

Unitarian Universalist Church of the Desert  
Board of Directors Regular Meeting, June 15, 2021  
Minutes

**Attending:**

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

BOD Absent: Director-at-Large Mack Rogers

Congregational Members by Zoom Meeting:

Linda Moretti, Hiroshi Yamaguchi, Fred Bloss, Chris Eager, Barb Storms, Rod Duwors

**Meeting minutes:**

1. Opening and Chalice Lighting:

Jane called the regular Board Meeting to order at 5:00 pm PST by Zoom Meeting and lit the chalice.

2. Check-in:

3. Approval of the Minutes:

The Board approved a motion to accept the minutes as written for the May 16, 2021 Annual Business Meeting of the Congregation.

The Board approved a motion to accept the minutes as written for the May 18, 2021 regular meeting of the Board.

Linda M. agreed to be the chief reviewer of Board minutes going forward as Jane and Jerry have done that in the past and are both retiring.

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

5. Voices of the Congregation:

*no items were raised.*

## 6. Reports:

### a. President Jane Zaun:

Jane submitted a written report. In the meeting she highlighted that the UUA District requests we complete an exit review with Reverend Barbara, and that six UUCOD members will attend the General Assembly.

### b. 1<sup>st</sup> Vice President Carol Lavoie:

Carol submitted a written report. In the meeting, she reported that the Auction team has committed to the same plan as last year: do the Silent Auction in-person and the Live Auction by Zoom. She mentioned that Life Span Spiritual Growth has completed all spring offerings and is planning for Fall. Meta meditation will cease with Rev B's retirement.

### c. 2<sup>nd</sup> Vice President Linda Savard:

Linda submitted a written report. In the meeting she and Linda Moretti reported that the Stewardship Committee proposes to contact members about re-opening to let them know what is going on, to explain and answer questions and try to reconnect people with the congregation. The Committee Fair will occur in the Fall when safe.

### d. Treasurer Jerry L'Hommedieu:

Jerry submitted a written report regarding our financial position and notable financial events. In the meeting he recapped a few items. There were no questions.

### e. Director-at-Large Bob Rancourt:

Bob submitted a written report. In the meeting he highlighted that it has been interesting month with more in-person activities. Worship is planned through the summer, and the other activities are dormant.

### f. Director-at-Large Mack Rogers:

Mack was not able to attend.

### g. Facilities Report:

Rod summarized the Facilities report and recapped the AV status. Most of the upcoming Sunday June 20 Worship Service has been recorded on the new equipment.

#### h. Minister Reverend Barbara Fast:

Reverend Barbara submitted a written report.

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

Reverend Ian submitted a written report. In the meeting he expressed gratitude for the Board offering to compensate him for the extra hours he is working to ramp up ahead of the start of his new contract.

### 7. Old Business:

#### a. Attitude of Gratitude, Jane

Cards for Gratitude were sent from the entire Board:

Rob DuWors for all he has given during his years on the Committee on Ministry.

Randy Steele for his work on the Nominating Committee for 2 years.

Joni Paddock for agreeing to Chair the Nominating Committee for the past 2 years.

Leslie Gebhart for continually contributing flowers for our Worship Services.

#### b. Update on Payoff Mortgage Project, Chris Eager

Sarita and Chris contacted 21 family units based on a list Jerry and Chris compiled. They received 16 positive responses for \$68K (!). Sarita followed up with a letter and pledge form, and some money has been received.

The first email went to the broader congregation along with the survey. So far the response has been tepid with six positive responses and no pledges.

#### c. Approve Final Developmental Ministry Assessment, Jane

Jane walked through the Developmental Ministry Assessment, reviewing the 2018 Initial Goals, this year's goals, and this year's results. She reviewed the progress on each goal, the closing of the Developmental Ministry, and what we need to work on next.

Rod suggested that Question 7 (Is the workload shared throughout the congregation?) might comment that yes the Committees were very active and many congregants made large efforts during the year, but that Covid increased the overall workload and we lacked Administrator help so a very heavy workload fell on several Board Members.

The Board approved the Final Developmental Ministry Assessment as amended.

#### d. Approve Board and DIBM Covenant, Jane

Jane recapped process to date and reviewed the updates since the first Board reading last month. The Board approved the Board and DIBM Covenant.

