

Unitarian Universalist Church of the Desert
Board of Directors Regular Meeting, February 16, 2021
Minutes

Attending:

BOD Attending by Zoom Meeting: President Jane Zaun, 1st Vice President Carol Lavoie, 2nd Vice President Linda Savard, Treasurer Jerry L’Hommedieu, Secretary Rod Belshee, and Director-at-Large Mack Rogers, Director-at-Large Bob Rancourt, Minister Reverend Barbara Fast, Assistant Minister Reverend Ian Riddell.

BOD Absent: <None>

Congregational Members by Zoom Meeting: Carolyn Etheridge, Kevin Brandt, Barbara Storms, Rob duWors

Meeting minutes:

1. Opening and Chalice Lighting:

Jane called the regular Board Meeting to order at 5:00 pm PST by Zoom Meeting. Rev B led us in a round of readings while Jane lit a chalice.

2. Check-in:

3. Approval of the Minutes:

The Board approved a motion to accept the minutes as written for the January 19, 2021 regular meeting of the Board.

4. Time-keeper and Process-observer: Carol Lavoie

5. Voices of the Congregation:

<none>

6. Reports:

a. President Jane Zaun:

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

b. 1st Vice President Carol Lavoie:

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

c. 2nd Vice President Linda Savard:

Linda submitted a written report.

In the meeting, she added that seven new members will join UUCOD, and Rev Ian added that the Care Team is looking into Emergency Contact Cards. Linda also highlighted that the Districts within the UU Western Region will disband, matching the organizational structure of the other UUA regions.

d. Treasurer Jerry L'Hommedieu:

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

In the meeting he added he has applied for a Spirit Level Foundation unconditional cash grant (approximately \$4,300) which we may receive in March. Jerry remarked that pledges for the current year are coming in with perhaps 5% shrinkage, which while allowed for in the budget is more shrinkage than typical years.

Pledges for next year have reached \$126K against a goal of \$185K, and are trending short of the goal. 74 pledges have been returned including a number that have declined due to a move or finances, or were just recent donors online.

f. Director-at-Large Bob Rancourt:

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

e. Director-at-Large Mack Rogers:

Mack submitted a written report. He carried a couple of questions from the Men's Breakfast, which were briefly discussed.

g. Minister Reverend Barbara Fast:

Reverend Barbara submitted a written report.

In the meeting, she solicited feedback from the Board regarding using Zoom for our March 7 service, which is on the anniversary of our last in-house service.

h. Assistant Minister Reverend Ian Riddell: (attends quarterly: Nov, Feb, May, Aug)

Reverend Ian submitted a written report. In the meeting, he added that his two learning sessions are open to all.

7. Old Business:

a. Attitude of Gratitude, Mack

- See the list in Mack's report, attached
- Welcome cards were also sent to New Members

b. Covenant between the Board and DIB Ministry, Jane

- Summer Albiati, PW Region will lead us in DIB Covenant on March 22.

c. Denominational Affairs Liaison Volunteer Position Description, Jane

The Board approved by unanimous consent to create a Denominational Affairs Liaison Volunteer position.

d. Facilities Update, Rod

Rod submitted a written report.

In the meeting, Rod highlighted a few areas.

- Rod updated the Board on our Overnight Parking Lot Guests informal policy
- Spectrum cable install will be as soon as permits are approved, no later than March 23.
- ICD move-in will be Feb 17. They have completed Safety training, and will abide by covid protocols and keep contact trace information, including paid movers.
- The art donation from Gene Kain will be installed Feb 17.

AV Project

- Rob duWors reports that the Spirit Grant approval process has moved out a couple of months to April. We will not order gear until the grant is approved.
- About 85% of the items are now fully specified and ready to order.
- We may have to borrow a Nvidia PC graphics card since they are out-of-stock worldwide.
- Steve Kerr has been very active in tracing all of our existing wire and cabling, and we will begin wiring for the new system.

