

Unitarian Universalist Church of the Desert  
Board of Directors Regular Meeting, January 21, 2020  
Minutes

**Attending:**

Present: President Jane Zaun, 1<sup>st</sup> Vice President Vikki Porter, 2<sup>nd</sup> Vice President Barbara Storms, Treasurer Jerry L'Hommedieu, Secretary Rod Belshee, Director at Large Carol Lavoie, Director at Large Larry Rogers, Reverend Barbara Fast.

Absent: none

Congregational Members: Fran Hoag

Process checker and timekeeper: Jerry L'Hommedieu

**1. Opening and Chalice Lighting:**

Jane called the meeting to order at 5:00 pm and Vikki read from UUA Lifting our Voices while the Chalice was being lit.

**2. Check-in:**

**3. Approval of the Minutes:** The minutes for the December 17<sup>th</sup> regular Board Meeting were approved as written.

Rod reported that preliminary draft Board minutes have been distributed to Committee Chairs for two months. In response to a query, all reported that they appreciated it and felt it a good idea so we will continue the practice. Committee Chairs are also invited to submit written reports to be included in the Addendum along with the other written reports as a means to communicate with other Committees and the Board.

**4. Voices of the Congregation:**

**a. Suzanne Sheridan Concert, Fran Hoag:**

- There are now 100 tickets sold. Facilities needs to plan for increased seating.
- Jack Fitzsimmons created wonderful 60's-70's themed posters, and Absolute Postal in Indio printed them at a 50% discount.
- Stage setup starts Thursday morning at 10am, doors open Friday at 6:30, concert at 7:00, intermission with beverages at 7:45.

- The Board approved a motion to cover all of the expenses (est \$100-\$150). 50% of the ticket sales revenue goes to Suzanne, and all of the beverage revenue goes to UUCOD.

#### b. Environmental Justice, Fran Hoag:

*<Note: this report actually occurred at the end of the meeting, but is listed here as a Voice of the Congregation.>*

The Environmental Justice theme has energized the Social Justice Committee and beyond. Fran outlined a plan to focus this on LOCAL choices and LOCAL impacts. February 22 will provide an afternoon Day of Discovery to understand the impacts of our choices, especially upon the East Valley. Fran has connected with several local leaders in this arena to help facilitate. The program will use the UU Ministry for the Earth curriculum with a local connection.

Combined with the Sacred Grounds Initiative, the rooftop solar system, and our ministerial focus on the environment, Environmental Justice is becoming a very real passion for this congregation.

#### 5. Leader Lab, Jane:

Jane encouraged Board Members to look at the UUA Leader Area, as new content has appeared on centered leadership, strategic leadership, and adaptive leadership.

For today, Jane focused on Board Members as change agents. Change is hard and can be met with resistance. However with a culture of trust, and a shared commitment to a vision and mission, change can be accomplished.

#### 6. Reports:

##### a. President Jane Zaun:

Jane submitted a written report describing discussions on a written agreement with the S2S2S Executive Board (and needed updates to the Building Use Policy), the UUA General Assembly in June 2020, and the Community Leadership Council in Palm Springs.

In the Board meeting, Jane discussed the Harvey Milk breakfast on May 7. Typically UUCOD is a "table sponsor", buying ten seats which individual members then purchase at no net cost to UUCOD. The price is \$65 before January 31, \$75 thereafter. Jane also discussed the Caesar Chavez breakfast for \$25 each on March 31. The Board passed a motion to purchase a table (\$650) at the Harvey Milk Breakfast as well as agreed by consensus to announce the Cesar Chavez Breakfast at a cost of \$25 to those who wish to attend.

The Community Leadership Council (CLC) has now grown from a fledgling Palm Springs group to a robust group of organizations. The CLC is researching the possibility of having a speaker address accessibility for deaf and hard of hearing patrons.

Discussion followed regarding an earlier UUCOD attempt to provide hearing assistance during our Sunday Service, and what we should do going forward. It was suggested that Carol McDaniel might have the most knowledge about that, and that the Worship Committee might be the right group to make any suggestions.

b. 1<sup>st</sup> Vice President Vikki Porter:

Vikki submitted a written report regarding the Church Council, Safety Committee, Women's Retreat, Strategic Planning, Communications, the Women's Retreat, and the Labyrinth.

In the Board meeting, Vikki added that in promoting the Sheridan concert she has uncovered a lot of web pages for local event promotion and has spent about \$100 in promotion. It would be interesting to assess the impact of that activity, for example by seeing how many tickets are from people not associated with UUCOD.

