities of the Building Project committees still remained unclear. He said that he and Dorothy were willing to serve in some capacity, but that neither of them saw themselves as driving the campaign. Nancy Lyle said we are still in the process of defining those committees and their responsibilities.
- B. Nancy Lyle passed a sheet around for Board members to write down the names of members from their respective congregations that they believed would be good representatives in advisory or fundraising positions for the Building Project.
- C. Nancy Lyle directed the Board to the Fund Raiser Report that Doug Wood had prepared of the meeting held with Parker McCreary. Nancy asked the Board to also find in their packers the Board Evaluation Survey that Parker had sent. She asked the Board to give the survey prayerful consideration and to fill them out and return them by January 31 so that we could get an idea of what direction the Board was going prior the Annual Meeting.
- D. Nancy Lyle said we had invited at least three independent contractors to our Annual Meeting to have them hear the presentation and, if they are interested, to come back and give a verbal price range estimate of what it would cost. Nancy said that another suggestion was the importance of considering furnishings and maintenance in the total cost.
- E. Sharon Kehoe explained the committees as follows:
 1. Advisory Committee – Includes people from the whole community. There should be someone from each church on this committee. These people will give advice, such as: “How should we proceed?”, and, “Who should we contact?”.
 2. Operation Committee – The people doing the actual work of sending out mailings, making phone calls, putting together packets, etc.There would be a Chair on both committees.

II. REPORTS:

- A. Director’s Report: Sharon Kehoe
 1. Sharon reported that classes had started and the Sacred Journey group is still meeting on Tuesdays.

2. Sharon said she and Kenton Bird, Dawna Svaren, and Dean Stewart were working together on a series of events called "Call to Common Ministry".
 3. Sharon said she has been working on Personnel matters, working with Gail Stearns on the next CMHE meeting, and working on a portion of an 8-week program on Judaism that will happen at the Presbyterian Church.
 4. Sharon said she had an interview with a student who is doing a thesis on Christ Church here in Moscow.
 5. Sharon said she is planning a trip to France this summer for 7 weeks to do a research project about Mary Magdalene in the South of France.
- B. Finance Report: Dale Everson
1. Dale directed the Board to the Budget sheets in their packets. He said that John Pool and Sharon Kehoe had put together a new budget that shows a \$3,000. increase from last year. Dale went through each line item and noted any changes. Joe Taber made a motion that we increase endowment receipts to \$8,000.00 and put the additional \$2,000.00 from endowment into miscellaneous programs. Dean Stewart seconded that motion. The motion passed by consensus.

III. OLD BUSINESS:

- A. Personnel Committee: Connie Paris
1. Connie said a couple of people had just brought some suggestions for changes to the Personnel Manual to her attention, so the Committee would be considering those changes before asking for a vote of approval.
 2. Connie said that at the last Personnel meeting, Sharon Kehoe brought a model of a contract she would like to sign. Because it differed from the contract the Committee had prepared, the Committee would be meeting again to consider those changes.
 3. Nancy Lyle said that Sharon had filled out her self-evaluation. Nancy said she had not yet connected with Tim Prather to discuss the evaluation, but that they would be looking at that together and drawing up a written evaluation that will be available in Sharon's personnel file.
 4. Sharon Kehoe said she had completed Doug Wood's evaluation and it is now available.
 5. Regarding the need for a fire-resistant, lockable filing cabinet, Connie asked if Doug Wood might be willing to look through some catalogs for a size appropriate for the current office space and make a recommendation. Sharon Kehoe said she would ask Doug.

IV. NEW BUSINESS:

- A. Meetings:
1. The next meeting will be the Annual Meeting on February 12, at 2 p.m.. The Board was encouraged to come early to help setup and welcome people.
 2. S.O.U.P. signup sheet was passed around.
- B. The meeting was adjourned.

Approved 03.08.2006

**IICE Board Meeting
Minutes, March 8, 2006**

In attendance:

Dean Stewart, Joe Taber, Sue Ostrom, Walter Hesford, Dale Everson, George Hespelt, Sue Byrne, Roger Lynn, Alberta Hill, Norman Fowler, R.A. Peterson, John Pool, Nancy Lyle, Connie Paris

The meeting opened at 3:30 with a prayer given by Pastor Roger Lynn. The Board recited the CCC Vision Statement. President Nancy Lyle asked the Board to look over the minutes from the January 18, 2006, meeting and voice any corrections or additions needed. Sue Ostrom moved to adopt the minutes as written. The motion passed by consensus.

I. BUILDING PROJECT:

A. Fundraising Committees – Sharon Kehoe

1. Nancy Lyle said Sharon was currently in California but that she has continued to make contact with potential Advisory and Operation Committee members.

B. Fund Raiser:

1. Nancy Lyle reported that Parker McCreary has been informed that we were very interested in having him work with the Board, particularly in determining whether we are capable or ready to do the project. Parker agreed to help us do that. Nancy encouraged all Board members who hadn't filled out a survey to do so and turn it in to Doug Wood as soon as possible. Nancy said we will be sending the surveys to Parker (keeping a copy here), including the surveys from the Annual Meeting. Parker will select several from that group of people that he'd like to interview personally. Parker will come to Moscow in April to interview these people and, afterward, will attend our April Board meeting to give us a report of his findings and opinions.
2. Nancy Lyle directed the Board's attention to four possible alternatives concerning the future of the Center that had been proposed for denominational discussion. After some discussion, Nancy said that these options were probably still premature because we are still in the feasibility stage. Nancy suggested that the Board allow Parker to proceed as previously discussed and have him give us his professional opinion.

II. REPORTS:

A. Director's Report: No report - Sharon Kehoe out of town

B. Finance Report: Dale Everson, John Pool

1. Dale directed the Board to the new Profit and Loss Statement for January through February 2006 in their packets. Net Income = (\$1,147.25). Dale reported a checking account balance of \$5,231.04 as of February 28, 2006.
2. John Pool said that the statements had been done on a software program recommended by Andrea Beckett, CPA. John said that if there was

information not currently showing on the statements that someone would like to see in future statements, to discuss those requests with him.

3. Roger Lynn emphasized the need to pursue and obtain an answer from the County about the tax implication of the CCC renting to for-profit entities. Nancy Lyle said she would pursue this question.