#### e. Sacred Stones and Celebration Garden, Rod and Mel

Last month the Board tasked Jane Betts-Stover, Hiroshi, Rod and Randy Steele to use the Decor and Art Policy checklist and make a specific proposal for the existing paver project going forward. The prior engraver has retired and no local engravers will use the existing low quality pavers. Jane found a new stone and engraver. The cost is similar to before, the quality is much higher (and includes painting inside the lettering so it will last much better), the price is the same \$250. The new pavers will be called Sacred Stones, and the order form will now have a check box for people to indicate whether they want the donation to go to the General Fund or the Sacred Gardens.

Since the new Sacred Stones have a different look, adding them to the existing pavers in the patio might look odd. The Sacred Grounds Initiative includes relocating the pavers to a Celebration Garden to make way for the Patio Project, so the Sacred Stones team has laid a mix of prior pavers and the new Sacred Stones around Gene's upper artwork off of the patio to show what the Celebration Garden might look like.

The Board approved the Sacred Stones proposal as described.

The Sacred Stones team is also developing plans for the Celebration Garden, include a meandering sidewalk and bench under the Desert Museum palo verde tree. The Sacred Grounds Initiative has also proposed a sidewalk from the north end of the patio to Via Vail as a beautiful strolling path past the Garden of Hope artwork (the most recent donation with the crystal) as it will provide a short path with a gradual slope to parking on Via Vail that will make the patio much more accessible for people parking on the street. Since it is often less expensive to combine multiple flatwork projects the team is collecting bids for the combined work, likely \$10k-\$15k (the Sacred Grounds Reserve has a balance of \$21.8k).

The Board requested that the Sacred Stones team complete a proposal for the sidewalks with drawings and bids to present at the next Board meeting.

#### f. Revise Phase 1 Indoor Covid Protocols, Hiroshi and Rod

Three changes were proposed to the Phase 1 Indoor Covid Protocols approved in April 2021.

- Clarify the exclusion of Worship Services to allow the worship and production teams to meet to create the services and allow small watch parties, but not allow general in-person attendance.
- Remove the requirement for proof of vaccination.
- Revise the protocols for singing to align with the new, specific UUA Guidance.

There was considerable discussion. Regarding our requirement for proof of vaccination, our policy and our practice are currently inconsistent – no UUCOD activities at the church today are actually asking for proof.

The Board approved the revisions to the Phase 1 Indoor Covid Protocols, with Carol voting against.

## 8. New Business

### a. Destructive Behavior Policy – First Read, Barbara Storms

In February, the Board asked a team to separate Right Relations from the Disruptive Policy. Barbara Storms, Reverend Barbara, Kevin Brandt and Rob Duwors created a draft, which has morphed into a Destructive Behavior Policy that replaces the 2017 Disruptive Policy.

Discussion included the need for the preamble that distinguishes the Disruptive Behavior (which can be a good thing to lead change) and Destructive Behavior, and that the policy portion focuses on Destructive Behavior while the procedures portion includes both Disruptive and Destructive Behaviors. Questions included the procedures when the group leader is not taking action – can a member take action?

The Committee on Ministry will change membership in July as Reverend Ian replaces Reverend Barbara, Rob is leaving the team, and one or two new members may join. Discussion included that the rollout and culture change may span a long time and need to include training.

### b. DIBM Recommendations to Board, Jane

Jane presented a letter to the Board from the Diversity, Inclusion and Belonging Ministry dated in April, requesting that the Board update the UUCOD Covenant and form a UUCOD Anti-Racism Policy.

Discussion included that many members are currently involved in the Beloved Conversations training which this September shifts from a focus of Within (individual work) to Among (work within a congregation). It was felt that rather than address these two items separately we will focus on the broader transformation process we get from working together as a congregation in the second year of Beloved Conversations.

### c. Discuss Re-Entry for Sunday Worship, Rod

Many individuals summarized input from many sources

- Hiroshi summarized input from eight UU congregations (representing his cohort from the UUA leadership development training)
- Reverend Ian summarized input from a number of UU ministers and other leaders, and also input from our musicians
- Rod summarized input from the UUCOD survey, which included 71 respondents
- We discussed when the production team would be ready to support live services with in-person attendees, and also the summer worship calendar
- Linda summarized input from other UU Presidents at a recent meeting.
- Jane summarized the UUA Guidance on re-entry

Discussion included the need to clearly communicate a plan to the congregation, the unique attributes of UUCOD (unusually high vaccination rate due partly to low numbers of children, lack of suitable outdoor options during the summer, ...), and when worship and production could support re-entry without ping-ponging between recorded and live Sundays.