Covid Protocols. The Board discussed establishing criteria for determining when we move to our Phase 1, very restricted outdoor activities.

e. Copyright Policy, Rob duWors

Reviewed five items that Board had ask for more information during the first review in the October Board meeting. Rob reported on resolution of four, with one kicked back to the Board for a decision.

The scope of the Copyright Policy was expanded from a more narrow focus regarding broadcast of worship services to include use of copyrighted material in general. Discussion included the level of specificity to include in a Policy as opposed to specific Procedures. Rev Ian mentioned that we are well ahead of other churches in having a clear definition.

The Board approved a motion to adopt the Copyrighted Materials Use Policy.

8. New Business

a. Right Relations Policy (draft Feb 11, 2021) – First Read, Rob duWors

UUCOD has for many years sought to establish a Conflict Management Policy, and this Right Relations Policy replaces with an affirming policy that reflects our values, recognizes that disagreement will occur and provides a means for working through it in relationship rather than avoiding conflict.

Discussion included the relationship between this and the Disruptive Behavior Policy, which needs strong clear lines, versus the situational judgment of Right Relations.

b. Administrative Assistant Position, Jane

Andrea will be leaving to a full time job. Jane has assembled a few volunteers to fill the role while we search for a replacement, and Andrea has offered to help during the transition. The Board discussed means for sending thank-yous to Andrea.

For over a year the Board has recognized the need to provide more administrative support to the volunteers, especially the President and Treasurer but also Committee Chairs and Event Coordinators. The Board approved an upgrade from an Administrative Assistant to an Office Manager and to increase to the budget.

The Personnel Policy was updated last year. Work on the Hiring Process will coincide with this hire.

c. FY2021-2022 Draft Budget Review, Jerry

Jerry reviewed the draft budget, which is so for the complete wish-list without starting to prioritize. Revenue is a challenge for FY21-22 – the pledge target is \$185K but actual pledges are trending toward \$165K. Auction revenue is largely dependent upon whether it will be held in-person or virtually. No rental income is assumed. On the expense side, Jerry highlighted five areas in particular for consideration. The Finance Committee also discussed whether the exceptional situation might dictate that we plan for a deficit year.

9. Extinguish Chalice and Adjournment

Jane shared a reading while extinguishing the chalice with a reading, and adjourned the meeting at 7:34pm.

Respectfully Submitted,

Rod Belshee

March 16, 2021
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 Carol Lavoie's written report
- c) 2nd Vice President Linda Savard's written report
- d) Treasurer Jerry L'Hommedieu written report
- e) Director at Large Bob Rancourt's written report
- f) Director at Large Mack Roger's written report
- g) Minister Reverend Barbara Fast written report
- h) Assistant Minister Reverend Ian W. Riddell's written report

Written reports of Committee Chairs

- a) Facilities Committees

a. President Jane Zaun's written report:

The Diversity, Inclusion and Belonging Ministry met early in February. We have arranged for a facilitator for a covenanting process. Rev. Summer Albayati, PWR Congregational Life staff member will join us on 3/22/21. The Ministry is considering the process of moving forward with specific plans for anti-racist, and multi-cultural experiences for our congregation.

One original member of DIBM has stepped back. At my request, Sandy Sladen agreed to join the DIBM. DIBM is encouraging members to join the Spring Beloved Conversations; two people have received scholarships.

I joined the New Member Orientation to welcome our new members, share information of the structure of UUCOD and our relationship with the UUA.

I Attended a PWR "Board President" virtual gathering hosted by two members of Congregational Life Staff in the Region. There were Board Presidents from 15 UU Churches and Fellowships in Mid and Southern California. The intent was for sharing and resourcing. Rev. Sarah Gill-Millsbaugh spoke briefly on the UUA recommendations regarding Covid Protocols and Gathering.

I met with the Chair of our Personnel Committee regarding revising a personnel policy from January 2007 to address current hiring procedures.

