

Unitarian Universalist Church of the Desert
Board of Directors Regular Meeting Minutes
February 15, 2022

Attending:

BOD Attending by Zoom Meeting: President Linda Savard, 1st Vice President Hiroshi Yamaguchi, 2nd Vice President Barbara Storms, Secretary Rod Belshee, Director-at-Large Bob Rancourt, Director-at-Large Rob Duwors, and Minister Reverend Ian Riddell.

BOD Absent: <none>

Congregational Members by Zoom Meeting: Interim Bookkeeper Jerry L'Hommedieu

Meeting minutes:

1. Opening and Chalice Lighting: Linda called the regular Board Meeting to order at 5:02 pm PST by Zoom Meeting. Rev. Ian offered an inspirational reading.

2. Welcome and Check-in: Linda led a check-in of Board Members.

3. Approval of Board Minutes: The Board approved a motion to accept the minutes for the January 18, 2022 regular meeting of the Board.

4. Process Monitor and Timekeeper: Hiroshi

5. Consent Agenda: Linda Savard

<none>

6. Voices of the Congregation:

<none>

7. Board Reports:

a. President Linda Savard: Linda submitted a written report. In the meeting she added that she attended the UUA Regional Assembly, found many good topics including the 8th Principle and other things going on in the various congregations.

b. 1st Vice President Hiroshi Yamaguchi: Hiroshi submitted a written report. In the meeting he added that tree work started today with trimming and chipping, irrigation repairs (for trees only) will take five days, and tree treatment next week. Last month the Board approved not-to-exceed \$22K but the total is coming in at about \$8K, due to a different vendor (Vintage), not treating all of the trees and less extensive pruning, and we will do the fertilization.

c. 2nd Vice President Barbara Storms: Barbara submitted a written report. In the meeting she highlighted that Stewardship made a large effort in keeping the community connected with 22 volunteers that reached 48 additional people with cookies, cards or phone calls. Stewardship is planning a March 6 celebration at the end of the pledge drive with a catered Mexican lunch.

d. Secretary Rod Belshee: Rod submitted a written report. In the meeting he added that the Reconveyance will be completed by Stewart Title in two weeks.

e. Director-at-Large Bob Rancourt: Bob submitted a written report. In the meeting he highlighted that the choir will practice February 16 and perform February 27.

f. Director-at-Large Rob DuWors: Rob submitted a written report. There were no questions.

g. Minister Reverend Ian Riddell: Reverend Ian submitted a written report. In the meeting he highlighted that the choir was resuming, and he had purchased masks for those who want them. He attended the UUA Regional Assembly. Rob complimented Rev. Ian on his connection with Rev. Julica as coach.

h. Treasurer (vacant):

In lieu of a Treasurer, Jerry submitted a written report regarding our financial position and notable financial events.

In the meeting he highlighted two issues. We have received SBA approval to forgive the \$27,230 PPP loan. Secondly, Vivian Penniman's will directs 10% of her estate to UUCOD, with an initial payment of \$20K coming in March. Vivian started our program with the Migrant Education, which was the beginning of our Food on the First.

8. Old Business:

a. Attitude of Gratitude, Rob

Card of Gratitude will be sent from the entire Board:

- Carol, Hiroshi, and Peter for Bingo
- Carol and Barb for organizing the cookies. Barb will send notes to all of the drivers, bakers, and other volunteers
- Sarita for efforts on Treasurer restructuring
- Steve, Hiroshi, Joni, Bill for foyer redesign work
- Fran for work on the new website

b. Facilities and AV Update, Rod and Hiroshi

Trees

Hiroshi included the trees update in his written 1st VP report, and commented on it during his report earlier in this meeting.

Facilities

Hiroshi's ad hoc group proposes making a rotating community art area in the community room. It will be for all skills and ages for temporary art, placed on the repurposed bulletin board on the large block wall. It is explicitly not curated to encourage all to participate, and intended to be informal and casual.

The Board discussed the duration items are displayed (so they do not become permanent) and what precautions are needed if any art is offensive or hurtful.