The Board adopted a target date of September 12 for re-opening in-person worship to Friends and Members who are vaccinated. Re-opening for the general public or unvaccinated people is deferred, probably into 2022. Re-opening can include Allied Groups (such as Desert Outreach Synagogue) which have controlled membership (not open to the general public), 100% vaccination and follow our protocols.

The covid protocols team needs to prepare protocols for Phase 2 Indoor to cover worship.

Ahead of September 12, the Phase 1 Indoor protocols apply and will cover the worship and production teams working together and potentially small watch parties or very limited attendance.

#### 9. Reading, Reverend Barbara

Reverend closed out her final Board Meeting with a reading and gratitude.

#### 10. Extinguish Chalice and Adjournment of Regular Board Meeting

Jane extinguished the chalice with a reading and adjourned the regular Board meeting at 7:45 pm.

Respectfully Submitted,

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Rod Belshee

July 20, 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) 1<sup>st</sup> Vice President Carol Lavoie's written report
- c) 2<sup>nd</sup> 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:

DIBM: I was unable to attend the DIBM June meeting. However, on our agenda this month are two items from previous DIBM meetings:

1. DIBM has forwarded a memo regarding its recommendations to the BOD on our UUCOD Covenant and an Anti-racism policy. It will be on the June agenda.
2. On our June agenda is the final proposed joint Covenant between the Board and DIBM.

I attended the DRUUMM (Diverse, Revolutionary, United Universalist Multicultural Ministry) Worship Service in May. Gratitude to Sarita Gonzales and Hiroshi Yamaguchi for their participation in the service. And to DIBM for allocating financial support to DRUUMM from UUCOD.

Pam Bibo, our new Office Administrator, started employment on June 1<sup>st</sup>. In addition to myself, Linda Savard, Rod Belshee, Fred Bloss, Jerry L'Hommedieu, Fran Hoag, and Barbara Storms have assisted in her orientation; appreciation to each person who has assisted.

At Linda Savard's request, I participated in an afternoon orientation for 2021-22 Board members.

General Assembly is June 23-27, 2021. UUCOD now has 6 members attending Virtual GA. The number of delegates a congregation may have is determined by the number of members. We are allowed and have 3 delegates including Linda Savard, Barbara Storms and me.

**Thank you to each Board member for your support and encouragement this past year.**

In addition:

I continue membership in the Stewardship Committee monthly  
Meeting with COVID19 Team weekly until the end of June  
Member of a Chalice Circle—not meeting over the summer

b. 1<sup>st</sup> Vice President Carol Lavoie's written report:

- **AUCTION**
  - ~Starting to put together the 'auction team'
  - ~Reaching out to new members to help with 'one time' tasks
  - ~Format same as previous auction (in person silent / zoom live)
- **LIFE SPAN SPIRITUAL GROWTH**
  - ~Concluded (as of 6/15) the spring offerings
  - ~Due to popular demand Coffee & Conversation will continue throughout the summer
  - ~Film series hosted by Margaret Manson & Sandy Sladen scheduled for October
  - ~In talks with member of the Aqua Caliente tribe regarding a presentation(s) focusing on history/land acknowledgment
  - ~Coordinating with Care Team on classes dealing with aging

**Also:**

- ~Attended meeting discussing reopening
- ~Scheduled our spring Garage Sale to be led by Jane Betts-Stover
- ~Attended Stewardship meeting
- ~Assisted with Developmental Minister Evaluation

c. 2<sup>nd</sup> Vice President Linda Savard's written report:

**Stewardship Committee –**

Highlights:

- i) Let's Get Together sponsored a couple of activities.
- j) The Communication group continues to work on policies and procedures for communication within the church. We thought we would complete the policies before the procedures but have found we need to work on them simultaneously in order to clearly delineate policy from procedure. So, a final version is still a way off.
- k) The stewardship committee would like to help contact members about the reopening as we progress towards that goal. They are happy to be the place people can call for information.
- l) We would also like to sponsor an in-person committee fair after we are back in the building for services.
- m) Sheryl questioned whether we still need Social BUtterflies.
- n) We decided to take the month of August off.

