

Unitarian Universalist Church of the Desert
Board of Directors Regular Meeting, June 16, 2020
Minutes

Attending:

Attending by Zoom Meeting: President Jane Zaun, 1st Vice President Vikki Porter, 2nd Vice President Barbara Storms, Treasurer Jerry L’Hommedieu, Secretary Rod Belshee, Director-at-Large and 1st Vice President Elect Carol LaVoie, Director-at-Large Larry Rogers, Reverend Barbara Fast (Board Meeting only). Also, incoming Board members 2nd Vice President Elect Linda Savard, Director-at-Large Elect Mack Rogers, and Director-at-Large Elect Robert Rancourt.

Absent: <none>

Congregational Members by Zoom Meeting: Rob DuWors (Executive Session only), Denise Janssen-Eager (Board Meeting only).

Board Activity between meetings:

Solar Bid:

On June 9, 2020, the Board approved a motion by email to award the Solar Contract to SolarGem, pending acceptance by Kevin, acting as our legal counsel, of the contract changes they submitted.

Meeting minutes:

1. Executive Session:

Jane called the Board into Executive Session at 5:00 pm by Zoom Meeting.

2. Opening and Chalice Lighting:

Jane called the regular Board Meeting to order at 6:00 pm by Zoom Meeting, and Reverend Barbara led a reading (“From Dream’s Before Waking” by Adrienne Rich) while Jane lit the Chalice.

3. Check-in:

4. Time-keeper and Process-observer: Barbara Storms

5. Approval of the Minutes: The Board approved a motion to accept the minutes as written for the May 19 regular meeting of the Board.

6. Voices of the Congregation:

<none>

7. Reports:

a. President Jane Zaun:

Jane submitted a written report. In the meeting, Jane also provided an update on Rabbi's Jules request for a September rental. Jane explained that the building is closed for everyone (e.g. S2S2S) and we do not want to make exceptions.

b. 1st Vice President Vikki Porter:

Vikki submitted a written report. There was no further discussion in the meeting.

c. 2nd Vice President Barbara Storms:

Barbara submitted a written report. In the meeting she added a couple of comments.

Stewardship recently started Sunday Together, currently reaching about 15 people (similar to other Stewardship events).

Membership has taken up the task of cleaning up our lists of active members in Meminfo (analogous to the cleanup work on nametags) for the summer update of the Directory. Membership brought in 5 new members (3 from the February/March UUCOD New Member Orientation class, 2 from other UU congregations).

d. Treasurer Jerry L'Hommedieu:

Jerry submitted a written report regarding our financial position and notable financial events.

The Board approved motion to apply the \$3,100 from Spirit Level Foundation to the Solar project, since the amount of the loan is less than the installation cost.

The Earthquake insurance annual premium increased to \$4600, but a search only produced bids that were even higher. The Finance Committee recommended and the Board approved by consensus to renew the Earthquake Insurance at the new premium. Discussion included that the amount of coverage is \$955,000 with a 10% deductible.

e. Minister Reverend Barbara Fast:

Reverend Barbara submitted a written report.

Reverend Barbara highlighted her suggestion in her written report that the Board consider adding to our Developmental Goals an intention to work on our own White Fragility and become more inclusive as we listen, see, understand and seek to dismantle aspects of our white culture. She was thrilled that her input had already been incorporated in the discussion of Developmental Goals by the Board. She will also have input on the Developmental Goals for Religious Education and Social Justice.

Reverend Barbara reported that some of the choir is starting to meet by Zoom. In response a question about Sunday hymn song leaders, she said the group is still forming, and may do occasional featured music. Other options for song leaders may be other homegrown music, or maybe paid song leaders. There was also some discussion of sharing musical pieces with other churches, which should be referred to the Worship Committee.

f. Director-at-Large Carol Lavoie:

No report.

8. Old Business:

a. Attitude of Gratitude, Carol.

The Board sent a card of gratitude to: Sandy Sladen and Margaret Manson for help on Sunday Service production, Leslie Gebhart for the endless Sunday flowers, Rob DuWors for leading the copyright team, and Shirley LeMaster for sharing our history for the new Board Orientation. Welcome Cards will also go to five new members.

b. Social Justice Share the Plate for the Summer, Denise Janssen-Eager.

The Social Justice Committee will meet during the summer.

