

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

Attending:

BOD Attending by Zoom Meeting: President Linda Savard, 1st Vice President Hiroshi Yamaguchi, 2nd Vice President Barbara Storms, Secretary Rod Belshee (after 6:10 p.m.), Director-at-Large Bob Rancourt, Director-at-Large Rob Duwors, and Minister Reverend Ian Riddell.

BOD Absent: Secretary Rod Belshee (Director Rancourt covered) until 6:10 p.m.

Congregational Members by Zoom Meeting: Interim Bookkeeper Jerry L'Hommedieu; Member Chris Eager

Meeting minutes:

1. Opening and Chalice Lighting: Linda called the regular Board Meeting to order at 5:02 p.m. PST by Zoom Meeting. Rev. Riddell 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 February 15, 2022, regular meeting.

4. Process Monitor and Timekeeper: Barbara

5. Consent Agenda: Linda Savard

<none>

6. Voices of the Congregation:

Member Chris Eager indicated he was just curious about the Board's current activities. During our Board reports discussion, he asked how the new choir director was being received, and Bob offered positive feedback about her.

7. Board Reports:

a. President Linda Savard: Linda submitted a written report. In the meeting, she discussed her positive experience participating in an interactive UU Church of Long Beach workshop concerning inclusion.

b. 1st Vice President Hiroshi Yamaguchi: Hiroshi submitted a written report. In the meeting, he discussed his work in our process of considering adoption of the Eighth Principle, adding that an informational table will be placed outside on the patio following this weekend's service.

c. 2nd Vice President Barbara Storms: Barbara submitted a written report. In the meeting, she expressed appreciation for all the volunteers who helped with our recent patio fiesta.

d. Secretary Rod Belshee: Rod submitted a written report.

e. Director-at-Large Bob Rancourt: Bob submitted a written report.

f. Director-at-Large Rob DuWors: Rob submitted a written report.

g. Minister Reverend Ian Riddell: Reverend Riddell submitted a written report. In the meeting, he pointed out his vacation plans as bearing upon his availability, and he added additional positive comments about the new choir director but indicated it is probably too early in her tenure to consider a mentioned possible increase in her hours. Rev. Riddell also expressed appreciation for the AV Team and everyone's patience with technical difficulties during last week's service.

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 that we have received SBA forgiveness of the \$27,230 PPP loan, and he answered questions about building usage revenue. He also suggested that the church formalize a donations or philanthropy policy. There was a consensus to task the Endowment and Finance Committees with developing and proposing such a policy and bringing it back to the Board for further consideration. The Board unanimously approved Hiroshi's motion to approve moving \$30,000 from excess operational revenue to fund the Building Maintenance reserve account for FY 21-22 and FY 22-23 by June 30, 2022.

8. Old Business:

a. Attitude of Gratitude: Rob

Card of Gratitude will be sent from the entire Board:

- LeGrand Vélez
- Tracy Flynn
- Malcolm Swan
- Joni Paddock
- Margaret Beaman
- Rod Belshee
- Michael Allen

b. Facilities and AV Update: Hiroshi

Hiroshi discussed positive and inquisitive questions and feedback about the new arts wall in the Community Room and confirmed Board support for his placing information about the arts wall in upcoming newsletters. In response to a question about the progress of recent repairs and work on the grounds and trees, he advised that the work is done, and the vendor has been paid. He also indicated that a new landscaper proposal is being submitted and another one is pending inspection and bidding.

c. COVID Protocols: Rev. Riddell

Rev. Riddell pointed out that the sanctuary chairs have been moved closer together to bring the sanctuary back to full capacity for the resumption of in-person services, providing more than 100 seats for services now. Singing in worship is to be discussed further. After discussion about current CDC, state, and UUA guidelines, the Board unanimously approved a motion to change our definition of “fully-vaccinated” to exclude children under five, since they are currently ineligible for vaccination, permitting them to attend future services if all other protocols are followed. Barbara asked that the revision be communicated and publicized to the congregation.