**Additional**

- Attended weekly Covid-19 response team meetings.
- Participated in Beloved Conversations
- Attended meeting of Presidents and incoming President of California UUA churches sponsored by the Pacific Regional Office. We will continue to meet monthly.
- Held Orientation for new Board Members.
- Helped train Pam Bibo, our new Office Administrator.
- Attended Care Team meeting.

d. Treasurer Jerry L'Hommedieu written report:

As of May 31<sup>st</sup>, the church held cash assets of \$290,408.95 in its bank accounts. Reserve and restricted funds totaled \$268,466.43, leaving a balance of \$21,942.52 in unrestricted funds. UUCOD received \$20,000 in grant funding from the Spirit Level Foundation for its audio-visual project. Pledge payments are projected to be about \$8,000 lower than budget for the year. May's Share the Plate efforts raised \$339 for Safe Schools Desert Cities as well as \$1,511.44 from the Mama Gloria fundraiser.

Expenses of \$17,279 exceeded revenues of \$12,329; resulting in a deficit of \$4,950 for May. Facilities purchased \$3,239 of equipment for the audio-visual project. UUCOD used \$25,000 of net operating revenues to pay down the mortgage. The current mortgage balance is \$116,844. Due to increased hours associated with recruitment and other transitional activities, we will compensate Reverend Ian for additional time provided in May and June.

With Board approval, the following financial adjustments were made prior to year-end:

- \$8,000 was transferred from 2330 Solar System Reserve and \$7,000 from net revenues to fund \$15,000 for the 2310 Building Maintenance Contingency reserve for repair and replacement of physical assets.
- Labyrinth Reserve funds were merged into the Sacred Grounds Reserve resulted in a total balance of \$21,426.
- \$3,239 was transferred from the 2101 Audio Visual Fund to 4900 Miscellaneous Operational Revenue to offset A/V expenses.

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

### **Summary**

- Church remains closed to the public due to the Coronavirus Pandemic
  - Summertime generally is slow
  - Protocols are in progress to re-open due to favorable metrics and the state's re-opening tomorrow
- Virtual services continue
  - This Director participated in one virtual service and is participating in a second one this month
- Committees continue to meet and act
  - This Director participated in a Worship production meeting, a men's breakfast, a Board orientation, and a Board end-of-year brunch this month
  - Forthcoming meetings this month include this Board meeting and a regular Worship Committee meeting
- This Director directly participates in the Streaming Services and Copyright Committee, the UUCOD Choir, and the Worship Committee
  - Updates provided within

Although the Church remains closed to the public due to the Coronavirus Pandemic and summertime generally is slow in the desert, Committees, members, and friends, continue to communicate, meet, and act, and, importantly, virtual services continue. Protocols are in progress to re-open the church due to favorable metrics and the state's re-opening on June 15. Anecdotally, many members and friends have expressed interest in returning as quickly and safely as possible. This Director participated in a Worship production meeting, a men's breakfast, a Board orientation, and a Board end-of-year brunch this month. 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**

Due to completion of the call of the Committee, this Committee presently is inactive.

### **UUCOD Choir**

The Choir is now on summer hiatus.

### **Worship Committee**

- Meeting, Monday, June 1, 2021
- Meeting, Tuesday, June 22, 2021 The Worship Committee regularly communicates via e-mail. All summer services have been assigned and scheduled through September 26, 2021. This Director served as Worship Associate for the June 6, 2021, virtual service, participating in above production meeting, and will participate in the June 20, 2021, service as well.

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

*none submitted this month*

g. Minister Reverend Barbara Fast's written report:

*To make an end is to make a beginning. The end is where we start from. TS Eliot*

*Some of us have come to the end of our term of service on this Board, some will continue here or move into a new role on the Board and elsewhere. One of us is moving into a new lead role in the Ministry here at UUCOD and I am ending my term of serving with you. Each of us is making an end and a beginning. Blessings for our endings and beginnings.*

I think the many initiatives begun and sustained as well as those postponed are all in the Developmental Ministry Report submitted to you for tonight's meeting. I need not reiterate those assessments. I am grateful to your leadership commitment and the many examples of your sustained devotion to foster the health of this community. My sense of the spirit of the Church is that is it strong as you move forward.

If I might highlight two of you let me offer thanks again for the steady head, heart and hands of Pres. Jane and to Jerry for his extended leadership as Treasurer and good counsel. Truth is, that it is all of you, together, that has proved the adage, that the whole is greater than the sum of its parts. Your trusted communal voice has guided this community through one of the most challenging times of our lives. Leadership matters.