III. OLD BUSINESS:

A. Personnel Committee: Nancy Lyle, Connie Paris

1. Nancy said she would ask Doug Wood to email copies of the amended Personnel Manual for Board members to review and vote on at the April meeting.
2. Nancy said a proposed Director's Contract has been given to Sharon. Sharon is reviewing the terms of that contract.
3. Connie made a motion, per the Personnel Committee's proposal, that the Board raise Doug Wood's salary to \$11.50 per hour. Joe Taber seconded that motion and approval was by consensus. Sue Ostrom abstained from the vote due to conflict of interest.

IV. NEW BUSINESS:

A. Meetings:

1. The next Board meeting will be on Wednesday, April 19, at 3:30. The next Executive meeting will be Wednesday, April 12, at 3:00.
2. Sign up sheets for the End-of-year Barbecue, Food for Finals and S.O.U.P. were passed around.

B. Cooperative Model Synthesis:

1. Nancy Lyle passed out copies of the IICE Cooperative Model Synthesis and asked Board members to look it over before the next meeting. Nancy said she would invite either Kurt Queller or Rob Snyder to come to the next Board meeting to answer any questions regarding the model.

C. Suggestions from Doug Wood:

1. Nancy Lyle briefly mentioned several suggestions from Doug Wood for the Board to take action on and/or review. Nancy said we would be considering those changes at future meetings.

D. Appointments to Committees: Nancy Lyle

1. Executive Committee members: President, Nancy Lyle, Vice-President, Tim Prather, Treasurer, Dale Everson, Secretary, Connie Paris, Past President, Dean Stewart.
2. Finance Committee members: George Hespelt and Dale Everson.
3. Personnel Committee: Dale Everson and Tim Prather.
4. Nominating Committee: Alberta Hill (Need one more person on this committee.)

E. The meeting was closed.

Approved: 4.20.06

**IICE Board Meeting
Minutes, April 20, 2006**

Board members in attendance:

Joe Taber, Dale Everson, George Hespelt, Sue Ostrom, Monte Boisen, John Pool, Nancy Lyle, Sharon Kehoe, Dean Stewart, Connie Paris

The meeting opened at 3:43 with a prayer given by Sharon Kehoe. The Board recited the CCC Vision Statement. President Nancy Lyle asked the Board to look over the minutes from the March 8, 2006, meeting and voice any corrections or additions needed. Sue Ostrom moved to adopt the minutes as written. The motion passed by consensus.

I. BUILDING PROJECT:

A. Fund Raising Committees: Sharon Kehoe

1. Sharon said she had continued to telephone and meet with potential Advisory Council members, however, she said the IICE Executive Committee feels it is premature to write them a confirmation letter until we have board training and are committed to doing a campaign.

B. Fund Raiser: Nancy Lyle

1. It was agreed by consensus to hire Parker McCreary for his services during the preliminary phase, which would include board training. Nancy said we would then take a vote to see whether or not the Board wants to continue with the project. At that time, if the Board decides to continue with the project, we will consider whether we want to continue with Parker as fundraiser or consider new candidates for that position. Nancy said Parker is willing to prorate his fee on an hourly basis at a rate of \$250/day, \$1000/month. Nancy reported that one contractor, Jim Swift, estimated that the project cost would be closer to \$750,000, without furnishings, in 2006 dollars.

II. REPORTS:

A. Director's Report: Sharon Kehoe

1. Sharon directed the Board's attention to an article in the April 14, 2006, issue of the Argonaut titled "Keeping the Faith" that focused on the CCC.
2. Sharon said her class visited the lecture: Europe & the Early Islamic World's Interdisciplinary Colloquium. Sharon said she presented a guest lecture on the Gospel of Mary Magdalene, Gospel of Thomas, and Gnostic gospels for two sections of Sacred Journey class.
3. Sharon reported being invited to a Professor's dinner, involvement with the Sacred Journey Society meetings each Tuesday, and being interviewed for the Argonaut article, "Keeping the Faith."
4. Sharon attended the Moscow Interfaith Association meeting in April and reported that the CCC hosted the meeting for March. She attended a potluck session in Pullman to consider forming an Interfaith Institute on the Palouse.

She also wrote a “Faith Matters” column for the Moscow Pullman Daily News.

5. Sharon said she preached at St. Marks for two services.
 6. Sharon said she met with IICE Executive Committee and submitted a counter proposal to the Personnel Committee.
 7. Sharon said she worked on her summer research project and sabbatical proposal.
 9. Sharon thanked the Board for their prayers and cards she received for her stepmother’s death.
- B. Finance Report: Dale Everson, George Hespelt, John Pool
1. Dale directed to Board to the budget sheets in their packets as of March 31, 2006. Total income was \$21,111.47. Total expenses was \$16,750.38.
 2. George reported the Endowment Fund balance as \$167,257. George said that he and Dale met with Bryon Hanson and they sold some mutual funds for an income of \$16,383 and reinvested that money into three new mutual fund accounts. They also put \$9,000 in to a six month CD earning an interest rate of 4.65% that will be paid to the Operating Fund when it matures.
 3. Nancy Lyle said that Sue Ripley from the tax office advised the IICE Board to file the Tax Exempt Status form as a charitable institution rather than a religious institution because then any non-profit entities would be taxed per square foot for usage. Nancy asked John Pool to file the report and to also talk to Sue Ripley himself and to report any findings at the next Board meeting.
 4. John reported that the Credit Union does not support direct deposit and, therefore, recommended that Sharon be paid her June salary in advance prior to her departure. Dean Stewart made a motion to advance that salary payment of \$3,300 and the motion was passed by consensus.
 5. John reported the checking account balance at then end of March as \$9,874.56. In April, John reported putting \$23,000 in short term investments at Edward D. Jones. In anticipation of paying Sharon’s June salary in advance, John said he borrowed \$4,500 from the Presbyterian Renovation Grant. The \$4,500 will be taken from income in May and June and put in to money market accounts.
 6. John said he would step down from the position as Bookkeeper at the end of the year. He said he would also step down from the Board at that time.
 7. John said that Bryon Hanson suggested we don’t commingle savings with endowment funds. John recommended that we open a separate account so that savings and endowment funds weren’t commingled. John asked the Board to approve a resolution giving permission to open a separate account. The Board gave their approval by consensus.

III. OLD BUSINESS:

- A. Personnel Committee: Tim Prather
1. Nancy Lyle said that Tim has taken over as Chair of the Personnel Committee but that he was currently out of town.