d. Treasurer Restructuring Update: Rob and Linda

Rob reported good news that Jerry estimates a 60% reduction in the treasurer’s efforts and work thanks to various workarounds made to the treasurer’s role. Several Finance members are willing to participate in helping. Linda has been hard at work trying to recruit a new treasurer; someone presently is considering it. The cotreasurer model is on hold until we identify someone to finish the existing term, and then, based on that, we’ll revisit the idea. Linda suggested that we put aside the restructuring until we have a new treasurer on board, so that we accommodate the possibility that payroll and/or other things may need to be moved around. Jerry reminded us that some of the restructuring was to shift some responsibilities over to other parties; he pointed out that the Finance Committee agreed to take responsibility for initial budget development every year, the Pledge Drive, and a team or subcommittee to work on internal audits. These three areas will help the treasurer position greatly. Rob mentioned that all the traditional treasurer tasks had been catalogued and partitioned, moved around, and experimented with; it worked so well that more than we hoped has moved off the treasurer duties, including Pam volunteering to do additional tasks. Barb commented that she’s happy to be on the audit because it would be good to have a Board member involved in internal audits.

e. Pledge Drive: Jerry

Jerry advised that we’re pledged approximately to \$168,610, about \$6,500 to \$7,500 away from this year’s goal. We’ve not heard from twelve people; six of them have said that they’re going to pledge but haven’t yet done so, probably due to procrastination. Jerry believes that these six people will help us to cover the discrepancy to make our goal. He thinks by next month he’ll have good news. We lost about \$10,000 from people who either moved away or left the church, which was significant.

A lot of people increased pledges this year. Chris Eager said that all the stewards were uncertain how the Pledge Drive would go, given paying off the mortgage and other special causes, but he was thrilled to hear that we’ll meet if not exceed the budgeted target amount. Linda suggested discussing later, perhaps at change of the fiscal year per Jerry, what to do about those who don’t pledge but remain participatory in the church.

9. New Business

a. 2022-23 Budget Review: Jerry

Jerry brought back subcommittee recommendations for the proposed 2022 – 2023 budget. One of the issues was miscellaneous operating revenue at \$40,000; \$23,000 represents funds to be moved

from the Sacred Grounds reserve account to miscellaneous operating revenue to fund Sacred Grounds activities. We still had an overage of expenses, so we added another \$8,000 to miscellaneous operating revenue in anticipation that the money would come in. We're estimating \$33,000 in miscellaneous operating revenue. Technology Support Administration was increased to \$1,500 to include technical support for checking viruses and upgrading software versions. Building Maintenance Contingency will be funded for \$30,000 for this fiscal year and next, \$15,000 per year, per the Board's action at this meeting. We reduced Gardening Services/Plants Building & Property Maintenance from \$16,000 to \$12,000 to trim the budget. We kept Children's RE Supplies Religious Education at \$500. Outreach Committees and Programs was discussed, we deferred discussion of what outreach means, and we limited current funding to its current level. Ministry of Diversity, Inclusion & Belonging asked for and received \$2,000. Production Assistants Staff Costs was discussed, we had zero, and \$2,000 was budgeted with the caveat that we really don't know whether this amount is too much or little. \$7,900 had been proposed for Children's RE Coordinator Staff Costs but we budgeted \$6,700 because the position probably wouldn't be a year-round thing. We left the Assistant Minister Minister Staff Costs budget amount.

Jerry advised that this is a balanced budget. We eliminated \$22,000 to \$23,000 in the retirement of our mortgage, with the \$23,000 from Sacred Grounds, we have about \$46,000 extra this year. Rob asked about whether the current budget includes extra music director money, and Rev. Riddell said no, it's a wish, the choir director is aware, and this will be considered later. Rob asked whether Assistant Minister funding includes funding for a Religious Education Coordinator, Rev. Riddell said no, and Linda pointed out that they're separate but could be consolidated depending upon the candidate to fill the position. Rev. Riddell checked again on the music budget, noticing that some numbers have changed; however, it's the same amount of money re-assigned to different line-items to give us more in flexibility. The budget is now ready to go to the congregation for approval. Rod said that Board members should be prepared for the inevitable question of how the mortgage was retired yet we're spending \$40,000 more in this budget? In response, we discussed that we revived our music program, re-activated religious education and the Assistant Minister, and we increased the Administrator's salary.