Denise proposed Share the Plate organizations for the summer: July 19 Las Medicos voladores (Flying doctors), August 16 Veterans for Peace, September 20 Well in Desert. She also reviewed the monthly Share-the-Plate results for the past year.

Board approved a motion to accept the proposed Share-the-Plate nominations for July through September.

9. New Business

a. Appoint Member to Committee on Ministry

The Board approved a motion to appoint Barbara Storms to replace the Committee member who is retiring.

10 Farewell to Retiring Board Members

We took a few minutes to reflect on what an amazing Board as we had the privilege of serving together. All three members who are retiring are heading to new leadership roles within the church, further strengthening our church. We had such an amazing, respectful, trustful team.

11 Extinguish Chalice and Adjournment

Jane adjourned the meeting at 6:58pm.

Respectfully Submitted,

Rod Belshee

_____, 2020
Date Approved

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) 1st Vice President Vikki Porter's written report
- c) 2nd Vice President Barbara Storms' written report
- d) Treasurer Jerry L'Hommedieu's written report
- e) Director at Large Carol LaVoie's written report
- f) Minister Reverend Barbara Fast's written report

Written reports of Committee Chairs

- a) Facilities Committees

a. President Jane Zaun's written report:

I continue to meet weekly with the COVID19 team to keep current on activities within the Church. We encourage members and friends to contact a Board member with any concerns.

Meeting with a subset of the Board, we have begun to explore possible methods of better supporting "shared ministry" and Ministers including Rev. Barbara.

Along with the Personnel Committee Chair and the Treasurer, I attended a Pacific Western Region Zoom workshop offered by the Transitions Team covering an overview of the recommended process for a Ministerial Search. Even though we are not in a search process at this time, the information was valuable for the future.

With the assistance of Board Members, I created and organized a 4 hour Orientation to the Board for our incoming Board members. We met Friday and Monday afternoons for 2 hours each day covering multiple topics including history of UUCOD, By-Laws, Policies and Procedures, and role of Board member positions.

b. 1st Vice President Vikki Porter's written report:

SERVICE PRODUCTION. Production team continues to evolve:

- Rod Belshee transitioned off the team in anticipation of being offline for several months.
- Sandy Sladen and Margaret Manson joined team to take over Production Management duties at front end of process.
- Rob DuWors has stepped up to help, including heading a copyright study group that will make recommendations to board on use of material during virtual services.
- Ingrid Pratt is shadowing to determine whether she wants to provide backup to Michael Allen.
- Vikki Porter has assumed the role of Production Director, coordinating at both front- and back-end of weekly production.

COPYRIGHT STUDY GROUP. Headed by Rob DuWors, this team is helping to develop a straightforward policy for use of copyrighted material in services as well as develop “manuals” for processing materials and archiving permissions.

COMMUNITY OF UUCOD. I renamed the closed private UUCOD Facebook group to avoid confusion with the public UUCOD FaceBook page. I also republished an edited version of the closed group’s purpose and policies, emphasizing it is a space for members and known friends.

There are now 115 members of the FaceBook Community of UUCOD, including current members, former members and friends. I am slowly and quietly editing membership to ensure it meets current guidelines.

c. 2nd Vice President Barbara Storms’ written report:

Stewardship Committee met once in June and intends to meet a second time this month.

Discussion centered around:

- . Stewardship Concerns:
 - What will the UUCOD community will look like a year from now?
 - How do we keep people engaged with the UUCOD community?
 - How do we do outreach to new people who might be interested in the church?
 - How can we get people who have not been engaged to participate with Zoom (especially people living alone)?
- Suggestions
 - Experiment with socially-distanced, small group activities (individual led not church organized) on church grounds
 - Enlarge Zoom offerings including Sunday Together (coffee hour).
 - This began June 7. Some members of Stewardship, Social Butterflies and Membership will lead this
 - Add a new member discussion group. (Not yet started)
 - Educate the community on how to become ambassadors by making personal contacts to other members and friends. This will require coordination with Care and Membership Committees.