Vikki suggested and the Board agreed to move the March 21 half-day retreat with Committee Chairs to April 18, to allow more preparation time.

c. 2<sup>nd</sup> Vice President Barbara Storms:

Barbara submitted a written report regarding the Stewardship Committee, the Social BUUterflies, and the Membership Committee.

In the Board meeting, Barbara discussed the Stewardship kickoff Chili Cookoff, and her hope for a few more chili contestants.

d. Treasurer Jerry L'Hommedieu:

Jerry submitted a written report regarding our financial position, plate collections, and preparations for the Pledge Drive and next year's budget.

In the Board meeting, Jerry mentioned that the Finance Committee is exploring options to invest our funds with a greater return than bank savings, such as in a Treasuries account. Glen Yamaguchi and Kevin Brandt will lead the budget development, and reach out for input from the Committee Chairs and Reverend Barbara, Jane, and Jeffrey Huard.

1099 and W-2 forms will go out shortly. All vendors receiving more than \$600 annually need to file a W-9. Most are on file (e.g. gardener and building maintenance). Jane will ask Bill Edwards to submit a W-9 for his website development and computer support.

e. Minister Reverend Barbara Fast:

Rev. Barbara submitted a written report regarding the Worship schedule, a new Music Committee; Lifespan Spiritual Growth and Chalice Circles; resuming Children's Religious Education starting with child care; and the Suzanne Sheridan fundraiser.

In the Board meeting, she reiterated her report regarding the positive reception of our Sunday worship, and resuming Children's Religious Education starting with child care. She also suggested that the Sheridan Concert profits should benefit the Music Program, and that future budgets should provide a more sufficient Music budget rather than relying on fundraising.

The Board approved a motion for our share of the proceeds from the Suzanne Sheridan concert to go to the music budget.

f. Member-at-Large Carol Lavoie:

Carol Lavoie submitted a written report regarding Stewardship, Safety, an art donation, Desert Outreach Synagogue, Social Justice, holiday gifts, and outreach to UUCOD members.

In the Board meeting, Carol highlighted that her meeting with Desert Outreach Synagogue regarding their auction resulted in the first pledge for our 2020 auction! She also reported that there are now twelve acts (20 people) for the Variety Show, which is free with donations going to the music department.

Carol shared that two members reported that they were contacted by a Realtor using the UUCOD Directory for commercial purposes. Carol will put a reminder in the newsletter that that is strictly prohibited.

g. Member-at-Large Larry Rogers:

Larry reported on activity as a Greeter, Care Committee member, and involvement in pledge drive planning and women's march. In particular he has found a joyous and important role in seeking out and talking with visiting guests on Sundays.

7. Old Business:

a. Attitude of Gratitude. The Board sent a card of gratitude to our Holiday Hospitality hosts Joni and Bill Paddock, and Sheryl Eaton; to Bryna Blum and Marty Gronewald for the Chalice cards;

Glenn Yamaguchi for the creating a display from our Holiday wish stars; and Steve Kerr and Jim Scott for their work on stage lighting.

Thank you, thank you, thank you. These thank you's will be acknowledged on a bulletin board in the foyer.

b. Update on Pledge Drive Kick-Off, Jerry

The kickoff will be February 2, with a \$175,000 goal. Pledge packets and Stewards are ready. We will include 35 non-members who have donated in the past.

c. Suzanne Sheridan Concert, Fran Hoag

*<Covered earlier in the agenda>*

d. Facilities Update, Rod Belshee

Rod submitted a written report regarding our Handyperson Team, rooftop solar, alarm system, stage lighting, art donation, Sacred Grounds Initiative, and next year's Facilities Budget request.

Directly before the meeting, Rod conducted training on the UUCOD **alarm system**, including triggering and responding to an intrusion alarm. Over a dozen people attended including all of the people on the responder call list, all Board members, and some facilities team members.

Rod reiterated that the goal is to have the stage lighting ready for the Sheridan concert. Steve Kerr has been working long days for two weeks to get this done.

Rod added that the budget request includes a \$15,000 provision to replace the **sanctuary chairs** in two years. That might be deferred a decade if we found volunteers who could make slip covers for the chair backs (we have the upholstery material).