b. Congregational Meeting Platform: Linda

Linda advised that we have a congregational meeting set for May 15, 2022, to discuss the church year, vote on new Board members, and select new Nominating Committee members, so we need to decide how to do this, online, hybrid, or in-person? Barb said voting online works and we should stay with it. We'd have to ask a technical person about a dual platform method if we do a hybrid meeting. Rev. Riddell mentioned Zoom works well with one presenter or unidirectional, but it's tricky otherwise. Linda thought it doubtful that we'll be voting on the Eighth Principle at the meeting. Ultimately, Board consensus was to have a hybrid, dual-platform meeting, which involves more work and technical support but can and will be done.

c. Ministry Assessment/Ministry for Next Year: Linda and Rev. Riddell

Linda discussed dates to meet to discuss this topic. She will send a doodle to set it up, probably between April 8 and 12, 2022. Linda proposed the following possible Ministry Assessment questions:

1. What was effective and worked well this year in our ministry to the church?
2. What did we accomplish that you feel good about?

3. What was missing/unmet church needs? What do we need more of from our ministry?
4. How did we do on our strategic goals?
5. What can we do to improve our ministry to the church?

Board members may provide additional feedback via e-mail and a meeting will be scheduled offline to discuss further.

d. 8th Principle Timelines/Update: Hiroshi

Hiroshi provided an update about his visit with another congregation and how it handled the issue, about which there was some discussion. He reminded us that an informational table will be available on the patio after service this Sunday.

e. Communication Procedures: Barbara

Few months back, policy separated (and approved) and then procedures addressed later. A small workgroup was formed and made changes incorporating procedures, which could go up on the website, and they can be changed without coming back to the Board. She asked for comments and/or questions. Steve Toporoff and Jane Zaun should get a thank-you card for helping develop these procedures.

f. Sacred Grounds Reboot: Rod

There was a lot of interest and activity in late 2019 and early 2020 on this topic, but the pandemic caused delay of this initiative. A Board member expressed related interest a few months ago, so this project is seeing renewed interest. Six or seven people are now interested in bringing life back into this project. Rod asked whether the Board has agreement on basic governance; for example, the group might propose changes of new items approval and funding, which would require Board action. Board versus initiative responsibilities and authority were discussed. Linda asked whether funds should come from the budget versus its own funding. Barb was concerned that it wouldn't be official UUCOD-sanctioned. Jerry pointed out that \$23,000 is allocated for Sacred Grounds. Hiroshi discussed that a lack of communication about the project contributed to its stalling, and, although it was discussed at the last church council, he still feels it needs full congregational input and support. Jerry offered that this would make an excellent action item for "Conversations with the Board." The Board unanimously approved a motion to move forward with a congregational meeting to discuss rebooting the project.

10. Process Monitor Report: Barbara

Barbara pointed out that when we talk about money, it seems that we tend to go over the time allotment, which occurred at this meeting. By meeting's end, however, we were back on the planned time schedule, ultimately ending a little early. Everyone got to contribute, and all voices were heard?

11. Extinguish Chalice and Adjournment of Regular Board Meeting

Reverend Riddell offered closing thoughts and Linda adjourned the regular Board meeting at 7:09 p.m. PST.

12. Executive Session:

The Board met in executive session.

Respectfully Submitted,



Bob Rancourt for Rod Belshee

Approval Date

DRAFT

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

DRAFT

a. President Linda Savard's written report:

Diversity, Inclusion and Belonging Ministry (DIBM)

We had a very full and fruitful discussion at our last meeting. Sandy and Hiroshi led us in a discussion around the 8th Principle and where we are in its rollout. A more complete rollout is scheduled for March 20th with an information table and a new bookmark designed by Jack Fitzsimmons. Representatives from the UU church in Long Beach were going to be in attendance on zoom for a discussion with the congregation. That is now being rescheduled because they are back to church in their sanctuary and won't be available on zoom on the 20th. A new date is being explored.