Hiroshi made a distinction between the Foyer or Sanctuary art, which is more permanent and goes through the Art and Decor Policy and Procedure. For example, Gene's pastel was approved by the Board some time ago and is now hung to the right of the kitchen, leaving space for the cultural corner to the left (for which Hiroshi provided images with his report this month).

The Board approved the following motion for a community art area in the community room: "All art, accompanied by the artist's description, is welcome, subject to short-term rotation as soon as each month. All submissions should be in accordance with the UU principles".

AV

Rod included an AV report within his written Secretary report. It provides considerable detail of the AV volunteer needs, with seven different positions and skill levels. In the meeting he emphasized the need for more volunteers for AV and the start-up of training for a second cohort.

Current AV volunteer training is going very well. The tiny group has great dynamics. We have checklists and Guides for Level one operators and programmers, debug guides for Level two operators, and detailed manuals and system diagrams for level three.

However all but one member of the team has plans for the summer. Currently, we cannot cover all of the summer worship services. We'd staff as best we can, maybe with just set-and-forget mics in the sanctuary and a single camera streaming, which eliminates all programming.

The need for volunteers received considerable discussion, varying from ideas on how to attract volunteers to wondering if the volunteer model is sustainable or might require paid professional help. Rob will work with the other three volunteers in the first cohort to put together a single-purpose Constant Contact email from the AV team that promotes the excitement and fun, clarifies roles and opportunities, and solicits help.

On February 13 we streamed live successfully to the beta UUCOD.org website, with some minor issues to resolve.

Linda and Rev. Ian want to audit the second cohort, though not as AV team members although potentially Rev. Ian could be a backup programmer in a pinch.

c. Covid Protocol Update/Reopening, Rev. Ian, Rod and Hiroshi

We plan to reopen in-person services on February 27. The State mandate for masks has been lifted. We will return to prior indoor protocols that includes proof of vaccination and contact tracing. For worship services, masks remain required, but for other activities the mask guidance is that if one person requests masks then we all wear masks. Congregational singing is still not permitted.

After the February 27 service there will be an outdoor choir performance and coffee hour, and we have no specific outdoor protocols. The choir and hospitality will propose what they feel comfortable with.

Another celebration is planned after services on March 6.

d. Treasurer Restructuring Update, Rob and Linda

Rod has withdrawn from the ad hoc team, and Jane and Ginger have joined. Jerry emphasized how great Pam is doing and that she has now taken over the majority of the previous Treasurer tasks (!). A couple of Finance Comm members are looking at increasing their involvement in financial management.

The first focus is to get the current Treasurer term filled, then recruit a co-treasurer. Linda has a short list she is working on. Once we have a Treasurer in place, the Treasurer, Linda and Jerry will meet with the accounting firm. If we succeed with the co-treasurer role then we will address the governance issues. Next steps include a need to identify financial controls, peak periods for Pam, and identify a "financial team".

e. Pledge Drive, Jerry

Jerry reported progress on the pledge drive, which he characterized as typical at this point.

With 53% of congregants responding so far, we are at 62% of our \$175k goal. There is considerable fluidity as several pledged more this year but we also lost a couple of large donors. Overall the Pledge Drive is on track, and there will be a final push that last two weeks.

9. New Business

a. 2022-23 Budget Review, Jerry

Jerry reviewed the current budget. It has a \$30K shortfall so needs decisions to increase revenues, cut expenses, or carry over revenue from this year (not recommended). Jerry reviewed the line items that can be revised.

Miscellaneous operational revenue of \$48k is really just \$25 (\$23k is revenue generated when the Sacred Grounds reserve is expended), so the Miscellaneous operational revenue could be increased based on prior years. We might want \$1,500 for a tech support budget, such as computer upgrades, phones, website development. The \$16K gardening line item is still a guess and could be off by several thousand dollars. The CRE coordinator and supplies are based on a full year, but could change depending on a start date, e.g. September instead of July. Alternatively, we could remove the \$15K building reserve then pay it with excess revenues at the year end (that is what we have done the past two years).