2. Nancy said that Doug Wood had sent out copies of the Personnel Manual and she ask for any comments. After some discussion and agreement that the manual was an ongoing process to be frequently assessed, Nancy made a motion that the Personnel Manual be adopted. Dean Stewart seconded that motion and the motion passed by consensus.
3. Nancy said that the Director contract work is continuing. Sharon Kehoe said that she submitted a counter proposal to Tim Prather and had not heard back from him yet.
4. Nancy directed the Board to Sharon Kehoe's request for sabbatical included in their packets. Nancy asked John Pool if the Board could afford to support a sabbatical at this time and John said he believed we could. Sharon spoke of the benefits her sabbatical would bring to the Center and said she would return to her position as Director in the spring semester because she would be also be teaching at the University that spring semester. Sharon said that Doug Wood was willing and able to work more hours in the fall during her absence. Dean Stewart made a motion to approve Sharon's request for sabbatical. John Pool seconded that motion and the motion was passed by consensus.
5. Nancy Lyle asked the Board to look at the Sexual Misconduct Policy in their packets. Sue Ostrom noted two minor corrections: 1) page 1, A-1, change the last word in the paragraph from "university" to "institute" and 2) page 2, B-3, change the last words in that paragraph from "university services" to "institute's ministry". Nancy made a motion to pass the Sexual Misconduct Policy as an addendum to the Personnel Manual as per the corrections noted today. That motion was passed by consensus.
6. Discussion of the Cooperative Model Synthesis was tabled.

IV. NEW BUSINESS:

- A. Meetings:
 1. The next IICE Board meeting was scheduled for 3:30 on Wednesday, May 17. The next Executive Committee meeting was scheduled for 3:00, Wednesday, May 10. Both meetings will be held at the CCC. Nancy Lyle suggested that after the board training that we could make a decision about whether to hold any board meetings during the summer.
- B. S.O.U.P.
 1. Nancy asked for volunteers to finish out the semester.
- C. Food for Finals: May 8-12
 1. Nancy Lyle said she would ask Doug to send out reminders to the churches.
- D. Cinco de Mayo: May 5, noon to 2:00
 1. All are invited. Nancy Lyle said she would ask Doug to send out reminders of what members have committed to bring.
- E. Nancy Lyle asked for any volunteers willing to consider serving on the Nominating Committee to contact her.
- F. Board members were encouraged to go the the CCC web and print out their packets to save the Center printing and paper costs.
- G. The meeting was closed. *Approved: 5.17.06*

Minutes IICE Board of Trustees
5/17/06

Present: Lyle, Wood, Ostrom, Everson, Stewart, Taber, Peterson, Neumann-Smiley, Byrne, Ostrom, Lynn, Boisen. Quorum Present.

3:38 called to order.

Prayer: NEUMANN-SMILEY

Vision statement – all participated

Minutes approval: OSTROM/EVERSON. Approved without objection.

Connie PARIS has resigned. Douglas WOOD will take notes until a Nominations can find a replacement.

Building Project:

Board training discussion: - what would be BOT responsibilities.

McCREARY has interest in fund raising, but not training. He agrees with the need for Board training. BOT will have committees, but we will need a comm. that will FOCUS on fundraising 18 months or so.

Nancy is NOT donating 5 million!

Still missing our local "cheerleader". STEWART asked scope of that job. No idea, but LYLE will ask McCREARY.

“The cheerleader does not have to be female.” - LYLE

ACTION: NL will ask PM

Recommend to hire a consultant for training. Comment made that Lewis Ricci does Board training. He is Director of the International Jazz Collections.

STEWART: - trainer needs to understand the Board. This Board is unique in many ways. No one here wants to be trained in something we aren't going to do.

HESPELT: - concerned that the trainer won't be the fund raiser.

STEWART: - we're old dogs and NOT that trainable. I don't know what it is we are hiring. LYLE: - McCREARY says the training relates to the PROJECT, not necessarily fundraising. We would be able to see what people's gifts are.

There are some other areas of our Board that need looked at it.

TABER: - King ROCKHILL trained this Board.

LYNN: - the discussion has to be coordinated with what comes after.

HESPELT: - What do we need to do this job specifically?

LYNN: the other piece is the money. Which money tree got planted that I didn't know about.?

EVERSON: - we have monies in the endowment. We agreed to spend 6K for start up.

LYLE: - I've not been sure that all BOT supports this project. I want people on board to let us know if they support it

LYNN: - can you give us a fairly in-depth description list? If WE don't have the support / skill sets - can we find people who WILL do it?

Action Item: LYLE will ask McCREARY.

No Director Report She continues to work w/ PRATHER

EVERSON – POOL says we are solvent. WOOD provided some notes about donations to date vs. 2005. We're ahead.

Veronica LASSEN has indicated desire to vacate her office. WOOD will work with her to coordinate.

Old Business

1. CMHE Report #5. Gen. discussion - continue at next meet. LYNN has concern that the Director's position and contract are not clearly spelled out. There was some challenge to that statement, but the upshot is that the issue be referred to Personnel – and that the Board be informed as to the entire contract / job. BOISEN suggested we need some help in Personnel. The discussion needs to be without Director in the room to ensure a candid discussion.

Action item: Referred to Personnel Committee

Back to school BBQ – LYLE will coordinate, and provide meat. There is meat in the freezer.

No July meeting

Yard care – **Action Item: check watering restrictions at city web site – are we restricted by hours as a business. LYLE will water.**

INSERTED FOLLOW-UP: City ordinance 2004-27, section 17-3b: “Irrigation with hand-held hose(s) of three quarters inch (3/4”) or less in inside diameter equipped with an automatic shut-off mechanism or irrigation using a container of five (5) gallons or less shall not be considered outdoor irrigation for purposes of this Chapter.

The CCC does have hoses of ¾” or less, that are equipped with automatic shut-off mechanisms. Therefore, the watering we do is NOT considered “outside irrigation” and therefore is not covered under the ordinance. (inserted by DDW)

Business Manager – **Action Item: Tabled until August; referred to PC**

August cleaning session – **Action item: table to June**

Thanks from Moscow Outreach committee

Kitchen proposal - Cleaning and upgrade - painting; cleaning; - let LYLE know. Dean is interested. HESPELT: - counters could be remnants.

HESPELT – new business. - Grant research - find out if they are available - what foundations might be available to apply. . Would Doug be interested in looking?