We agreed that we are not slowing down the work towards adoption of the 8th principle however, we will assess together when it is time to go to the congregation for a vote.

We also had a discussion on what does "Accountably Dismantle Racism/Oppressions" mean to each of us.

Hiroshi shared with us how he is doing on getting the Culture Corner set up. It is now set up in the church foyer.

We discussed the budget needed for DIBM next year and decided that \$2000 was again the amount we needed. That money will be spent on Donations, Culture Corner, 8th Principle and Guest Speakers.

We agreed to continue our invitation to committee representatives to attend our meeting. In April we will invite the Stewardship Committee representative to join us.

Beloved Conversations

We met as a group with members of the board and the DIBM to discuss our roles in the work we are doing within the church. It was a good to have us all in one room and to hear each other's voices on the topic of anti-racism and anti-oppression work within the church at this time.

The BCA group then met independently to discuss our roles in this work. Between the two meetings we decided that the work of BCA was assessment. We spent a considerable amount of time discussing what we meant by assessment. We are still in discussion about what that means and when and how assessments would take place within the church. More to come.

Nominating Committee

The committee is completing the workshop "Claiming our Spiritual Leadership" which is part of the UUA leader lab. It has turned out to be a very good workshop and the committee encourages others to participate.

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

Personnel

Nothing new to report

Additional

I attended the monthly PWR President's Meeting. I discussed with others in a small group our need for a children's and youth religious education program. The overall group has asked that we have a large group discussion next month on anti-racism/anti-oppression work.

I participated with the UU Church of Long Beach in a workshop put on by Paula Cole Jones. I hope that as we move forward in our 8th Principle adoption and anti-racism/anti-oppression work that we can consider having her lead a workshop for us.

I am participating in the AV class being offered at UUCOD. It is excellent and I highly recommend it to others in the future. Rod and his co presenters are fun and make the learning accessible.

I've registered for two pre-GA webinars and for the online June General Assembly.

I continue to meet monthly with Rev. Ian and with Hiroshi. I participate in a Chalice Circle and the stewardship committee. Our small group working on the communication procedures has finished our work, we think. The restructuring of the treasurer's position has also come to completion, for now. I continue to work on the budget proposal for the next fiscal year and finishing up contacts with congregants regarding their pledges for the coming year.

DRAFT

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

8th Principle Adoption Process - met with our work group twice developing plans for a discussion during the week of March 20th to include member(s) from the Racial Justice Team at the UU Church in Long Beach. We are also working on a more visible rollout of the 8th principle with an information table on the patio, 8th principle bookmarks in English and Spanish and possibly some other literature. We continue to place FAQ's and other 8th principle information in the weekly newsletters and plan to reach out to our various committees. It remains to be seen whether we will be ready to vote on adopting this principle at our annual meeting in May.

Facilities/Grounds - continue work on repair/repainting/decor on inside of our building. Steve is replacing a section of drywall in restroom alcove that was damaged due to a previous plumbing leak. As time permits, I intend to patch and repaint the south wall in the community room with the same color we used in the hall. I completed and installed the first piece of work in our "Congregation Space" in the community room. I have already had two inquiries from members about displaying their work. I would like to get board input on how we may communicate this newly designated space. Jerry has been overseeing work with Vintage Landscape on reworking irrigation to our trees and insect treatment for affected trees. He has inserted some fertilizer stakes in the root zone of many of the trees. Peter continues to prune, water and clear dead bushes from our grounds...this past Monday morning, two new people helped in working on the grounds. Jerry arranged with a gardener to meet at the church to discuss and get an estimate for ongoing gardening service. Jerry, Peter and I walked the grounds with the gardener and discussed what services we need.

DIBM - started our "Culture Corner" by mounting and putting up some posters and completing a sign that has been in process for a long time using items from Africa, Latin America, Asia and jewelry representing traditions of Indigenous people, such as dream catchers. I have started this and my hope is that others will help source materials that we can display in this area. I will discuss this in our next DIBM Meeting.