Jerry proposed a subcommittee (Board and Finance) to work through those issues to present a balanced proposal to the Board in March. Proposed membership: Linda, Rev Ian, Jerry, Sarita.

b. 8th Principle Timelines/Update, Hiroshi

There will be a guest speaker after the March 17th service, and an 8th principle patio table sometime in March. The 8th Principle will be in every weekly newsletter, including frequently asked questions. The working group meets bi-weekly.

c. Joint meeting with Board, Beloved Conversations Among, and DIBM, Rev Ian

There will be a joint meeting of these three groups on Monday February 21. Rev Ian is developing an agenda, talking with Rev Joseph. The idea will be to highlight the goals of each of the three groups, facilitate conversation about roles of each, and focus on goals and the work to do.

d. Conversations with the Board, Linda

Board members were unsure what topics the congregants might want to talk about. Instead of a formal Conversations With The Board schedule, we decided to spend time after each worship service checking in with congregants one on one to see what is on their mind.

10. Process Monitor Report, Hiroshi

Did we stay on topic? yes

Did we stay on time? Yes, behind on old business but caught up on new business

Did everyone get to contribute, were all voices heard?

Did we follow our covenant?

11. Extinguish Chalice and Adjournment of Regular Board Meeting

Reverend Ian offered closing thoughts and Linda adjourned the regular Board meeting at 6:58 pm.

Respectfully Submitted,

Rod Belshee

Date Approved 2022

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

Attachments

Written Reports of Board Members and Minister

- A) President Linda Savard's written report
- B) 1st Vice President Hiroshi Yamaguchi's written report
- C) 2nd Vice President Barbara Storm's written report
- D) Secretary Rod Belshee's written report
- E) Temporary Volunteer Bookkeeper Jerry L'Hommedieu written report
- F) Director at Large Bob Rancourt's written report
- G) Director at Large Rob DuWors written report
- H) Minister Reverend Ian W. Riddell's written report

a. President Linda Savard's written report:

Diversity, Inclusion and Belonging Ministry (DIBM)

This month at the DIBM meeting we viewed a film celebrating Black History Month and we discussed how we interface with other groups in the church. We look forward to our joint meeting with the board and the Beloved Conversations Among team, we will help with some of the wording on the new website around diversity and inclusion, and we offer moral support to social justice and their projects. We discussed the 8th principle and what the work group has planned and how the rest of us can be supportive. We also heard about the changes happening at the church in the foyer and hallway. We discussed possibly sponsoring some church field trips to cultural sites around us.

Beloved Conversations

We recently finished our meetings with our coach devoted to setting a foundation for moving forward with our work. Our next steps include meeting with the DIBM and the board to discuss which goals we want to focus on for this year. In addition, we need to decide how and when to complete an assessment on where the congregation is functioning in becoming an anti-racist, anti-oppressive congregation and then decide what to work on to continue our growth.

Nominating Committee

The Nominating Committee is moving forward with gathering information from all committees on the roles and responsibilities of the chairs and co-chairs.

The committee is leading a small group through "Claiming our Spiritual Leadership" which is part of the UUA leader lab. Unfortunately, there are only 3 people participating and only one signed up through the Lifespan Class offerings

The committee is also actively thinking about possible future board members and committee chairs.

Personnel

Our new Choir Director has started work.

Additional

I continue to meet monthly with Rev. Ian and with Hiroshi. I participate in a Chalice Circle and the stewardship committee. I'm working with small groups on the communication policy, restructuring the treasurer's position and continuing to work on the budget proposal for the next fiscal year. I am also working on the Pledge Drive.

I attended the Pacific Regional Assembly in San Diego. I attended workshops on the Article 2 Commission, Leading in Anxious Times, 8th Principle discussions, Transformational Justice,

Understanding Trauma and the Cycle of Pain in Congregations, and Community of Communities. I learned a lot and got some new ideas for us to explore in the future.

b. 1st Vice President Hiroshi Yamaguchi's written report:

Coordinate Church Council Meeting on 1/22/22

Co-lead 8th Principle adoption process with Sandy Sladen - meet and work with our 8th Principle work group members (Bryna, Walter, Denise, Sue). Arrange and help facilitate after service discussions, develop literature, create display, arrange for guest speakers, possible patio table, culture corner, etc.