The June **Membership Committee** meeting focused on clarifying understandings about who is an active member and who should be listed in the directory.

| | Definition | Action | Directory |
|--|--|---|--|
| Active Member | Signed the book, made a financial contribution in current fiscal year, whether or not they attend services or activities | Pledge stewards will contact annually during the pledge drive | Yes, if they want to be included |
| Inactive Member | <ul style="list-style-type: none"> Signed book, but has not made a financial contribution in the current fiscal year Cannot be reached by phone, email or snail mail | President or Minister has checked with them and they will not meet or be excused from the financial requirement | No No |
| Former Member (in good standing—who hadn't gone inactive) -- moved or no longer attends | Asked to be included in directory | Membership to check with them yearly about directory inclusion | Included on a separate page for Former members |
| No Longer a Member (archive in MemInfo) | Let the church know they no longer consider themselves a member | | No |
| Friend | Regularly attends service or activities, may make financial contributions | | Yes, if they want to be included |
| Former Friends | No longer attend services or activities | | No |

- Membership created a virtual book form for new members. Five (5) are joining in May/June: 3 who attended classes but not the induction day and 2 who have been UUs in good standing at another church.
- A summer directory update (new members and info changes) will be available soon
- Discussion about identifying and reaching out to possible new members will continue in the summer months.

d. Treasurer Jerry L’Hommedieu’s written report:

As of May 31st, the church had \$273,080.61 in its bank accounts. Reserve and restricted funds totaled \$221,203.67, leaving a balance of \$51,876.94 in unrestricted funds. Expenses exceeded revenues by 3,028 for the month.

Donations for Music Sunday totaled \$1,936. We transferred \$5,641 from the Music Program Fund to offset above budget music program expenses for the year, leaving a balance of \$2,044. Share the

Plate donations in May netted \$1,223 for the Galilee Center. Including funds donated in early June, we received donations of \$681 for the canceled Harvey Milk Breakfast that offset the \$650 expense. *Note added after the meeting: all donations beyond the \$650 to reimburse UUCOD will be donated to the Harvey Milk Breakfast.*

Following congregational approval of the FY 20-21 budget at \$222,354, we are developing a lower “working” budget based on UUA’s projections to re-open in May 2021. Based on that assumption, revised revenues are now anticipated to decrease nearly \$38,000 and expenses are projected to decrease approximately \$30,000, leaving a possible deficit of \$7,527 to be funded through reserves. The original budget amount was based upon an assumption of gradually re-opening after October 1. This revised working budget will guide our expenditures until we see a sustained improvement in revenues. The approved budget amount remains at \$222,354.

e. Director at Large Carol LaVoie’s written report:

<none submitted>

f. Minister Reverend Barbara Fast’s written report:

This is an unprecedented time in America. And we must adapt to meet it. You know the Chinese symbol for crisis. There is danger to our democracy and there is opportunity for us to *change each other’s despair into hope.*

First – Thank you, Thank you, thank you to Board members leaving: Vikki, Barbara & Larry. Welcome to Mack, Bob & Linda. Thank you continuing members: Jane, Jerry, Rod, Carol.

WORSHIP: Creating and linking components to deliver a whole worship service on Sunday is now a system thanks to the diligence of so many, most importantly Vikki and Rod and Michael. Margaret and Sandy are now moved into place and others are shadowing. They are innovating the services, using zoom recordings and other technical options, to hold interest and better connect viewers to the message. Jack Fitzsimmons is creating original imagery for services. Rob DuWors is organizing our copyright concerns and finding answers, and Joni has been getting us permissions as we go. Creators are grateful that we care enough to ask.

Jon, Katy and Mel will hold choir zoom meetings starting June 17, since the choir will not be able to meet safely in person for the foreseeable future, in order to keep folks connected.

Folks have created a zoom hour “Sunday Together” after worship.

Since service components are completed by Wednesday afternoon, we are planning to be able to make room for a pre-service Zoom option in case of crisis. We will also look to see about live streaming options.

*Working on the services of multiple voices takes time and discernment, but it is important to me at this time that we center the voices of those who are impacted most directly by issues about full inclusion and civil rights of marginalized people, whose voices we, as an overwhelmingly white congregation, may forget to create space for. We also get to celebrate when rights are won! Go Supreme Court!

My "last service" is June 21 and summer services are covered mostly by Rev. Ian and Rev Don. I am committed to preach 23 services in the coming year. It is truly a shared ministry and I am so grateful.

| | |
|---------|--|
| May 17 | Rev Barbara & Annual Meeting |
| May 24 | |
| May 31 | |
| June 7 | Rev Barbara & PRIDE in Our Lives: A Service for multiple voiced personal witnesses by members of UUCOD. Amazing! |
| June 14 | |
| June 21 | Rev Barbara: American Spring: Can we dismantle racist systems and reconstruct Beloved Community. A service centering the voice of People of Color. To be followed by a Zoom meeting with short video on White Fragility and discussion. (Thank you Rod & Fran) |

*What would it feel like to know our country was changing?
We ourselves must change it.*

Social Justice – I partnered with UUCOD Social Justice leaders to offer an introduction to UUCOD the Vote which we hope will be a congregation wide effort.