"Fiesta" celebrating our welcome back and end of pledge drive. As a "village" we put on this very successful event on a "picture perfect" day out on our plaza. An abundance of helping hands assisted in the set up, operation and clean up of this joyous time together. Sourcing food and drink from a market kept costs quite reasonable compared to a caterer or a food truck. This was a good alternative to a pot luck in our community room as we emerge from COVID isolation.

Travel Presentation on 4/3 - refined the plan for this event with the Hogsetts. We will plan to have more substantial food at our coffee hour that Sunday and convene in our sanctuary at 11:45 for this event.

Attended the following meetings/gatherings - DIBM, 8th Principle Work Group, Facilities, Stewardship, DIBM/BC Among/Board/BloPOC meeting, Chalice Circle, COVID Response Team, Board Agenda Planning

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 was in charge of the March 6 fiesta. Special thanks to Hiroshi for organizing the event and to all the volunteers who helped set up and clean up. The food was purchased at Cardenas Market. About 70 people stayed for the lunch.
- Stewardship has 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 presentation will be held in person in the sanctuary beginning at 11:45 (no streaming for those at home). A more robust coffee hour will be served beforehand.
- Social BUUterflies continues to provide information about free, outdoor community activities to encourage people to gather safely.

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

- Stewardship in conjunction with Nominating has set up a help wanted/volunteer board where committees and other projects can list specific needs, particularly for short term efforts. Contact: Carol Lavoie or Pam Bibo.

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

- Information gathered about congregants from the February cookie and card writing efforts was shared with Care and Membership.
- Stewardship continues to collect participation information in live and virtual activities.

Finally, Stewardship has decided to continue meeting virtually for the rest of this fiscal year.

Membership

- Four (4) people have expressed interest in becoming members, and 1 in becoming a dual member. New member classes will be held: March 27 and April 10. The book signing is still to be scheduled.
- Membership continues to coordinate the check-in table, greeters and will also begin staffing the Welcome table. Discussions are underway about reinstating passing the plate and how that will be organized.
- Membership will begin meeting again in person beginning in April.

Additional efforts I'm engaged in

- Working with the ad hoc group who revised the Communication Policy and procedures.
- Working with a subcommittee of the Board to revise the Facilities and Grounds policy, fee schedule and forms.

d. Secretary Rod Belshee's written report:

SECRETARY

I have a potential candidate for the next Secretary term and look forward to having a few months of smooth training and handoff.

Mortgage Retirement

Stewart Title has not completed recording the Reconveyance yet. I continue to poke at them.

COVID

The Covid Response Team proposes a change in the definition of Fully Vaccinated to *apply only to those who are eligible for vaccination*, so as to accommodate young children or others who are not eligible for vaccination.

SACRED GROUNDS

We have a core group of people assembled to restart the Sacred Grounds Initiative. Additionally, Social Justice has proposed that we integrate Sacred Grounds into the Earth Day service in some manner.

AV

Volunteers

The AV Training Course is now in week two and has been very well received. We have six students attending plus two auditors (Linda and Rev Ian), and two other students who intend to join but have not attended yet.

The course includes weekly Lectures (which are recorded for future courses) and labs for 8-9 weeks. It is a substantial course and should produce a good crop of AV volunteers.

Since I am focusing on the AV Training Course, the weekly programming and operation has fallen to Rob, Mel and Evelyn and they are nearly self-sufficient as a team. Yay!

Given the number of and skills of people in the AV Training Course I am much less worried about summer coverage. Regardless we are creating a fallbacks plan to conduct a less robust service if there are no programmers and just a single operator.

Enhancements

While we are running the course we have suspended adding new capabilities, such as bi-directional Zoom providing an interactive discussion with a remote presenter.

However we did complete the Listen Everywhere integration and will rollout using the AV Course students as trainees for the rest of the congregation.

Streaming

We have successfully streamed through our website using Vimeo. We switched from YouTube to vimeo as it is less vulnerable to operator errors. Once it runs well for a couple of weeks we will roll out the new website and 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 the service.