Church Council: Participated in the Church Council in January where the Chairs shared how their strategic goals aligned with the Church's Strategic Plan. In addition, we did a visioning process to begin creation of a new vision for the Church. We will continue with that visioning over the next few months.

I participate in an interim Communication planning Task Group. We are reviewing the larger communication issues for the Church and planning relevant items to begin some changes. We are looking for volunteers!

I am assisting in the Pledge Drive with some congregants.

Information on the UUA New Day Rising National Conference 2/27/21 is running in the Newsletter. I also emailed parents of our youth with information regarding the Conference and invited them to contact me if interested.

Other:

I meet with the Stewardship Committee Monthly.

Meeting with COVID19 Team weekly.

Supervising our Administrator Weekly in developing and distributing the Newsletters and other communication.

Member of a Chalice Circle and a personal Widening the Circle Study Group.

b. 1st Vice President Carol Lavoie's written report:

Life Span Spiritual Growth

- Winter classes (Poetry, Tai Chi, Perfectionism, Build Your Own Theology) nearing conclusions. Positive feedback on all.
- Possibility of a 'group read' starting in April.
- On-going 'drop-in' opportunities: Meditation with Rev. B and Coffee & Conversation with Peter M.
- Will be meeting to discuss possible offerings suggested by DIB Ministry group (for later in the year).

BINGO BASH

- 30 people attended (34 registered)
- Feedback: nice that everyone was not muted, relaxing, 'let's do again', really fun!
- Observations: 7 games is enough / do not assume that everyone knows how to play
Bingo/plastic markers not needed-Highlighters work!
- 1st Place: Fran Hoag 2nd Place: Linda Savard
Bingo caller: P. Mathews Trophy Design by: H. Yamaguchi

'DINNER ON THE BOARD' AUCTION ITEM

- Postponed until winning bidder feels comfortable with Covid situation.

TIME KEEPER

- Offered to keep time at Board meetings (until July). Offer accepted.

c. 2nd Vice President Linda Savard's written report:

Stewardship Committee –

Highlights:

- Decided on event to close out the pledge drive – Tell 2 truths and 1 lie about yourself
- Update on Communication task force
- Discussed our roles with new members – divided new members up between us to connect with them.
- Continued discussion on “Let’s Get Together” evening of games, sharing, hobbies, classes. We have a number of different things now planned.

Membership Committee

- New Orientation classes finished this month.
- New member induction will happen on Feb. 21, 2012

Care Team

- Discussed who was in need within the congregation at this time
- Rev. Ian led us in a discussion around boundaries. And we reviewed what we learned the month before on listening skills.

Additional

- Attended weekly Covid-19 response team meetings.
- Met with interim communication procedure team.
- Member of a “Widening the Circle of Concern” study group.
- Finished fall semester of Beloved Conversations through Meadville Lombard Theological School.
- Continuing with Chalice Circle involvement
- Attended Pacific Western Regional Assembly
- Assisted with developing Denominational Affairs Liaison description.

d. Treasurer Jerry L'Hommedieu written report:

As of January 31st, the church held cash assets of \$261,474.14 in its bank accounts. Reserve and restricted funds totaled \$175,655, leaving a balance of \$85,819 in unrestricted funds. January was a good month for increasing reserves. We received \$3,500 for the Audio-Visual Fund; \$4,500 in pledge payments for next year; and \$500 for the Sacred Grounds Fund. We also raised \$505 for the Ophelia Project through our January Share the Plate and sent \$200 to the UUA Disaster Recovery Fund from Christmas services. A \$3,800 increase in Fund value brought the MacLean Endowment fund balance to \$91,598.

Total revenues of \$10,343 were slightly more than half of revenues received in December or November (excluding auction revenues); largely due to decreasing revenues from pledge payments since more 71% of all pledge payments for this year have been received. With total expenses of \$14,851, we operated at a \$4,509 loss for the month which is not unusual for the final six months of the fiscal year. Fiscal year to date we have \$73,418 in net operating revenues although this amount will decrease significantly over the next five months. We had no exceptional expenses for the month.