Rod summarized the progress on solar contract negotiation. Kevin, Jane, Jerry and Rod all recommend approving the contract with Green PACE Capital pending completion of a Security Interest agreement. The Board approved a motion to **accept the solar contract**.

Rod summarized a proposal to accept a metal art sculpture from Gene Kain. Carol, Jerry, and Rod viewed the art and made a written recommendation based on the draft Art Policy and Procedure present in December. The Board approved a motion to **accept the art donation**.

8. New Business:

a. Approve Revisions to the Building Use Policy, Jane Zaun

Jane led a discussion on the language regarding alcohol permit requirements, which has been a longstanding challenge to get clear. Jane visited the Alcoholic Beverage Control office to understand the regulations. The Board decided by consensus to simplify the ambiguity by **requiring a permit any time alcohol** is provided at an event, regardless of whether it is a private or public. The Board further decided by consensus that all alcohol needs to be removed from the church (or stored securely) after an event, and no open containers are to be left in the refrigerator.

#### b. Participation & Friends Data, Barbara Storms and Jerry L'Hommedieu

Our list of Friends had not been managed and the current status of 200 of the 300 was unknown. Jerry and the Stewardship Committee undertook a mammoth project since September to cull the database, looking at attendance, participation and contributions. The Membership Committee has started to use the information to cull the visitor tags and identify members who may need follow up contact from Membership, Caring or the Minister .

Barbara started from the other direction, looking at activity and participation. There has been tremendous participation over the past year, with 59 people involved on Committees alone! Each Sunday takes about 20 volunteers. Our emphasis on Stewardship as involvement in the community has really taken root, and is now who we are.

#### c. New California Law AB 5, Jerry L'Hommedieu

California narrowed the classification of Contractors starting January 1, reclassifying many as Employees. There are three factors that all must be met for a vendor to be considered a Contractor. Our musicians, gardener and building maintenance qualify as Contractors. Jerry is seeking additional opinions as to the classification of our other Contractors

### 9. Board Visioning:

#### a. Conversations with the Board: "Leadership in the New Year" 1/26

Vikki suggested that we frame the discussions within the 2021-2024 Strategic Plan, with an invitation to help define where we go from here. Discussion included a desire to start with a review of prior goals and show how far we have come and celebrate our success. Jerry suggested that we wrap the discussion into the framework of becoming a Program Church (rather than Pastoral). Discussion included the importance of a sense of belonging, community, and shared leadership. It is not what we do together, it is HOW we work together. We are here for ourselves and the joy of the work.

#### b. Continue Discussion on Role of Directors at Large

*<deferred to next month>*

**10. Adjourned**

Jane adjourned the meeting at 7:13 pm.

Respectfully Submitted,

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Rod Belshee

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Date Approved \_\_\_\_\_, 2020

## Addendum to Board of Directors Meeting Written Reports of Board Members and Committee Chairs

### **Attachments**

#### Written Reports of Board Members and Minister

- a) President Jane Zaun's written report
- b) 1<sup>st</sup> Vice President Vikki Porter's written report
- c) 2<sup>nd</sup> Vice President Barbara Storm's written report
- d) Treasurer Jerry L'Hommedieu's written report
- e) Minister Reverend Barbara Fast's written report
- f) Member-at-Large Carol Lavoie's written report

#### Written Reports of Committee Chairs

- g) Facilities Committee Chair Rod Belshee's written report

#### a. President Jane Zaun's written report:

Jerry L'Hommedieu, treasurer, and I met with S2S2S Executive Board representatives to continue the discussion around establishing a written agreement between S2S2S Executive Board and UUCOD Board of Directors. The agreement, when completed, will be brought before the Board.

During the discussion it became apparent our Building Use Policy needed revision. The revised policy is on the agenda for this meeting.

The UUA Annual General Assembly from June 24-28 is in Providence, Rhode Island. Registration, if completed by March 15<sup>th</sup>, is \$400. Two of our congregants who live on the East Coast are considering being our delegates.

I attended the Community Leadership Council in Palm Springs that was formed to provide coordination and collaboration between agencies and affiliated organizations serving the LGBTQ community. UUCOD was invited to join as an affiliated faith community. There were 17 organizations represented this month including other faith communities.