Facilities and grounds - obtain additional estimates for tree work/irrigation repair, meet with arborists and Linda/Jerry and together make a joint decision on how we will proceed with this work. We have decided to hire Vintage Landscape Company who Jerry has been working with - they are scheduled to begin work on 2/15. We will be spending considerably less than the \$22,000 that was approved at our last board meeting (estimate is \$7,940) by treating only trees that show infestation, reducing the amount of pruning and foregoing fertilizing. If needed, we can purchase and apply fertilizer at a considerable savings.

View and work with Suzanne and Jerry Hogsett on a travel presentation covering the earthquake relief effort in Nepal, and travels in Bhutan and Indian Kashmir. This fascinating presentation could be a joint event connected with stewardship and the DIBM since there is an array of multiculturalism and a journey of religions covering Buddhism, Hinduism and Islam. This program is scheduled to take place after the service on 4/3/22.

Continue to work on the art and decor in our church working with Steve, Joni/Bill. We have repainted the hall and restroom alcove, moved donor plaques, packed books and other items away to make space for our history/archive area in the hall (which Joni will be overseeing). Hung pastel drawing by Gene Kain depicting our principles in the foyer (which was approved by the board over a year ago).

Work on proposed collage of UU World magazine covers depicting what our faith is working on, art and images of various causes...climate change, diversity of all types, oppressions, social action efforts and a variety of UU values. The images making up this collage are all mounted on foam core board and will be assembled on the back of our repurposed bulletin board cut into a curvilinear shape. If approved, this will be placed in the community room, which has been designated as an area for congregational art that may be rotated as additional work is submitted. I have included an image of this proposed collage which is a work in process...before proceeding, I am seeking approval by our BOD. It is hoped that the community room decor will become a congregational gallery displaying the work of our community inclusive of all ages and abilities.

Begin work on our "Culture Corner" (which is to the left of the pass-thru to the kitchen). I have included some images of various posters as examples of the types of art that honor the heritage of various races and cultures. The displays in this area are proposed to be dynamic and will be changed, for example to honor

the various heritage months of Black History, Indigenous Heritage, Hispanic Heritage, Asian/Pacific Islander Heritage and other kinds of diversities.

Working with Sandy and Margaret on a catered event after the service on 3/6 celebrating the end of our pledge drive and a “welcome back” as we re-open (hopefully for the longer term) to in-person services and other events at our church.

Participate in the following committees, groups, meetings...DIBM, Facilities, Stewardship, BioPOC, Chalice Circle Facilitators, Board Agenda Planning, COVID Response Team



c. 2nd Vice President Barbara Storm's written report:

Stewardship = strengthening our community by deepening our quality of belonging and connection within and between members of our community.

Plan, offer and assist with social activities to encourage fellowship

- Stewardship hosted Zoom Bingo on January 29 with 35 attendees.
- We have planned for a caterer to host a Mexican lunch on the patio for the end of the pledge drive, March 6.
- We have scheduled an April 3 travel presentation by Jerry and Suzanne Hogsett about Bhutan, Kashmir and India with a focus on the religions of the area: Hinduism, Islam and Buddhism. The current plan is to hold it in person in the sanctuary and will explore if we can stream it for people at home.
- Social BUterflies continues to provide information about free, outdoor community activities to encourage people to gather safely.

Work to keep congregants engaged with the church and its activities.

- We identified congregants who have not been very engaged with the church over the last few months and we are coordinating a reaching out effort:
 - 28 families had/will have homemade cookies delivered; 4 declined the cookies but had a phone conversation with someone from the committee.
 - 20 others will be sent personal notes.

Provide volunteer opportunities and encourage volunteer participation in activities in order to build relationships with other congregants

- Stewardship arranged for the pledge testimonials that will be seen over the next month.
- We involved 14 bakers to make the cookies for delivery, 9 people delivered and 3 people will write the notes. A total of 22 volunteers (some did more than one thing so they are counted only once here).

Strengthen connections with the Care and Membership Committees to better define how each committee is connecting with and supporting members and friends.

- Stewardship continues to collect participation information in live and virtual activities.