UUCOD launched its FY 21-22 pledge drive on January 31 with a goal of \$185,000, \$10,000 more than the current year goal. With 18 new members over the past year, we are confident we can achieve this goal. Chris Eager and Sarah Gonzales are leading the pledge drive and are being joined as stewards by Roger Beaman, Walter Gendell, Jerry L'Hommedieu, Bill Masco, Joni Paddock, Larry Rogers, Mack Rogers, Hiroshi Yamaguchi, and Jane Zaun. A new membership class will be adding pledges from 5 – 6 new members for both this fiscal year and next year.

We have begun developing a rough first draft of the FY 21-22 budget although we are stilling waiting for input from a variety of sources. The draft will be previewed with the Finance Committee at its meeting on February 14.

e. Director at Large Bob Rancourt's written report:

Summary

- Church remains closed to the public due to the Coronavirus Pandemic
 - Virtual services continue
 - This Director participated in one virtual service this month
- Committees continue to meet and act
 - This Director attended four meetings to date this month and is scheduled to attend two more this month, including this Board of Directors meeting
- This Director directly participates in the Streaming Services and Copyright Committee, the UUCOD Choir, and the Worship Committee
 - Updates provided within

This Director continues to attend and participate in the various committees and groups. This Director serves as a member of the Streaming Services and Copyright Committee, the UUCOD Choir, and the Worship Committee.

Streaming Services and Copyright Committee

The Committee drafted an online worship services and copyrighted materials use policy that was presented to the Board. This Director drafted a form release for future use in online worship services, which was revised in Committee and is anticipated to be submitted to the Board for approval at this meeting.

UUCOD Choir

- Meeting, February 10
- Meeting, February 24
- The Choir is meeting but is on hiatus. The Choir is now regularly meeting and preparing virtual hymns, led by Jonathan Fast. Presently, the Choir is preparing to work on a virtual hymn for March.

Worship Committee

- Meeting, February 23
- The Worship Committee regularly communicates via e-mail. Winter and many spring virtual services have been assigned and scheduled. Due to work constraints, this Director had to cut back on volunteering for worship services and thus is not scheduled to serve as Worship Associate again until March. Thankfully, others have stepped up to ensure no interruption in virtual services.

f. Director at Large Mack Roger's written report:

Attitude of Gratitude: Notecards sent (from "entire board")

- **Christopher Eager** – For co-chairing of the Pledge Drive.
- **Sarita Gonzales** – For co-chairing of the Pledge Drive.
- **Joni Paddock** – Participating as a Steward in the Pledge Drive:
- **Bill Masco** – Participating as a Steward in the Pledge Drive
- **Roger Beaman** – Participating as a Steward in the Pledge Drive
- **Larry Rogers** – Participating as a Steward in the Pledge Drive
- **Hiroshi Yamaguchi** – Participating as a Steward in the Pledge Drive
- **Walter Gendell** – Participating as a Steward in the Pledge Drive
- **Jack Fitzgerald** – For his graphics used during the Pledge Drive

- **Rob DuWors** – Rob has composed and sent gratitude's to people who spontaneously donated funds for the AV project. Due to their gifts we are able to now receive the Spirit Grant.

The Board also sent Welcome Notecards to new members. The UUCOD Board of Directors welcomes you as a member. We hope you find your spiritual home here with our community.

- **Tom Burbank**
- **Julia Alberg-Burbank**
- **Michael Allen**
- **Steve Toporoff**
- **Gloria Kapp**
- **Katherine Singh**

Also the Board official welcomes two members who joined over the summer

- **Sandy Sladen**
- **Margaret Manson**

Social Justice Committee:

Next Share the Plate Sunday, 2-21, will be Jane Betts Stover, speaking on behalf of Planned Parenthood.