Action Item: LYLE asked WOOD to look into this.

4:54 pm adjourned.

Next Meeting:

Executive Committee: Wednesday June 14, 2006 – 3 pm

Board – Wednesday June 21 3:30 pm

Approved: 6.21.06

IICE Board of Trustees
June 21, 2006

Present: Wood, Lynn, Lyle, Byrne, Everson,

3:35p called to order.

Roger prayed.

No quorum at this time.

Queen Nancy led us through the Vision Statement.

Minutes - tabled – no quorum.

Building project. LYLE talked to McCREARY. He responded with written material.

Nancy read his comments (attached).

We skipped to a discussion about Board discernment. We may be at a point where we need to think about Board function. (NL). King Rockhill could be the trainer in discernment.

Concerns:: who uses this place? We've got lots of potential - but are we living up to that. Do we have a convincing case to make?

- are we financially ready?
- we don't know what CMHE

4 pm - TABER arrived. We now have a quorum.

it's a tremendous gamble - would people come?

We have a real problem. The person we pay to be the director is AWOL most of the time.

DEAN S arrived - 4:08

Nancy read Tim's letter to CMHE (attached)

General discussion about CMHE and salary.

The things we are talking about are personnel / finance.

Personnel and job description

Dale gave financial report (attached).

A lively discussion focused around program, and how program relates to the building.

“We (as BOT) have our hands completely full with survival.”

How do we structure ourselves in order to get the mission done - AND have an on-going discussion about what that mission is.

Reviewed current mission and vision statements. Discussion about how to USE those statements as evaluative tools. The mission needs fleshed out with goals.

How do we move forward from here? Pass on to Prather; look at director's job description.

LYLE will call meeting of Executive and Personnel Committee to discuss how to use mission as an evaluation. July 3, 2006 – 3 pm

Approved: 9.20.06

IICE Board of Trustees**September 20, 2006**

Members Present: Sue Byrne, Dale Everson, Nancy Lyle, Sue Ostrom, John Pool, (Monte Boisen arrived 4:30)

Staff: Karla Neumann Smiley, Doug Wood

Observer/Trainer: King Rockhill

Called to order by LYLE at 3:33. She read a devotional and led the Vision Statement.

Minutes of August 16, 2006 approved by consensus.

Building Project report: LYLE explained the training concept that will be led by King ROCKHILL at end of business meeting.

Finance report was presented. Approved by consensus. WOOD and POOL will issue invitation to CMHE.

Nominating Committee: Sue OSTROM and Alberta HILL are the committee. No further report.

Old Business:

- Business Manager job description. Table to October meeting. WOOD will include description in Board packet.
- Car Donation – TABER is ill, HESPELT & EVERSON will continue with efforts to sell the car.
- Kitchen progress – LYLE spoke with “Mr. Cabinet” who will look for counter top remnants. Wil SMILEY was volunteered to obtain and provide measurements.
- Policy Recommendation:

When a staff decision results in a budgetary impact, positively or negatively, staff shall report that decision to the Board President, who shall determine if the decision is to be affirmed, revoked, or turned over to the entire Board for their discussion. The decision shall be accompanied by a staff review about how the budget will be impacted – and what changes, if any, must be instituted.

APPROVED by consensus.

- Grant Research – no report
- Automatic Funds transfer – WOOD and POOL will continue to pursue information.

New Business:

- Alum Open House – October 7 from parade until kickoff. THOMAS will make donuts!

Project discussion:

This is a follow-up to the IICE Board training session held on Wednesday September 13 at the CCC. That training – and this discussion was led by King ROCKHILL. Members present for this discussion: BYRNE, EVERSON, LYLE, OSTROM. BOISEN arrived at 4:30.

ROCKHILL re-capped last week's discussion.

The Board has a much clearer understanding that they are members of a denominational caucus.

CMHE is a corporation; IICE is a co-op – and this can put IICE at odds with CMHE by trying to blend two different organizational models.

Superficially, there appeared to be a difference of what the “something” should be – IF we actually decide to “do something.”

Both sides agreed that we need to use the asset (building/property) – but no agreement about how or what that means.

The judicatories (caucuses) must decide if we are content with inertia (“death by 1,000 cuts”). The question must be “are we content with what we are currently doing?”

There was discussion about IF we want to do something – what that something should be. It was noted the small group was not representational. ROCKHILL noted that his intent was to put the caucuses together for this session. This is not feasible. We (IICE) are a co-op – and such organizations have a largely oral tradition. We must be willing to face each other.

Tentatively, it was agreed that the next step is for each caucus to meet and discuss the essential question: “Here's what we are doing. How do you feel about this?” ROCKHILL and WOOD will put together better wording and get it to the Board members by Wednesday 9/27/06. We will have a decision at the next Board meeting. Since caucuses will have met by then, it was noted that even a small group can be representative.

Adjourned 4:36 PM

Respectfully submitted,

Douglas D. Wood
Secretary Pro Tem

Approved: 10.18.06

IICE Board of Trustees**October 18, 2006**

Members Present: Sue Byrne, Dale Everson, Norman Fowler, Walter Hesford, George Hespelt, Alberta Hill, Nancy Lyle, Sue Ostrom, Dean Stewart (quorum present)
Staff: Doug Wood

Called to order by LYLE at 3:32. HILL prayed for us and LYLE led the Vision Statement.

Minutes of September 20, 2006 approved by consensus.

Reports

Building Project report: ROCKHILL left us with a charge at the last meeting – for the denominations to caucus and discuss two questions: Shall we continue as we are – understanding that this means death by 1,000 paper cuts? Shall we try “something” different – with the “something yet to be defined?”

The PRESBYTERIAN caucus met and discussed these questions. They are not excited about a “build it and they will come” strategy”. Rather they would prefer to see more “feet on the ground” - that is, more people and program. They suggest the “something” be a fundraiser for the Endowment. They emphasized that in a time of declining dollars from CMHE, et. al., this is not a good time to go into debt.

Other denominations have yet to caucus. TABLED until next meeting.

Finance report was presented. Approved by consensus. This was a “new” form taken directly from QuickBooks. Some discussion was held with a request being made that accounts be assigned a number as well as a name, thus making information easier to locate in the report. Agreed that budget is adopted by the Board – and approved by Annual Meeting. This means we operate under the budget adopted by the Board beginning January 1. WOOD explained that within QuickBooks, a “new” company will be created as of January 1, 2007. It will start with Zero balances. In effect, this will zero out any errors made to that point. A letter explaining what changes are made will be entered into the permanent records of the IICE.