Winter-Spring Activities

| | |
|---|---|
| <p>Weekly</p> <ul style="list-style-type: none"> ● Worship (in person/online) (SG) ● Work Parties (F) | <p>Monthly:</p> <ul style="list-style-type: none"> ● Men’s Breakfast (in person) (F) ● WNO (in person) (F) ● Bookclub (in person) (F) ● Chalice Circles (in person and/or on zoom) (SG) ● Beloved Conversations: Among (DIB) |
|---|---|

January

- Stewardship (Jan 29) —Bingo (zoom) (F)
- Lifespan---3 session Planning Worship workshop (zoom) (SG)
- Nominating—Leadership as a spiritual activity (zoom)

February

- Stewardship—Cookie delivery
- Nominating—Leadership as a spiritual activity (2 sessions, zoom or live depending on Covid)
- DIBM--8th Principle presentation and discussion (1 session TBD)

January-February

- Lifespan--Handcrafting as a spiritual practice (1 live session, 1 on zoom) (A)

March

- Lifespan—Film and Discussion (in person) (DIB)
- Travel Presentation (in person or maybe on zoom)--Sheryl is contact (F)
- Nominating—Leadership as a spiritual activity (2 sessions, zoom or live depending on Covid)
- Stewardship—End of Pledge celebration?

April

- Nominating—Leadership as a spiritual activity (1 sessions, zoom or live depending on Covid)
- DIBM--8th Principle presentation and discussion

- Stewardship—Notes project-- Checking In on You

March-April

- Lifespan—Craft project (in person?) (A)
- Care—Wills and Trusts /Death and Dying (PG)

Spring (March-early June)

- Lifespan—Mural Creation (multi-session in person) (A)
- Lifespan--Mindful self-compassion (1 or 2 sessions, in person or on zoom) (SG)

Other

- Outdoor community activities sharing
- Monthly Committee Meetings
- February—New Member Classes
- Book discussion—book not yet chosen or discussion date identified

Winter-Spring Activities Planned

| SG=Spiritual Growth | F=Fellowship | DIB=Diversity, Inclusion & Belonging | PG= Personal Growth/Information | A=Art |
|---|---|--|--|---|
| 4 | 7 | 4 | 2 | 4 |
| *Worship *Chalice Circles *Planning Worship *Meditation Self-Compassion | *Bingo *Travel Presentation *Cookie delivery *Notes Work Parties Men’s Bkfst WNO Bookclub | *Beloved: Among *Film & Discussion *8th principle (2) | *Wills & Trusts or Death & Dying *Leadership as spiritual practice | *Handcrafting (2) *Craft Project *Mural Creation |

d. Secretary Rod Belshee's written report:

SECRETARY

I will be decreasing my volunteer hours dramatically. I will finish out my Secretary term (including offloading the Treasurer role) but not take on additional Board tasks. I will cease my Facilities Liaison role and other roles. It is just too difficult to get other volunteers to step forward during this pandemic and the overload for the few of us still helping is too much.

I highlighted last month that we need a major effort to re-engage volunteerism, which I believe is a huge way to pull everyone out of the Covid funk. I will train and support the AV team as volunteers come forward..

Mortgage Retirement

The UUA and Stewart Title are working on recording a Reconveyance. The UUA completed their portion on February 15 and Stewart Title will require another two weeks to complete their portion.

COVID

The Covid Response Team is not bringing anything forward to the Board this month. We resume in-person services on February 27, with masking and vaccination.

SACRED GROUNDS

I will be re-starting the Sacred Grounds Initiative and have begun checking in with people to find co-leaders. While enthusiasm was extremely high in March 2020, we will need to communicate and re-energize the congregation since it has been nearly two years since our last major event. One of the first projects will be to act on the patio expansion that the Board approved last summer – that will give more space for coffee hour on the patio.

AV

Volunteers

Our system is now quite stable with high quality streaming services. A cohort of four AV volunteers is progressing very nicely through the training, including hands-on and written guides. With a couple of months of experience, volunteers can become quite fluent with our system.

A second cohort is forming with two potential volunteers, plus Linda and Rev Ian. I'd like to have four potential volunteers in the cohort. The existing AV team is discussing the best ways to conduct the training and get the new people integrated into the culture the team has developed..

Due to limited volunteers, some summer worship services will need to be scaled back (e.g. no visuals or lyrics, no sanctuary screens, and just a simple camera shot for the stream) or even not streamed at all.