Denise Janssen Eager and I have figured out the division of duties and responsibilities for the co-chairs of the Social Justice Committee:

Co-Chair Meetings: Denise Janssen Eager & Mack Rogers

- August - February: Denise Janssen Eager
- March: Mack Rogers
- April: Denise Janssen Eager
- May: Mack Rogers
- June: Denise Janssen Eager

Responsibilities:

- Climate & Environmental Justice: Mack
- LGBTQ Pride: Mack
- Racial Justice: Denise
- Share the Plate: Denise
- UUCOD the Vote: Denise

Board-Directed Info:

- Church Council: Denise & Mack

- Budget: Denise & Mack
- Vision & Goals: Denise & Mack

Agendas and minutes are prepared and reviewed together

Climate & Environmental Justice:

I am also head of a new committee: Climate & Environmental Justice. We will meet next month once I've secured a place on the ZOOM schedule from Katy and found out everyone's best time to meet once a month. Denise, Chris, Carol McDaniel, and Rev Barbara have already indicated they will be on the team. I plan to contact UUCOD "friends" to also join our group from the greater climate activism community. We are looking for more members to join us!

We will plan some educational opportunities for the congregation that will demonstrate the extent of the complex problems we face locally with environmental ground, water, and air pollution and the sociological damage it does to our CV marginalized communities.

Men's First Friday Breakfast

The recent Men's Breakfast, with the new time: (9AM) and recommended topics went pretty well. We had 6 in attendance. Questions from them I promised to take to the Board include: "Can't we drop the "church" in UUCOD and become an "F" for fellowship...UUFOD? (I told them I'd find out about our prior discussions around this. It was great to support each other in talking about where we all are, on our Covid vaccinations. The other question is "When can we re-enter the sanctuary for services? I told them we do not have a date yet, but May had been discussed as a last recommendation from UUA.

Pledge worker

I am working as a member of Chris and Sarah's pledge team and am still contacting my list. I have 4 names left. I gave a personal testimony regarding my UUCOD committee involvement on Sunday, February 14, Valentine's Day regarding the Pledge Drive and why I serve UUCOD.

Chalice Circle

I am staying involved in my Chalice Circle meetings in Palm Springs. Michael Smith is our leader. A great group of people!!

g. Minister Reverend Barbara Fast's written report:

WORSHIP: I want again to offer tremendous gratitude for all the time and talents of volunteers. What a blessing to the congregation. March 28 will be offer a Sunday "off" to the tech team and we will invite folks to selected worships and then to come back to discuss at Sunday Together. The Committee is working with the DIB goals.

It does not appear that we will be able to resume in person worship in our sanctuary yet, court rulings notwithstanding.

December / January Worship

- Jan 24 Searching for Walden's Instagram, Worship Leader: Matthew Pargeter-Villarreal, M.Div. Worship Associate: Betty Bender
- Jan 31 Pot Holes and Pledge Drive Kick off -Rev Barbara & Sarita Gonzales, Chris Eager and Choir
- Feb 7 - Nature as Healer. Sandy Sladen, WL; Bryna Blum, WA.
- Feb 14 - What's Love Got to Do with it. Rev Ian
- Feb 21- Sacred the Body Pt 1 (STP Planned Parenthood) & New Member Reception - Rev Barbara, Sarita Gonzales, Jane Betts Stover, Sheryl Eaton & Membership Team and Choir
- Feb 28- Sacred the Body Pt 2- Derek Moore
- March 7* Anniversary Time **(Zoom?)** Rev Barbara & Possible ritual for the community.
- March 14- Rev Ian
- March 21 - TBD Rev Barbara

Meetings Attended: Worship, Tech, COM, DIB Ministry, Membership, Social Justice

DIB - As part of the Diversity Inclusion Belonging Ministry Group we now will meet monthly. Participated in Beloved Conversations.

Lifespan Spiritual Growth: I will offer three BYOT -2 sessions in February. Leads weekly Meditation session & will offer UU History via Hymnal again.

Will meet with Lifespan Team to plan future opportunities.