Nominating Committee: OSTROM and HILL asked for suggestions, and that churches get new Board members selected as soon as possible, so they may be considered for office. Office needed are President and Secretary.

At the point, WOOD asked that we move to **NEW BUSINESS**, and discussed how the process works. Each denomination is entitled to ten (10) Members of the Corporation; four (4) of these are designated Trustees. WOOD asked that denominations get names to office as soon as possible. Board members were supplied with last year's members of the corporation and trustees

Staff Meeting report: LYLE noted she appreciates the staff minutes. Report was included in packet.

CMHE Report: Hill explained that CMHE meets twice a year, which gives campus pastors a chance to meet together and share ideas. At the time of the meeting, the host campus gets a “supportive evaluation” from CMHE. She noted some of the highlights from the EWU evaluation. OSTROM asked if we weren't supposed to have a CMHE rep at this Board meeting. WOOD was not sure of timing, but invitation has yet to be offered. Follow up: WOOD and POOL will issue invitation to CMHE. With budgeting decisions hard on us, a priority needs to be given to decisions about the Director's contract for 2007. We were unsure about the term of the Director's contract – is it calendar year, or academic year?

Secretary directed to send letter to CMHE noting that the IICE Board has a concern about the fact that campus pastors vote on their own salary support. There was some thinking that this is a conflict of interest. Follow up: WOOD will send letter with LYLE'S signature.

Old Business:

- Business Manager job description. Approved by consensus. NB: The POSITION is created – and has yet to be filled.. This will be done upon receiving a recommendation of the Personnel Committee.
- Car Donation – HESPELT is detailing the car. He will complete that soon and set a price. WOOD will photograph vehicle and produce posters.
- Kitchen progress – no further report.
- Grant Research – no report
- Automatic Funds transfer – WOOD and POOL will continue to pursue information.
- Alum Open House – no one attended. This will not be part of next year's program.

New Business:

- Handled earlier in meeting

Next Meetings:

Executive Committee: Wednesday November 8 – 3:00 p.m.

Board Meeting: Wednesday November 15 – 3:30 p.m.

Adjourned 5:00 p.m.

Respectfully submitted,

Douglas D. Wood

Secretary Pro Tem *Approved: 11.15.06*

IICE Board of Trustees**November 15, 2006**

Members Present: Sue Byrne, Dale Everson, Norman Fowler, George Hespelt, Alberta Hill, Nancy Lyle, Sue Ostrom, Joe Taber (quorum present)

Staff: Doug Wood

Called to order by LYLE at 3:32. FOWLER prayed for us and LYLE led the Vision Statement. (We are not allowed to “peek” in December!)

Minutes of October 18, 2006 approved by consensus.

Reports

Building Project report: LYLE reviewed notes.

OSTROM reported that the United Methodist Caucus met on October 25, 2006. (Notes attached to these minutes as official record).

HILL reported the Outreach Committee wants to know what happens here. Would like contact by KEHOE, campus pastors and students.

LYLE reported for Episcopalians that they definitely believe the CCC is a good agent. Betty HERVEY will continue on Board. Not content with “death by 1,000 paper cuts.” Need to address some building issues.

LYLE further noted that “we will be in touch with Dean.” (STEWART – Emmanuel Lutheran)

Finance report was presented. Approved by consensus.

Budget – attached to these minutes as official record. Members to think, pray, discuss before next meeting.

- ◆ Car – now in CCC lot. \$1600.00 plus \$250.00 for tires
- ◆ Some discussion about reviving the progressive dinner fund raiser
- ◆ WOOD will coordinate ideas
- ◆ FINANCE will look at refining budget, noting the \$12,000.00 shortfall
- ◆ Board recommended a full audit as the IICE changes bookkeepers

Nominating Committee: OSTROM and HILL asked for suggestions, and that churches get new Board members selected as soon as possible, so they may be considered for office. Office needed are President and Secretary.

Personnel Committee:

- ◆ LYLE reported that KEHOE signed a contract agreement in August of 2006, attached to these minutes as official record
- ◆ WOOD will include contract and KEHOE'S self-evaluation in next Board packet.
- ◆ Board will vote at December meeting “since it has been so long”

Staff Meeting report: BOARD members noted they appreciate the staff notes. Report was included in packet.

Old Business:

- Business Manager: Douglas WOOD hired
- Car Donation – see above
- Grant Research – WOOD reported obtaining a membership for the IICE at GrantStation for \$90.00 that he paid for. It is a \$599.00 value. Consensus to reimburse WOOD. OSTROM asked WOOD to contact Avista for energy grants.
- Automatic Funds transfer – WOOD has contacted LFCU
- CMHE letter: HILL reported that it is in CMHE by-laws that campus pastors do not vote on salary issues.

New Business:

- Items not discussed.
- Safe information will be passed to personnel
- Other packet items for information only.

Next Meetings:

Executive Committee: Wednesday December 6 – 3:00 p.m.

Board Meeting: Wednesday December 13 – 3:30 p.m.

Adjourned 5:00 p.m.

Respectfully submitted,

Douglas D. Wood

Secretary Pro Tem

Approved: 12.13.06

Attachment 1

United Methodist Caucus Notes

October 25, 2006

Present: Monte Boisen, Sue Byrne, John Morse, Tim Prather, Doug Wood, Sue Ostrom

Are you content with things as they presently stand at the IICE/CCC?

As we discussed this question we distinguished between IICE and CCC, thinking of IICE as primarily the administrative branch and CCC as the programmatic are. CCC could also address the building itself. Most of the discussion focused on program.

Programmatically: for the most part we are not satisfied.

John Morse likes the way things are headed with the UM theme of open hearts, open minds, open doors. He sees the ministry of Center becoming more inviting and inclusive of all. He would like to see this continue. He also likes that UM Campus ministry is trying new things including that he now has hours at the Commons so that he goes where the students are. He sets up his display board and has brochures and calendar information available.

Tim would like to see more **social** activity. Possibilities might be movie nights or other activities that would build a sense of community among students. This is not necessarily something John should have to lead. Tim would also like to see **service** opportunities such as working on the Habitat House. He's not sure why this is hard to get students involved in. Monte noted that there is a growing interest in service/learning courses. Is there a way for us to tap into that? Sharon's courses do some of that – might there be other ways?