I also attended the Stewardship Committee Meeting this month.

b. 1<sup>st</sup> Vice President Vikki Porter's written report:

**Winter Solstice Celebration (Dec. 21):** Facilitated Winter Solstice observation on the Peace Labyrinth with help from Josette Pacino, Joni Paddock, Ian Chalis, Diane Carmony and Susan Hannon. Almost 50 people, including a number of non-UUCOD members participated. Quote from one MeetUp participant:

“...my family and I went to the Winter Solstice...and it was beautiful, thank you for offering that wonderful gathering. We hope you do this every Winter Solstice, we'd like it to be a new tradition in our family! I've been back to walk the labyrinth since, I just love it, it is so peaceful.”

**Strategic Planning (Jan. 7):** With Carol Lavoie, attended Jan. Social Justice meeting to explain Board's 2020 Strategic Planning timeline and encourage committee and congregant voices be included in drafting 2021-2024 Strategic Plan. After all committees have had visits or discussions with board members, the next step will be to provide them with some guiding questions to prepare for the Feb. 29 Strategic Planning Church Council, Feb. 29.

**2020 Women's Retreat (Jan. 10-12):** Facilitated convening of 27 UUCOD women (members and friends) for two-date retreat at Borrego Springs Resort. Rev. Barbara Fast led the group through an energizing and empowering embrace of their “Crone” selves. The gathering nurtured community and self-care.

**Communications (Dec. 15-current):** Promotion of Suzanne Sheridan Concert began Dec. 15 with creation of Facebook event using graphics provided by Jack Fitzsimmons and Constant Contact web page created by Fran Hoag for registering ticket buyers. Bryna Blum also donated printed poster from Jack's work.

Event was then posted to a dozen-plus Coachella Valley Entertainment and News Pages including:

What's Happening Coachella Valley, Rancho Mirage News, Real Rancho Mirage News, Palm Springs Buzz, Cactus Hugs, Palm Springs Live Entertainment, 365 Things to Do in Palm Springs Area, Palm Springs Social Scene, Happening in the Desert, Coachella Valley, Coachella Valley and Beyond Entertainment Guide, Coachella Valley Music, Arts & Entertainment, Coachella Valley Activities and Events, The Courageous Resistance: Palm Springs and Other Desert Cities, Palm Springs Events. Pantsuit Nation, DHS LGBTQ news and services.

As of Jan. 20, 5 p.m. Facebook Insights showed 3,800 people viewed promotion, 155 clicked on “tickets” (can't report on what happened after that).

c. 2<sup>nd</sup> Vice President Barbara Storms' written report:

**Stewardship Committee** efforts this month focused on:

- Ways to improve engagement of members and friends and the importance of making personal connections (listening, reaching out, inviting individuals to participate, expressing gratitude, writing notes)
- *Actionable ways to help people participate or engage:*
  - invest in a visible (from parking lot) signage about worship time
  - continue and expand adult RE such as Chalice Circles and start new ones;
  - have a variety of hands-on activities including some activities at local charities (e.g., make dinner at Safe House; etc).
- Reviewed coordination of committee efforts for pledge drive kick-off event.
  - *Request board member involvement on that day as a chef, baker or set-up or clean up crew.*
- Update our participation tracking efforts to
  - support the Membership and Pledge committees to identify friends who should be approached about becoming members and/or pledging,
  - identifying for the Membership Committee members who are not attending or participating and may need to be contacted and referred to the Care committee
  - summarizing for the Board, Nominating Committee and Minister 2019 participation

### **Social BUUterflies**

- The two community events in January were not well attended. More discussion and planning will take place regarding events for the Spring.

The January **Membership Committee** meeting focused on:

- Information developed by the Stewardship Committee on visitor engagement, 2019 participation and non-participating members and friends.
  - A subcommittee met later to review the engagement of all of the friends who had plastic name badges and then purged the visitor badges of those who had not attended or contributed in over a year.
- Reviewed plans and materials (developed by Stewardship) for new member classes to be held February 16 & 23. The welcoming ceremony is March 8. Stewardship will hold a discussion/Q& A session with new members on a Sunday in April.
- Continued the discussion about the critical role that Membership representatives in the lobby on Sundays have in safety of the congregation.
- Approved a committee budget and submitted it to the Finance Committee.

### **d. Treasurer Jerry L'Hommedieu's written report:**

As of December 31st, the church had \$236,073 in its bank accounts. Reserved and restricted funds totaled \$54,266, leaving a balance of \$181,807 in unrestricted funds. With snowbirds returning, plate collections nearly doubled from monthly year-to-date averages. December's share-the-plate for SafeHouse of the Desert was an impressive \$520 and the Christmas Eve service's plate collections topped \$900, equally divided between the Minister's Discretionary Fund and the UU Service Committee.