Membership: Participated in New Member Zoom on 1/17/20 & Video of New Members on 2/9/21. Membership will invite DIB Ministry to join them to explore the intersection of membership & becoming more Inclusive and welcoming.

Pastoral - As needed.

Community - Attended the reorganized Mid valley Interfaith group and heard from Black leaders in the Coachella Valley about the various daily indignities they faced/face in our area. It is on video. Instructive and moving.

Attended a Harvard zoomed presentation about racism and building diverse anti racist communities. Larry Yang, ICD founder, spoke.

Personal. I will receive the 2nd Covid shot Monday the 22nd. I have recorded the service for the 28th already so if I have a reaction it won't interfere with the schedule. I plan to take the 23rd as a sick day, in case.

Postscript: The former president was not convicted of his high crime.

g. Minister Reverend Ian W Riddell's written report:

attends quarterly: November, February, May, and August.

- Care Team
 - The Care Team and I continue to meet on the first Monday of each month.
 - We continue to check in and share our contacts with congregants and offer each other guidance and support in our support of congregants' needs.
 - We discussed the article "How to Respond to People in Crisis: Comfort In; Dump Out" and reflected on how paying attention to whose needs are being met in any pastoral encounter is important. <https://www.psychologytoday.com/us/blog/laugh-cry-live/201809/how-respond-people-in-crisis-comfort-in-dump-out>
 - We will hold two trainings in the next months. I am working with Katy Fass this week to schedule these events on upcoming Saturday mornings in March and April which will be open to the whole community (by registration) by Zoom.
 - "Can You Hear Me Now? Listening Skills in Community"—How do we act as compassionate listeners with open hearts? How do we elicit sharing appropriately? How do we provide a loving presence
 - Boundaries—How do we maintain proper and appropriate boundaries when providing care? Where are our limits in terms of our expertise and expectations? How do we assess the appropriateness of levels of care? How do we practice self care, so that our priorities are others' needs?
 - We began to make plans to spearhead updating the congregation's "Emergency Contact Forms." We will be reaching out to the Board and to the Membership committee to determine the best way to make this happen efficiently and meaningfully.
- Pastoral Care
 - I have continued to meet with individual congregants and couples by phone and Zoom.
- Worship
 - I lead worship services on January 10 "The Promise of Imperfection" and February 14 "What's Love Got to Do With It?"
 - The Worship Team has shifted to using a Google Docs spreadsheet for future scheduling and planning. This will enable all involved to access up-to-date information and will avoid version control issues when a single doc is maintained by one leader.

- Study and Teaching
 - I am reading *How the South Won the Civil War* by Heather Cox Richardson and *Love and Rage* by Lama Rod Owens.
 - I have been teaching my Perfectionism class over the past three Wednesdays. Tomorrow is our last gathering. I've had 14 participants and our conversation and learning has been meaningful, heartfelt, and sometimes a little challenging.
- I meet weekly with Rev. Barbara
- On January 18, I began a part-time job as a Spiritual Counselor (aka chaplain) with Family Hospice Care. The first four weeks involved a more than usual number of hours in training and orientation. As of this week, my hours at FHC have settled down and I will mostly be working on Fridays, leading a bereavement support group and meeting with patients and their families by phone. It feels like this new work is a good fit for me and my ministry, and works well with the hours I'm currently working with UUCOD.

Written Reports of Committee Chairs:

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

Facilities Committee meeting

- The grounds are looking good. With the sparse rains and several people doing casual grounds maintenance, litter pickup and week pulling, we are in good shape. We could do quite a bit of removal of dead bushes and pruning of lantana and encelia (due to failed irrigation) but overall the grounds are looking good. There are even three of our endangered Coachella Valley milk vetch with one in bloom.
- We discussed whether to move forward on the Sacred Grounds ideas for expansion and development of the plaza, which would expand safe outdoor events from 10 people to 25 people. But we were not able to identify events that would benefit, so are not pursuing it this time.
- Reviewed Google Drive and Google Docs. We will roll it out slowly to the groups most interested and willing.
- We began discussion of succession planning for Facilities leadership

Overnight guests

- Manuel last year...
- Some recent RVs and vans....