Enhancements

Worship has asked for some additional capabilities, such as interactive Q&A over Zoom, for which the AV system is capable. However with the lack of volunteers I am spending my time just getting the services done. *Unless someone else recruits a new cohort of volunteers I will not be free to add new capabilities.*

Streaming

We will soon move to live streaming our services through our website. Once that is solid we will discontinue both Zoom and posting to Facebook. That will both make it easier for congregants to access and easier for the AV team to run. I'm also hopeful that it will simplify the audio issues. We will stream the February 13 service through the beta website as a test.

Training Materials

- We have training set up for a progression of skill, from level one through level three. Most anyone should be able to serve in a level one role and we hope to have many trained to level two. Level three is more of a professional role.
- Guides, checklists and diagrams are now ready for all level one and level two training. Level three documents are also assembled and include the technical manuals for the various gear.

AV Volunteer Roles

- There are three distinct volunteer roles: programming, video operator and audio operator. Some people are more comfortable behind the scenes, others prefer to join for the live event, and there is a place for many different skill sets.
- Each role has a level one and a level two skill level. E.g. audio level one is just the sound board while level two includes the full audio path through the entire AV System, and video level one is sufficient for operating a Sunday Worship Service but level two adds the ability to reposition a camera.
- The programming role is active on Monday and Wednesday, the operator roles are active on Sunday.
- When we start posting videos there will be another role to edit for copyright, and title and comments to the videos.

Volunteer Training

- Programming (need 3 people trained to level 2): Mel is trained to level one, Evelyn is approaching level one, and three other people have started training. No one is trained to level two yet.
- Audio operator (need 3 people trained to level 2): Michael is trained to level one. The three people who ran the old sound board can easily get to level one. No one is trained to level two yet.
- Video operator (need 3 people trained to level 2): Mel is trained to level two and Evelyn to level one. Four others have observed.
- S2S, DOS and ICD are self-sufficient.

Assistive Listening

- We completed installation of the Listen Everywhere hearing assist which will allow congregants to listen to the service on an app on their phone. This should be very popular.
- There is still a latency issue to resolve.
- There is a poster with a QR code we will post in the foyer. Congregants can scan the QR code, install the app, and begin listening on their own hearing aids or ear buds.
- We should train a couple of volunteers to provide initial assistance.

e Temporary Volunteer Bookkeeper Jerry L'Hommedieu's written report:

As of January 31, UUCOD held deposits of \$253,703.23 of which \$224,331.97 were either dedicated or restricted funds, leaving a balance of \$29,371.26 in unrestricted funds. The unrestricted funds balance does not include \$100,000 in restricted but undesignated funds.

There were a few exceptional revenue or expense transactions in January. UUCOD received a settlement check from the John McCloud Charitable Remainder Trust (McCloud) in the amount of \$56,833. As required by the McCloud Trust, the church deposited \$45,000 of those funds in the MacLean Endowment Circle Fund bringing its balance to \$143,705.20. The remaining McCloud funds will be held in reserve until all final expenses are paid; any remaining funds will be sent to the MacLean Endowment Fund. UUCOD received payment of a \$2,000 pledge to pay down the mortgage which was posted to offset reserves used to pay off the mortgage in November. Another \$2,000 pledge remains outstanding and should be received within 30 days.

UUCOD kicked off its FY 22-23 Pledge Drive on January 29 with a goal of \$175,000; \$10,000 less than last year's goal and slightly more than total pledges received last year. We identified 105 individual pledge units to contact. Twenty percent of potential pledgees are Friends. The pledge drive will end March 6.

Annual statements of contributions were sent to Members and Friends by January 7. W-2's and 1099's were issued to employees and contractors within required timeframes. Stakeholders and committee chairs have been asked for their budget requests and considerable progress has been made on an initial draft of the coming fiscal year's budget. I continue to train Pam Bibb on accounting functions with the expectation she will manage most accounting processes going forward. A team of members are reviewing the treasurer's role and have proposed developing a financial team whose members will take on some of the responsibilities currently managed by the treasurer.

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

CHOIR

- UUCOD Choir is proud and fortunate to present Vanessa T. Ament, Ph.D., M.Div., as its new Choir Director!