This year's pledge drive for FY 20-21 will launch on February 2nd with a target of \$175,000 in pledges; up from \$165,000 last year but new members contributed another \$6,000 bringing our total projected pledge amount this year to \$171,000. Pledges account for 72% of all church revenues. This year, we will make a separate appeal to all our active Friends who have not previously pledged to either pledge or make some level of financial contribution to support the church's good works.

The Finance Committee and the Treasurer will begin the FY 20-21 budget development process in January.

e. Minister Reverend Barbara Fast's written report:

**Covenanted Community:**

Covenant is a Biblical term. It refers to a committed relationship. UU Minister Rev. William Murray, in a Faith for All Seasons wrote "Religious liberals are for the most part highly individualistic. We think for ourselves and we tend to try to rely on ourselves and we ask as little from others as possible. We are self reliant... These characteristics are among our better virtues, but they sometimes isolate us from others and hinder us from entering into genuine community.... Perhaps we are just so afraid of our interdependencies. Religious community helps us deal with the truth of our interdependency....We minister to each other when we are in real community."

**WORSHIP**

- |                    |   |                                 |                            |
|--------------------|---|---------------------------------|----------------------------|
| <b>December 21</b> | Labyrinth   | Solstice                        | Josette Pacino             |
| December 22        | Ian Challis   | Solstice                        |                            |
| <b>December 24</b> | <b>Rev Barbara</b>  | <b>Christmas Eve with Choir</b> |                            |
| December 29        | Rev Don – Here If You Need Me                                       | :Community Ministry             |                            |
| January 5          | Peter Mathews   |                                 |                            |
| January 12         | Rev Carolyn Price (Rev. Barbara leading program at Women's Retreat) |                                 |                            |
| <b>January 19</b>  | <b>Rev Barbara</b>  | <b>Love and Justice part 1</b>  | With Kurt & Michelle Fiore |

**Rev. Barbara led Saturday Croning program and Sunday Worship Circle at Women's Retreat**

<b>January 26</b>	<b>Rev Barbara</b>	<b>Love &amp; Justice part 2 with Suzanne Sheridan</b>
<b>February 2</b>	<b>Rev Barbara</b>	<b>Pledge Campaign Kick off with Choir</b>
<b>February 9</b>	Rev Don Stouder	
<b>February 16</b>	<b>Rev Barbara</b>	<b>Forgiveness part 1 With Choir</b>
<b>February 23</b>	<b>Rev Barbara</b>	<b>Forgiveness part 2</b>

Attendance is up for Sundays. The spirit seems very positive. "Why I Serve"/ "Why I do what I do" / "Why I Pledge" moment in Worship is so powerful! Thank you.

Peter Mathews has joined the Worship Team. In the spirit of 'shared ministry' we will invite new faces to be seen in Worship Associate roles in 2020.

Worship/Music. The choir sounded beautiful Christmas Eve. 5 children sang with the choir Christmas Eve. Jeffrey is being painstaking in keeping track of the budget. Christmas Eve choir was an addition to the yearly choir performance schedule. We now have a **Music Committee** to help support the program and Jeffrey: Jonathan Fast, Mel Wilkinson, Katy Fass.

## **LIFESPAN SPIRITUAL GROWTH**

### Adult

Five Chalice Circles are running. I am hoping that another will begin in January. I am hosting the monthly Super Senior Lunch Bunch. Development of the Adult Spiritual Growth team is in process.

Women's Retreat: 28 women attended the retreat and it felt very successful. The venue was perfect. The various options created a sense of purpose as well as spaciousness. Thank you to the team that fostered this program and especially to Vikki who saw to so many details.

Children's Religious Education (CRE) Team invitations are going out with intention to hire someone for Sunday morning Child care and go from there. We will see if we can create a Development plan.

CARE Team - Rev Don is planning to have a session on March 28 for Pastoral Visitors. The Rotation of a Caring Circle Administrative team is mostly set through the summer. See Attached.

DEVELOPMENTAL GOALS: Kevin Brandt and Glenn Yamaguchi are going to the first session of the UU Leadership training this weekend. They have been working ahead of that meeting.

Committee on Ministry (COM)- Ken Mills is moving away so there is a need for a third member of the team. Kevin Brandt has consented to be on the COM.