Tim also suggested **planning retreats** with Board members, Campus Pastors, and students so we could really find out what draws students, their interests regarding spirituality and Christianity. Joint programming among various aspects of campus ministry might be good. We noted that the new Wesley Club at FUMC is a great thing. Tim pointed out there are occasions when the building is open but no staff member is there or at least is visible to welcome students who might come by.

Tim feels somewhat hopeful. Announcements at church help, church people bringing soup for CCC functions is good, the BBQ and Food for finals are great – why don't we do more? They have low commitment from students but are very visible things.

Sue B. is not satisfied with how we get people into the CCC and feels we do not accomplish much as a Board when the potential is great.

Bob suggested the program needs to work at being **relevant** to students and he fears it is not. The Director should be getting out there to where students are and also to connect with the churches. The Center needs to back up and ask: what can we do to be in ministry with students (not just to) and to be relevant. Campus Crusade for Christ starts with camp songs to draw people in. Perhaps we need to ask the Wesley Club what they think.

Does the IICE/CCC **need** a Director? Are we getting the most bang for our buck in terms of that expense? We need the life of the Center to connect with our churches.

Sue B asked what we learn from student questionnaires.

If the Board had more connection with students it would help. Can we get student representation on the Board?

In the 1930's the model was ministry to. Now the model that may work best is ministry with.

Building: We need to work on getting people inside the building – can't tell anyone is there when you walk past -- need to insure we have a welcoming, visible presence (Carla or Sharon in their offices doesn't meet this need.) Might there be ways to meet this with peer ministers or other staffing considerations?

Sue B. noted the building is not adequate – inaccessible, dated

Sue O. noted there are structural problems including furnace, siding, accessibility, openness. Tim suggested there may be incremental ways to address these problems rather than one big project.

John is not satisfied with the extent to which the CCC is used as a place to hang out for students, nor as a fun place to be.

Monte wondered about how much the coffee shop is used. If it were open dependable it might draw people in. Noted we need to clarify the relationship between the CCC and ELCA regarding the coffee shop.

Bob wondered if the building could be arranged differently. Could we bring the coffee house upstairs and hold meetings downstairs so that the upstairs is left as a hang out space?

Structurally: Few felt they truly represent the denomination and weren't even sure they truly represent their congregations. Change in the bylaws?

We didn't get accurate information from CMHE regarding their funding.

Board members do not get training, especially about their role as representatives of their denominations. Do board members need mentors?

Organizations that live on their endowments tend to become really irrelevant.

United Methodist Questions:

What would it take to get a full time UM campus pastor?

Attachment 2**Budget Comparison**

OPERATIONAL INCOME	FY 2005	FY 2006	FY 2007	Notes - 07
Church Boards & Agencies				
ACMHE	\$27,550.00	31,000.00	\$27,000.00	.90 FTE
B. Other Agencies				
Episcopal Diocese of Spokane	\$5,400.00	5,400.00	\$5,250.00	
Lutheran Campus Ministry	\$6,825.00	6,825.00	\$6,825.00	
Disciples of Christ	\$700.00	700.00	\$648.00	
Evergreen Baptist Association				
SUBTOTAL BOARDS & AGENCIES	\$40,475.00	43,925.00	\$39,723.00	
Local Income				
A. Local Churches				
Emmanuel Lutheran	\$1,500.00	1,000.00	\$1,000.00	
St. Marks Episcopal	\$1,000.00	1,000.00	\$1,000.00	
St. Marks ECW	\$-			
First United Methodist Church	\$1,500.00	1,200.00	\$1,500.00	
First UMC Women	\$600.00	300.00	\$850.00	endowment
United Church of Moscow	\$1,500.00	1,300.00	\$1,000.00	
First Presbyterian Church	\$3,568.00	3,568.00	\$4,000.00	
Cameron WELCA, Kendrick	\$-			
Bonner's Ferry UMW	\$-	100.00	\$100.00	
Community Congregational UCC				
Troy Lutheran Church	\$9,668.00	8,468.00	\$9,450.00	
B. Individual Gifts	\$6,000.00	6,000.00	\$4,020.00	endowment
C. Miscellaneous	\$50.00	50.00		
SUBTOTAL LOCAL INCOME	\$15,718.00	14,518.00	\$13,470.00	
Fees & Rents				
A. Building Use Fees				
Aa. Miscellaneous use fees	\$500.00	500.00	\$200.00	This is mor
Ab. Palouse Midwifery	\$1,800.00	1,800.00	\$0.00	
Ac. Pool office	\$1,200.00	1,200.00	\$1,800.00	
Subtotal Building Use Fees		3,500.00		
B. Parking space rent	\$540.00	125.00	\$280.00	
C. MP Friends	\$1,315.00	1,315.00	\$1,315.00	
D. AA	\$550.00	550.00	\$540.00	
SUBTOTAL FEES & RENTS	\$5,905.00	5,490.00	\$4,135.00	
Other				
A. Fundraising, Best Western, etc.				
B. Endowment	\$8,204.00	8,200.00	\$8,000.00	
C. Faith Component (deficit)	\$523.55			
D. Previous FY Carryover	\$3,627.35	7,991.18		
E. Savings Transfer Acct "H"				
SUBTOTAL OTHER	\$12,354.90	16,191.18	\$8,000.00	
TOTAL INCOME	\$74,452.90	80,124.18	\$65,328.00	

OPERATIONAL EXPENSES

	FY 2005 Actual	FY 2006	FY 2007
PERSONNEL			
Director			
Salary	\$26,622.00	27,421.00	\$28,494.00
Benefits			
Pension	\$8,150.00	8,405.00	\$8,736.00
Medical/Dental	\$3,060.00	3,152.00	\$3,270.00
Subtotal Director	\$37,832.00	38,978.00	\$40,500.00
Office Assistant Wages	\$9,733.31	10,815.00	\$12,000.00
Bookkeeper and Compliance	\$665.00	2,000.00	\$0.00
Social Security & Medicare	\$2,708.47	2,925.05	\$3,000.00
SUBTOTAL PERSONNEL	\$50,938.78	54,718.05	\$55,500.00
OFFICE EXPENSES			
Copier toner and maintenance	\$304.90	715.00	\$400.00
Postage	\$975.43	1,200.00	\$1,200.00
Supplies		700.00	\$500.00
Miscellaneous Office	\$566.35	0.00	\$0.00
Computer	\$195.66	500.00	\$200.00
Tech Support		500.00	\$500.00
SUBTOTAL OFFICE EXPENSES	\$2,042.34	3,615.00	\$2,800.00
ADMINISTRATION			
CE Expenses	\$470.62		
CE Balance to Savings	\$529.38		
Continuing Education	\$1,000.00	1,000.00	\$1,000.00
Director Retreats & Meetings		450.00	\$500.00
Safe Deposit Box Rent	\$35.00	35.00	\$35.00
Dues		100.00	\$0.00
SUBTOTAL ADMINISTRATION	\$1,035.00	1,585.00	\$1,535.00