**MAY/JUNE Worship**

- May 23 Hospice Chaplaincy In a Time of Covid. Rev Don Stouder
- May 30 Memorial Day/ Music Sunday Rev Barbara, Sarita Gonzales, Choir, Soloists \*
- June 6 Gathered, Knitted Given- Rev Barbara and Bob Rancourt and Choir
- June 13 The Name of the Tree: The Praticce of Belonging Rev Ian, Sarita Gonzales
- June 20 A Love Too Big, Rev Barbara, Bryna Blum, and others..and Music
- June 27 UUA/GA Sunday: Week off for the Tech Team.

\* A decision was made to go to ZOOM because of technical interference.

So many have done so much to sustain this community and the values it seek to live, through these difficult times. The Tech team especially has been "there" for UUCOD through it all.

**Committees** I have been “binding off”, lifting up the importance of ‘good endings for good beginnings” as I am able with various Committees as well as enjoying some in-person fellowship and inviting an appreciative inquiry assessment of the past year’s work even as the work continues. Members of the COM have sent the BOD a final recommendation for a Destructive Behavior Policy.

The *Mama Gloria the Film* event sent \$1,511.44 to Safe Schools Desert Cities.

Note1 – Rod Belshee has done some enormous work to get us the AV grant and then discern, advise and set up the AV system components. It might be appropriate to have him share his wisdom since many UU congregations will be seeking to have hybrid worship. I suggest this to acknowledge the skills he has put to use for UUCOD’s good.

Note 2 – It is truly a gift that Rev Ian is present and can be working with the various ministries on the future needs. Again, UUCOD is truly blessed by such generous spirits.

Note 3 – Thank you. Thank you. Thank you. I will miss you.

#### h. Minister Reverend Ian W Riddell's written report:

- **Care Team**
  - The Care Team continues to meet monthly.
  - 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 reviewed our draft "Emergency Contact Form" and will be working to create a form which congregants can print and fill in or fill in on their computer (as a pdf).
  
- **Pastoral Care**
  - I have continued to meet with individual congregants and couples by phone and Zoom.
  - I attended the monthly Super Seniors Zoom gathering on May 31.
  
- **Worship**
  - I lead worship service with Sarita Gonzales on June 13 "The Name of the Tree: The Practice of Belonging."
  - I participated in the monthly Worship Team meeting and several Production team meetings as we discussed managing technical issues around our Sunday services on Facebook live.
  - I attended the national DRUMM service on May 19
  - I met with our volunteer music coordinator to discuss plans for summer and next year
  
- **Study and Teaching**
  - I continue to participate in the second session of *Beloved Conversations* online which runs through June
  
- I meet weekly with Rev. Barbara
- I continue to sing with the choir (not part of my 1/5 time as Asst Minister)
- I met with our Affiliated Community Minister, Don Stouder.
- I participated in the organized "Conversation on Reopening" meeting on May 27 and several other one-on-one conversations as well. I polled the congregation's musicians and other UU congregations about re-opening plans.
- I had an orientation meeting with our new Office Administrator, Pam.
- I attended the end-of-year gathering for our Membership Committee on June 1.
- I met with incoming president Linda and first vice president Hiroshi to begin to build relationships and collective vision for the coming year.
- I attended the end-of-year Board Brunch hosted by Linda Savard.

In peace and love, Rev. Ian

## Written Reports of Committee Chairs:

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

#### **Covid Protocols**

- Revision to the Indoor Phase 1 Protocols are proposed, updated to reflect UUA guidance on singing and sentiment regarding showing proof of vaccination.

#### **Handyperson weekly work party**

- Peter has cleared out considerable dead bushes, invasive bushes and brush, especially along Via Vail near the corner.
- Work indoors has a focus on the AV project.

#### **AV Project**

1. Great progress is happening.
2. Most of the equipment has now arrived, and some is installed. We can now record in the sanctuary with two cameras and several mics.
3. A few items are still not available so we have some borrowed equipment which we will replace.
4. Programming and configuration is next, and then automation. The automation will enable more volunteers and smoother operation than is currently possible.
5. Currently, the gear is set up on temporary tables in the back of the room. That gives the production team a chance to play with the gear and see what works best, e.g. controlling the video switcher from the PC or from a remote tablet. Once we have a good feel, then we will look at configuring the audio closet and potentially the cry room.
6. Current projected final cost is around \$36,000 which leaves some reserve for adjustments or additions as we learn the system or expand the music program.

#### **Sacred Grounds**

- Sacred Grounds has a proposal for renewing the paver program as Sacred Stones and relocating to a Celebration Garden.