**JUSTICE:** 25 folks were on the Women's March in Coachella.

### **January 24 2020 FUNDRAISER**

Suzanne Sheridan: Dylan, Joni, Leonard and ME ! She will also share her music gifts at worship in Worship on Jan 26<sup>th</sup>. There is a team in place BEAUTIFULLY coordinated by Fran Hoag and Diane Carmony. Art work by Jack Fitzsimmons. Amazing! Tickets have been selling very well. We are not sold out. Bring your friends. Does the Board want to earmark the proceeds for our Music Program?

**BIG THANKS to the dedicated team working long hours to get us new stage lighting!!**

**PERSONAL:** The Silent retreat was important for me and my ministry here. The women's retreat was also important for me and the community.

I am off February 24- March 7.

### f. Member-at-Large Carol Lavoie written report:

Here is the list of my contributions:

- Sold member Ebay items. Donation to church: \$528.
- Attended Stewardship meeting.
- Attended Active Shooter Training at the Jewish Federation as a member of our Safety Committee.
- Viewed potential art donation(s) by Gene Kain. Discussed location on church property for donation(s).
- Counted collection money.
- Met with DOS to discuss their auction. Resulted in first donation for our 2020 auction.
- Attended Social Justice meeting.
- Met with Fran Hoag to discuss specifics about Sheridan concert.
- Began organizing an instructional binder for church events.
- Bought Xmas gifts from Social Justice funds for Coachella school. Delivered to school.
- Helped wrap Harrison House gifts.
- Reached out to Bryna and Marty about Chalice notecards. They kindly offered to donate 100 to us.
- Contacted Leslie and Bryna regarding their name change suggestion from last Oct. assuring them they were not forgotten.
- Helped with Chili Cook Off sign up.
- Continued planning with Peter for our Celebrate UUs Variety Show.

## g. Facilities Committee Chair Rod Belshee's written report:

### **Handyperson Team.**

- Steve Kerr has taken the lead on the Handyperson team. The weekly work party will shift to Monday 1-4pm.
- Gene Kain is filling the patio joints with loose gravel, a much better solution than the prior joint fillers, which crack as the slabs shift.
- Glenn Yamaguchi and Peter Mathews have painted the ADA wheelstops a bright yellow to reduce the tripping hazard. They will also add reflective SOLAS tape for nighttime visibility.
- Steve Kerr has repaired two parking pole lights and added an outlet at the labyrinth.
- We now have a monthly checklist of things like batteries and pressure gauges. Carol McDaniel and Steve Kerr agreed to split up the tasks.

**Rooftop Solar.** We tentatively selected one of three bids and are working on final contracts. The leading bid is the optimal one on all three criteria of contract language, cost, and equipment choices. The cost estimated in the Solar Proposal was \$66,000 but the currently favored bid is just \$50,000.

**Alarm System.** Rod met with CommandOne to understand and document the alarm system. We tested several components and decided to move the siren into the kitchen so that it is audible throughout the building. CommandOne will do training for everyone on the Response Call List on January 21 at 4:00pm, just before the Board Meeting.

**Stage Lighting.** We have selected the six-zone, three-point track lighting option. Jim Scott has spent extensive time selecting and testing compatible dimmers and LED bulbs. We will be able to control the system in several ways, including wall dimmer switches and a phone app. Steve Kerr has spent extensive time getting the rough-in wiring done. We plan to have the system completed before the Suzanne Sheridan concert.

**Gene Kain Art donation.** Carol, Jerry and Rod viewed the offered art pieces and were very impressed. We agree on a proposed location and will make a proposal to accept the art donation to the Board.

### **Sacred Grounds.**

- 22 people attended the initial Dreaming session, which produced palpable energy. We adopted the Guiding Principles that we embrace the UU 7<sup>th</sup> principle, the project will be self-funded, and that we build upon what is already there. Jack Fitzsimmons prepared a summary.
- Next Steps are being figured out by a small group, and sub-teams are being established for specific aspects or tasks.
- Diana Leslie is leading an Invasive Weed Pull for the entire congregation on February 22 9-11am. Crew leaders are being trained Feb 1.

- An Inventory of Native Species has started and will be led by Steve Kerr in February or March.

**2020-2021 Budget Planning.** Marty Groenwald has agreed to update the long-term Capital Reserve Plan for this year in February-March. Rod sent an interim guess to Jerry and Roger Beaman. Rod also estimates that next year's Facilities line items will be very similar to this year, other than electricity expenses shift from electrical bills to solar loan repayment.