BUILDING MAINTENANCE			
Janitorial Supplies & miscellaneous	\$226.54	400.00	\$240.00
Repairs & Upkeep	\$1,756.31	1,200.00	\$1,200.00
Bottled Water	\$406.81	400.00	\$430.00
Grounds	\$119.19	200.00	\$300.00
Student custodial assistance	\$547.39	600.00	\$565.00
Front Patio Renovation			
Building Miscellaneous			\$240.00
SUBTOTAL BUILDING MAINTANCE	\$3,056.24	2,800.00	\$2,975.00
INSURANCE			
Building/Liability Insurance	\$1,248.00	1,461.00	\$1,200.00
Director's Malpractice Insurance	\$94.00	150.00	\$150.00
Industrial Insurance	\$300.00	300.00	\$300.00
SUBTOTAL INSURANCE	\$1,642.00	1,911.00	\$1,650.00
UTILITIES			
Telephone	\$2,110.91	2,400.00	\$2,000.00
Satellite TV	\$296.88	400.00	\$420.00
City of Moscow			
Garbage	\$200.20	220.00	\$240.00
Street Lights	\$77.55	100.00	\$87.00
Sewer	\$295.26	350.00	\$360.00
Water	\$381.87	450.00	\$420.00
Avista			
Electricity	\$1,151.46	1,550.00	\$1,600.00
Natural Gas	\$1,632.83	2,000.00	\$3,000.00
SUBTOTAL UTILITIES	\$6,146.96	7,470.00	\$8,127.00
PROGRAMMING			
Advertising	\$70.40	750.00	\$500.00
Printing/Publicity	\$2,390.85	3,000.00	\$3,000.00
Food/Hospitality	\$678.99	700.00	\$1,000.00
Books/videos/misc. resources	\$193.94	300.00	\$0.00
Miscellaneous Programming	\$265.55	1,000.00	\$750.00
SUBTOTAL PROGRAMMING	\$3,599.73	5,750.00	\$5,250.00
OTHER EXPENSES			
Bank fees	\$61.84	75.00	\$75.00
Fundraising	\$286.18		
SUBTOTAL OTHER EXPENSES	\$348.02	75.00	\$75.00
TOTAL EXPENSES	\$68,809.07	77,924.05	\$77,912.00

Attachment 3

October 19, 2006

The Rev. Mr. Paul Rodke
Box 325
Cheney, WA 99004

Dear Rev. Rodke:

Thanks so much for CMHE's continued support of campus ministries in Washington and Idaho. And thank you for your willingness to be in a leadership position. On Wednesday October 18, the Board of Trustees of the Idaho Institute of Christian Education (IICE) met and heard the report about the CMHE meeting at Eastern Washington University. Alberta Hill led the discussion, and our Office Manager Douglas Wood contributed.

A concern was voiced about the fact that campus pastors have a vote about what is, in essence, a part of their own salary. There was some thinking (not unanimously) that such a vote has, at the very least, the appearance of a conflict of interest. It was noted that clergy persons at the local church level are – at least in some denominations – excluded from voting on their “package” for the same reason.

We recognize there is not unanimity of points of view about this issue. Nevertheless, the Board of the IICE directed that I write you to raise this concern.

I look forward to your response, and suggest this might be an issue for CMHE to address at its Spring meeting.

With Grace and Peace of our Lord,

Nancy Lyle
President
NL/ddw

IICE Board of Trustees**December 13, 2006**

Members Present: Dale Everson, Nancy Lyle, Sue Ostrom, Tim Prather, Joe Taber (no quorum present)

Staff: Sharon Kehoe, Karla Neumann Smiley, Doug Wood

Called to order by LYLE at 3:32. The QUEEN prayed for us all and led the Vision Statement.

Minutes of November 15, 2006 – no objection. (No Quorum)

Reports

Director's report: Included in Sacred Journey Newsletter. KEHOE will begin doing presentations soon. Leading United Methodist Women's Retreat end of January. Will do a presentation at the Center as well as one "in town".

Finance report was presented. Approved by consensus.

Budget – Revised budget attached to these minutes as official record. No Quorum:
Action Delayed

Nominating Committee: OSTROM and HILL asked for suggestions, and that churches get new Board members selected as soon as possible, so they may be considered for office. Office needed are President and Secretary.

Personnel Committee:

- ◆ Director Contract: No Quorum, but Dean STEWART was telephoned as a Lutheran representative. He agreed that the contract be approved and that the increased pay be given retroactive to January 1, 2006. Consensus action. Contract is in Personnel File.
- ◆ The money in the contract exceeded the amount in the 2006 budget. This will be paid to KEHOE as a one-time bonus. Checks beginning in 2007 will reflect this new rate.

Staff Meeting report: No staff meeting this month.

Old Business:

- Fund Raising Discussion
 - Progressive dinner: items discussed
 - At different churches, with churches donating food / course at that church
 - Provide some transportation (Emmanuel van, etc)
 - Dessert at CCC?
 - Social hour at St. Mark's

- Other courses: salad, main, dessert.
- Involve students at each church - "What Campus Ministry Means to Me"
- Ticket sales is big issue. Noted that if there are 50 people @ \$20.00 is \$1,000.00 income. Then there will be expenses. A side (but important) issue is that we will be "friend raising" as well as fund raising.
- Table seating should be ecumenical, and avoid "caucus seating".
- LYLE will contact each caucus and ask for one representative to plan the dinner.
- Suggested date: April 15 (a Sunday)

New Business:

- Policy for records destruction. WOOD will suggest wording. Recommended he talk to John Farvo who helped write the UI regulations.

Next Meetings:

Executive Committee: Wednesday January 10 – 3:00 p.m.

Board Meeting: Wednesday January 17 – 3:30 p.m.