§ She has already met with the choir and live practice resumes Wednesday 02/16/2022 in the sanctuary

- UUCOD Choir is presenting its first live performance since the pandemic began outdoors on our campus patio upon conclusion of the Sunday 02/27/2022 reopening service!

WORSHIP

- In-person worship resumes this month on Sunday 02/27/2022 due to the present downward turn and favorable trends of the Coronavirus in the community

- Per a January 2022 Desert Healthcare District report, Coachella Valley residents aged 12 and older are 80.9% fully vaccinated and 70.8% of all Coachella Valley residents are fully vaccinated

- o Less than 40,000 residents need vaccination to bring the community to 80% fully vaccinated

- Services are substantially planned through May's end

- o Worship leaders include Revs. Albiati, Riddell, Pérez Simmons, and Stouder, plus some lay leaders including Roddy Biggs, Steven Toporoff, and Hiroshi Yamaguchi

- o "Share the Plate" recipients include the Community Food Bank at the LGBTQ Center of the Desert, Safe Schools Desert Cities, FIND Food Bank, and TODEC (Training Occupational Development Educating Communities)

f. Director at Large Rod DuWor's written report:

Diversity Ministry

The work of this ministry continues. With the leadership of Hiroshi and Sandy, we are primarily focused on adopting the Eighth Principle into the UUCOD.

Liaison with Social Justice Committee

The committee is working on creating new UUCOD t-shirts and a variety of other activities.

Attitude of Gratitude Notes

All the notes outlined in last month's meeting minutes were written and sent.

Other

- I continue to work with a small group to help rationalize the UUCOD Treasurer position.
- I am also attending the Covid Response Team Meetings largely as an observer.
- I returned to the Finance Committee Meeting on 2/13 to work with them on what tasks they might assume to help with UUCOD financial management.
- I am participating in training on the audiovisual system.

g. Minister Reverend Ian Riddell's written report:

Hello, friends,

As the world around us begins to open up we are cautiously opening up ourselves—both our hearts and the ways we gather as a community. I'm excited and relieved that we will be able to be together in worship again on Sunday, February 27—and also grateful that we will continue to stream our services for those who are unable to be here or choose to stay home for safety and health. This accessibility is important.

I'm also excited to be welcoming our new choir director, Vanessa Ament, to our community. I've had lots of opportunities to talk and plan with Vanessa and I'm sure that you'll be as excited as I am to see what she'll add to our community and worship.

The work of justice and transformation work is long-haul work, not done-in-one, and as we plan and live into our values and commitments it's important to take opportunities to pause and assess where we're going and how we're getting there. I see it as a wonderful sign of health and vitality that we're needing to gather our Board, our DIBM team, and those working on Beloved Conversations Among to coordinate our diversity and change work. It means there's lots of investment and commitment to this work. Focusing and prioritizing will help us be more effective and more collaborative in this work.

I am, as always, grateful for your leadership and collaboration in this ministry we do together.

in peace and love

Rev. Ian

Summary Outline of the work I've been involved with for the past month. This is not an exhaustive list, but is meant to give you a general idea of what I've been up to as your minister.

1. Counseling and Pastoral Care

- The Care Team held our regular meeting this 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.
- Starting in March, we will be encouraging congregants to complete "Emergency Contact Forms" so that we have the information we need to help in times of challenge. We will have a table outside after services in March and provide links in the newsletter and on the website. This has been postponed, partially due to moving back to all-virtual services in January.

- I continue to meet with congregants in need of connection and conversation by phone and Zoom.
- I am meeting with those in our congregation who identify as Jewish UUs to hear about their experiences and explore together how we might fight antisemitism and support the needs of this community.

