

Unitarian Universalist Church of the Desert
Special Board Meeting, March 12, 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, and Minister Reverend Barbara Fast.

BOD Absent: Director-at-Large Bob Rancourt

Congregants: Hiroshi Yamaguchi, Diana Leslie, Rob DuWors, Mel Wilkinson, Sarita Gonzales, Barbara Storms, Carolyn Etheridge

Meeting minutes:

1. Opening and Chalice Lighting:

Jane called the Special Board Meeting to order at 5:31 PST by Zoom Meeting, with a Chalice reading by Reverend Barbara from Rev. Leslie Takahashi.

2. Check-in:

3. Background for the meeting:

Jane explained the history of our Developmental Ministry, established in 2018 in conjunction with the UUA Region, and the subsequent hiring of Rev. Barbara Fast as our Developmental Minister. She explained the annual review process where progress on goals is assessed and goals are adjusted.

Jane further explained that following Reverend Barbara’s retirement, we are looking at either a Contract Ministry or a Developmental Ministry. The UUA Region advised Jane not to pursue an Interim Ministry, and a Settled Ministry is a two-year process so is not an option.

4. Review of Developmental Goals and Assessments, 2018-2020:

Jane reviewed and entertained questions on each of the four documents on Developmental Goals:

- Original Developmental Goals, Spring 2018
- Developmental Assessment Goals, June 2019
- Developmental Ministry Assessment 2019-2020, June 2020
- Developmental Ministry Assessment Goals, June 2020

Hiroshi and Linda added commentary on the Leadership Development (moving from annual nominating committee to year-round leadership development and succession planning), and Carol added commentary on Lifespan Development (adult religious education, with approximately a half dozen courses offered each term).

Sarita explained the reason that the 2018 Developmental Goals were different than the Strategic Goals (Developmental Goals are required by the Region to be more general.

There was general consensus that the following was completed very well:

- Financial Stability
- Shared Leadership
- Expanded concept of Stewardship
- Adult Religious Education/Lifespan Development
- Care Team

There was discussion of the following as in-process:

- Leadership Development
- Right Relations, and Disruptive Behavior (originally labeled Conflict Management)
- Children's Religious Education (currently halted)

5. Discussion of 2020-2023 Strategic Goals

There was discussion of goals added since the original 2018 Developmental Goals:

- Covid response to keep the services going, outreach to congregants, and keep us together
- Widening the Circle for welcoming and inclusion of BIPOC

6. Discussion of type of Ministry needed going forward.

Congregants commented on their confidence in the Board, and the great progress on the goals. Discussion included the importance of reaching 100% full time ministry (even if shared between multiple ministers).

Congregants queried about the involvement that the Congregation will have in selecting a new minister, and Sarita reviewed the process that was used in hiring Reverend Barbara.

Each of the Board Members shared their thoughts on our current development and goals and whether a Developmental Ministry or Contract Minister is best suited for our next step.

The Board agreed by consensus to pursue a Contract Ministry.

9. Extinguish Chalice and Adjournment

Jane adjourned the meeting at 6:45 PST.

Respectfully Submitted,

Rod Belshee

March 16, 2020
Date Approved