Adjourned 5:00 p.m.

Respectfully submitted,

Douglas D. Wood
Secretary Pro Tem

Budget Comparison

OPERATIONAL INCOME	FY 2005	FY 2006	FY 2007	Notes - 07
Church Boards & Agencies				
A. CMHE	\$27,550.00	31,000.00	\$26,000.00	.90 FTE
B. Other Agencies				
Episcopal Diocese of Spokane	\$5,400.00	5,400.00	\$5,250.00	
Lutheran Campus Ministry	\$6,825.00	6,825.00	\$6,825.00	
Disciples of Christ	\$700.00	700.00	\$648.00	
Evergreen Baptist Association				
SUBTOTAL BOARDS & AGENCIES	\$40,475.00	43,925.00	\$38,723.00	
Local Income				
A. Local Churches				
Emmanuel Lutheran	\$1,500.00	1,000.00	\$1,000.00	
St. Marks Episcopal	\$1,000.00	1,000.00	\$1,000.00	
St. Marks ECW	\$-			
First United Methodist Church	\$1,500.00	1,200.00	\$1,500.00	
First UMC Women	\$600.00	300.00	\$850.00	endowment
United Church of Moscow	\$1,500.00	1,300.00	\$1,000.00	
First Presbyterian Church	\$3,568.00	3,568.00	\$4,000.00	
Cameron WELCA, Kendrick	\$-			
Bonner's Ferry UMW	\$-	100.00	\$100.00	
Community Congregational UCC				
Troy Lutheran Church				
	\$9,668.00	8,468.00	\$9,450.00	
B. Individual Gifts	\$6,000.00	6,000.00	\$4,020.00	endowment
C. Miscellaneous	\$50.00	50.00	\$1,800.00	car sale
SUBTOTAL LOCAL INCOME	\$15,718.00	14,518.00	\$15,270.00	
Fees & Rents				
A. Building Use Fees				
Aa. Miscellaneous use fees	\$500.00	500.00	\$200.00	This is mor
Ab. Palouse Midwifery	\$1,800.00	1,800.00	\$0.00	
Ac. Pool office	\$1,200.00	1,200.00	\$1,800.00	
Subtotal Building Use Fees		3,500.00		
B. Parking space rent	\$540.00	125.00	\$280.00	
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Other				
A. Fundraising, Best Western, etc.				
B. Endowment	\$8,204.00	8,200.00	\$13,800.00	3,000 from
C. Faith Component (deficit)	\$523.55			
D. Previous FY Carryover	\$3,627.35	7,991.18	\$2,500.00	
E. Savings Transfer Acct "H"				
F. Swanson			\$1,000.00	
SUBTOTAL OTHER	\$12,354.90	16,191.18	\$17,300.00	
TOTAL INCOME	74,452.90	\$80,124.18	75,428.00	
Total Expenses	(68,809.07)	(\$77,924.05)	(77,912.00)	
	\$5,643.83	\$2,200.13	(2,484.00)	

OPERATIONAL EXPENSES

	FY 2005 Actual	FY 2006	FY 2007	
PERSONNEL				Notes - 07
Director				
Salary	\$26,622.00	27,421.00	\$28,494.00	
Benefits				
Pension	\$8,150.00	8,405.00	\$8,736.00	
Medical/Dental	\$3,060.00	3,152.00	\$3,270.00	
Subtotal Director	\$37,832.00	38,978.00	\$40,500.00	
Office Assistant Wages	\$9,733.31	10,815.00	\$12,000.00	
Bookkeeper and Compliance	\$665.00	2,000.00	\$0.00	See Office: Compliance
Social Security & Medicare	\$2,708.47	2,925.05	\$3,000.00	
SUBTOTAL PERSONNEL	\$50,938.78	54,718.05	\$55,500.00	
OFFICE EXPENSES				
Copier toner and maintenance	\$304.90	715.00	\$400.00	
Postage	\$975.43	1,200.00	\$1,200.00	
Supplies		700.00	\$500.00	
Miscellaneous Office	\$566.35	0.00	\$0.00	
Computer	\$195.66	500.00	\$200.00	
Tech Support		500.00	\$500.00	Office: Compliance
SUBTOTAL OFFICE EXPENSES	\$2,042.34	3,615.00	\$2,800.00	
ADMINISTRATION				
CE Expenses	\$470.62			
CE Balance to Savings	\$529.38			
Continuing Education	\$1,000.00	1,000.00	\$1,000.00	
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Safe Deposit Box Rent	\$35.00	35.00	\$35.00	
Dues		100.00	\$0.00	
SUBTOTAL ADMINISTRATION	\$1,035.00	1,585.00	\$1,535.00	
BUILDING MAINTENANCE				
Janitorial Supplies & miscellaneous	\$226.54	400.00	\$240.00	
Repairs & Upkeep	\$1,756.31	1,200.00	\$1,200.00	
Bottled Water	\$406.81	400.00	\$430.00	
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Student custodial assistance	\$547.39	600.00	\$565.00	
Front Patio Renovation				
Building Miscellaneous			\$240.00	
SUBTOTAL BUILDING MAINTANCE	\$3,056.24	2,800.00	\$2,975.00	
INSURANCE				
Building/Liability Insurance	\$1,248.00	1,461.00	\$1,200.00	
Director's Malpractice Insurance	\$94.00	150.00	\$150.00	
Industrial Insurance	\$300.00	300.00	\$300.00	
SUBTOTAL INSURANCE	\$1,642.00	1,911.00	\$1,650.00	

UTILITIES			
Telephone	\$2,110.91	2,400.00	\$2,000.00
Satellite TV	\$296.88	400.00	\$420.00
City of Moscow			
Garbage	\$200.20	220.00	\$240.00
Street Lights	\$77.55	100.00	\$87.00
Sewer	\$295.26	350.00	\$360.00
Water	\$381.87	450.00	\$420.00
Avista			
Electricity	\$1,151.46	1,550.00	\$1,600.00
Natural Gas	\$1,632.83	2,000.00	\$3,000.00
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PROGRAMMING			
Advertising	\$70.40	750.00	\$500.00
Printing/Publicity	\$2,390.85	3,000.00	\$3,000.00
Food/Hospitality	\$678.99	700.00	\$1,000.00
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Fundraising	\$286.18		
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TOTAL EXPENSES	\$68,809.07	77,924.05	\$77,912.00