Internet / Phone (faster, more reliable)

- The Spectrum contract was signed January 27.
- Installation might begin as early as Feb 16, or finish as late at March 23.

ICD rental

- Insight Community of the Desert lost their lease, and UUCOD graciously offered the community room for temporary storage as they sort out their future.
- Steve and Hiroshi compressed our stuff to one end so the majority of the room is available for ICD.
- A rental agreement was executed Feb 9, 2021 and ICD will move their stuff in on Feb 17. It is a month-to-month agreement with 30 day notice for termination. Safety training was completed Feb 13.

Art donation

- Last summer, the Board adopted the recommendation from an ad hoc committee to accept the metal sculpture from Gene Kain. However, the location was TBD.
- We want to move the sculpture out of the community room before ICD moves in on February 17.
- Hiroshi and Gene have mapped out a location, and the three of us will lay a concrete pad on Monday (15th) and complete the install on Wednesday (17th). If necessary, the ICD movers have agreed to help us move the heavy artwork.

AV Project

- The \$20,000 Grant Proposal was submitted January 14.
- AV Cabling installation
 - Steve Kerr has jumped in full force on the AV cabling and internet. This is a huge portion of the install effort – with a full-service AV company, the cost of cable installation can be 35%-40% of the total budget.
 - Steve has spent many full days in the building tracing down every wire for internet, cable, phone, speakers and mics to plan our installation. (The “as-built” is different from the electrical blueprints.)
 - We will also clean up sloppy evolution, such as the coax cable that drapes down the front of the building and pokes through the office wall.
- We continue to refine the proposal, reducing it to specific models and bids. About 85% of the budget now has a specific item and cost defined.
 - Two electrical contractors have submitted bids, and they are in line with our budget estimates. We also verified that the stage lighting that we did ourselves was proper and did not require a permit, resolving that worry.

- The Audio Closet build plan is still under development. We will retain a reserve until the operators actually engage and potentially ask for changes. We continue to try to not take over the cry room, but the reality of several volunteers running the system might require the cry room.
- We have four donated PCs to potentially offset the AV needs, but none have adequate graphics processing. Our budget proposal assumed fully new PCs and while might be able to reduce the cost slightly with the donated PCs, it will not be substantial.
- Our main PC needs a powerful graphics card, which are in out of stock worldwide. We are looking at options, but this is a big issue. We are reaching out to private individuals who update their gaming machines frequently to see if we can buy or borrow a boneyard graphics card. This is an open issue.
- Currently projected \$38K (before 10% pad).
 - There are opportunities to adjust up or down a few thousand dollars to meet budget.
 - We want to leave some reserve for future Music Directors to change mics, or tech operators to suggest changes to the audio closet, or to otherwise adapt to this new system.

Covid Protocols

- We have an older population that is getting vaccinated with a real need for community gathering, and is probing if the vaccination allows us to gather.
- The state/county restrictions are based on adjusted infection rates, not vaccination. The infections rates have dropped precipitously but are still very high (dropped from 82 to 45, but the threshold to move from purple to red is 7) so we need to encourage resilience and patience.
- The state/county allows considerably more flexibility than our current protocols, notably the ability to dine outdoors.
 - (The Supreme Court also allowed *indoor* worship at 25% capacity but we are only entertaining *outdoor* discussions.)
- Our Phase 1 outdoors is more conservative than current State/county or CDC guidance.
 - For example, the state is allowing outdoor dining with mixed household groups
 - Our protocols only allow people to bring their own chairs, bring their own food, and be spaced apart by household.
- Is it time to allow UUCOD groups to meet under our very conservative Phase 1 outdoor protocols?
 - As an example, the Men's breakfast could bring their own chairs and sack-breakfasts and meet on the patio, or a chalice group could meet similarly well spaced on the patio.