2. Administration, Governance, and Staff

- I continue to meet as needed with our Covid Response team and monthly with the DIB Ministry team.
- I meet weekly with Pam Bibo to check in on work expectations and how things are going. We continue to work well together.
- I worked with Pam Bibo and congregational leaders to welcome our new choir director, Vanessa Ament and get all her hiring paperwork and procedures complete.
- Our acting Committee on Ministry (Jane Zaun, Walter Gendell, and Joaquin Galleano) had its second meeting the first week of February and continued our planning and to begin our work with the congregation to deepen all of our understanding and facility with Right Relations.
- As part of our congregation's "Beloved Conversations Among" team, I participated in our monthly large-group gathering.
- I worked with other leaders to schedule and plan a joint meeting of the Board, the DIBM team, and participants in our Beloved Conversations Among group to clarify roles and goals in the congregation's diversity work. We are doing a lot of things in many ways and we are feeling the need to better coordinate so that we are not overlapping in our work and so that we can effectively guide the congregation in this work in ways that are successful and grounding. This meeting will happen on Monday, February 21.
- I meet monthly with President Linda Savard and Vice President Hiroshi Yamaguchi to plan the agenda for the monthly Board meeting and coordinate on other issues.
- I worked with Bryna Blum to generate and submit requests for the 2022-23 budget to Jerry L'Hommedieu for Worship, Music, and the Care Team.
- I participated in the Church Council meeting and presented some beginning activities around our Right Relations policy and practices.

3. Membership and Committees

- I attended the Chalice Circle facilitators monthly meeting.
- I met with Fran to see progress on our new website design.

- I participated in the Social Justice Committee meeting on February 10.
- I participated in the pledge-drive kick-off BINGO evening. What fun!

4. Lifespan Faith-Development

- I taught a three-session class on UU Worship in late January and will offer a second Sacred Practices class (Handcrafting) in March. I delayed this practice class to March because of our Covid concerns.

5. Worship

- I continue to lead the Worship Team meetings and the weekly Production meetings. In our production meetings, we continue the practice of reflecting on the service the day before and noting any issues we need to address.
- We have addressed changing needs as we returned to virtual-only worship in January. On Sunday mornings the preacher, worship associate, our pianist, and AV volunteers are in the building. Everyone else is participating on Zoom.
- We have decided to return to in-person worship (with proof of vaccination and masks) on Sunday, February 27.
- I introduced our new Choir Director, Vanessa Ament to the congregation and to the choir. At a meeting with the choir it was decided that the choir would begin rehearsals (masked, with appropriate distancing, all singers home-testing before rehearsal, shorter rehearsals) on Wednesday, February 16. I purchased and distributed KN95 masks and rapid home-test kits to choir members ahead of this new first rehearsal.
- The choir is scheduled to sing outside after service on Sunday, February 27
- I led worship several times this past month:
 - January 30 - A Commitment to Generosity: Pledge Drive Kick Off (WA: Betty Bender)
 - February 6 - Weaving Waters - Pacific Western Regional Assembly Sunday morning service
 - February 13 - Love Stories (WA: Peter Mathews)

6. Denominational Activities

- I attended the UUMA Institute for Excellence in Ministry Jan 31-Feb 4 and the UUA Pacific Western Regional Assembly (also virtually) Feb 4-6.
- I regularly consult with local and regional colleagues on issues affecting our congregations.

- I continue meeting monthly as a mentor to a person in the ministerial formation process. We will meet monthly for the year and I will be there for feedback, support, and context setting as they move through the credentialing process.

7. **Prophetic Outreach, Interfaith Activities, and Local Collaboration**

- I am working with Hiroshi Yamaguchi and Sandy Sladen to coordinate a presentation/conversation on Sunday, February 17 after service featuring members of the Long Beach UU congregation who will share with us about their congregation's experience adopting the 8th Principle.
- I am part of the Desert Interfaith Council team planning a prayer vigil at the Salton Sea. Due to Covid and Omicron, we have postponed this event to a later, safer date

8. **Personal and Professional Growth**

- I have begun meeting with a coach for ongoing support, learning, and accountability as I minister to the congregation in our diversity transition work. My coach is Rev. Julica

in peace and deep love



My weekly schedule is as follows:

Currently, my days off are Thursday and Friday; I'm in the office Monday and Tuesday and available for meetings/appointments on Wednesday and Saturday.

Upcoming Travel Schedule:

In coordination with Linda Savard, I planned my remaining weeks of vacation and study leave for this church year

- March 28 - April 3 - Study Leave
- April 18-24 - Vacation (in Canada)
- May 23-29 - Vacation.