Lifespan Spiritual Growth Shared Ministry – The Chalice Circles have now got a creative team and administrator. And we will be inviting new folks to join. There are some Adult Ed options to grow our anti racist courage for next year I plan to explore. We need willing and able facilitators.

Membership – I met with the Membership Committee.

Pastoral – I met with the Pastoral group. We plan to highlight care availability in worship services. I email and make calls as I am able.

Committee on Ministry – Working on COM role in UUCOD Developmental Ministry.

UUA – I am attending zoom UUMA meetings, studying proposals for revised guidelines for Clergy accountability, and UUA initiatives to dismantle white supremacist systems in UUA and will be on GA events as well. Attending the Virtual BLM Vigils.

In light of the needs in this time of distancing, I am working 6 days a week on a limited time schedule, as I am able, in order to be at $\frac{3}{4}$ time. I will be taking study time and accrued vacation for 2019-20 this July and August. I am working with the President to create a schedule for 20-21.

New Developmental Task – Remember the metaphor about rowing together: *Set the boat, Build core strengths, Seek correction always, & Expect trouble. Seeking correction always* is what we been doing in this time of crises and you are doing that with commitment and Grace!

In light of our upcoming review of Developmental Goals and setting ones for the next 3 years, I believe we are being called to work on our own UUCOD white fragilities and I suggest we include in our developmental goals an intention to become more inclusive as we listen, see, understand and seek to dismantle aspects of our white culture. *We ourselves must change.*

Yes, our lives *feel arduous, new and unmapped and strange. But it might mean that we will be those people changing each other's despair into hope? We can be those people.*

Written Reports of Committee Chairs:

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

Rooftop Solar

On June 9, the Board approved by email a motion to award the solar contract to SolarGem, pending acceptance of the contract revisions by Kevin.

Custodial

Last month I reported that M&M Cleaning did not show up in the log of building entrances and exits. It turns out that they have been making their regular two week visits, but that the code they were using was incorrectly labeled as a previous Board member instead of M&M (and Jane will ask Andrea to get that corrected).

Sacred Grounds – can we provide a safe outdoor area for small groups?

It is important for our congregation to stay connected during the pandemic. A few of us in the Sacred Grounds group have been brainstorming if there are ways to safely provide spaces for small groups to get together outside.

We have discussed expanding the area around the Peace Pole into a Peace Garden with shade and more seating. We also had the earlier idea of enlarging the Plaza and providing more shade, seating and a water feature. However both of those ideas seem too big to approach in this time of uncertainty.

Another idea is to accommodate small groups on the patio. We met with Koolfog to see if **adding commercial misters** is a viable option. Koolfog believes that with high-pressure misters we could use the patio area year-round since it has shade and is open to breezes. We can accommodate up to

ten chairs safely, spaced at least six feet apart. We will get a bid to see if this is a viable option. In future years it would also extend the seasons during which we can have the coffee hour on the patio.

Sunday Service – Implications of Live Streaming

Rod is putting together an assessment of what it will take to continue live streaming when we resume in-person. (For now, we are using personal equipment.)

The final vision of what we want after we return to the building dictates the approach. In particular, providing simultaneous live-streaming and in-house projection is quite different from just live-streaming. And in-house projection opens up all kinds of possibilities (and complexity) for enhancing the services, which we need to balance against our small size.

Ingrid is a potential back-up for Michael on the OBS production and streaming. We would need to purchase a higher-performance computer, which we then loan temporarily to her and then it becomes the live streaming computer when we resume in-person services.

There are a number of issues to explore, not just equipment cost but also the number and skills of volunteers to run it, and the floor space to house a little production booth.

Metal Sculpture

Glenn Yamaguchi and Jack Fitzsimmons have agreed to form an ad-hoc task team to evaluate the donation offer of another metal sculpture from Gene Kain. A third person is being recruited. The task team will make a recommendation to the Board later in the Fall.

Handyperson Tasks

none