DRAFT

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

As of February 28, UUCOD held deposits of \$260,665.29 of which \$217,145.09 were either dedicated or restricted funds, leaving a balance of \$43,520.20 in unrestricted funds.

There were a few exceptional revenue and expense transactions in February. UUCOD received forgiveness for its Payroll Protection Program (PPP) loan in the amount of \$20,235. This amount was transferred from 2550 Other Restricted Funds to 4900 Miscellaneous Operational Revenue which significantly increased available unrestricted funds. As of month end, we collected \$17,500 in pledge funds for FY 22-23 as reflected in 2210 Pledges Next Year on the Statement of Financial Position.

On the expense side, UUCOD paid \$2,500 towards trimming and fertilizing our Palo Verde trees with additional expenses anticipated in March for upgrading our irrigation system. Fiscal year to-date net operating revenue of \$115,681 includes approximately \$50,000 collected to pay down the mortgage and \$20,235 from the PPP loan amount forgiven. Actual net revenue from general operations is roughly \$46,000; some of which will be used to fund reserves and support deficit spending in the remaining months of this fiscal year.

UUCOD fiscal year-to-date expenses are \$160,745 against a total expense budget of \$257,910 and a year-to-date budget amount of \$172,923.

UUCOD donated \$336.16 to Safe Schools Desert Cities as part of our Share the Plate Program in February.

UUCOD officially ended its FY 22-23 Pledge Drive on March 6 however additional pledges are anticipated. As of this date, we have received \$168,610 in pledge commitments against a goal of \$175,000.

DRAFT

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

CHOIR

- Director Ament is leading weekly rehearsals and planning presentations for upcoming services
 - It's still early in her tenure, but she seems to be fitting in well
 - Already she is looking to have her hours increased to provide more repertoire
- Performances continue next month
- Enthusiasm has been elevated with the new director and restoration of production

WORSHIP

- Hybrid in-person worship has resumed and seems to be working
 - In-person attendance is good
- Services are substantially planned through June's end
 - Worship leaders include Revs. Riddell and Stouder, plus some lay leaders, including Roddy Biggs, Steven Toporoff, and Hiroshi Yamaguchi
 - "Share the Plate" recipients include the Community Food Bank at the LGBTQ Center of the Desert, FIND Food Bank, Galilee Center, and TODEC (Training Occupational Development Educating Communities)

DRAFT

g. Director at Large Rod DuWors's written report:

Diversity Ministry

The work of this ministry continues to go well. We are working with Reverend Ian and Linda to incorporate the BOD Goals, DIBM Goals, and Beloved Conversations Among priorities.

Liaison with Social Justice Committee

No updates.

Attitude of Gratitude Notes

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

Other

- Work with a small group to help rationalize the UUCOD Treasurer position. I will provide an update at the 3/15/2022 meeting and then this group will sunset its activities and Linda will work to identify and recruit a new candidate.
- Attending the Covid Response Team Meetings largely as an observer.
- Participating in programming, operating, and training on the audiovisual system.
- Working with Linda and Barb on the Facilities policy.

DRAFT

h. Minister Reverend Ian Riddell's written report:

Hello, friends,

As always I am grateful for the dedication and love shown by our volunteers and staff. And for the congregation at large. Two things are in my mind as I write this report.

First, our choir is back rehearsing together and building community and connection with each other. The choir and Vanessa are building a new relationship together and I am heartened by what I'm hearing about the conversations they are having as well as the music they are making. I'm looking forward to hearing them again in service this Sunday.

And second, when I think about the technological glitches that delayed our in-person service this Sunday and made it impossible for us to stream, what comes to me most is gratitude. Gratitude for the dedication of our AV volunteers, including Rod who came in on his Sunday off to troubleshoot with us. They work very hard to make things smooth and seamless for those of us presenting the service and they responded with grace under pressure. As did our Worship Associate, Joni Paddock, and our pianist, Malcolm Swan.

I also know that I heard only support and appreciation from the people in the congregation that morning. I imagine there was frustration at the delay and at the less-than-smooth presentation of parts of the service, but people responded with grace and forgiveness and flexibility.

I have been in other congregations where this would not have been the case and I'm grateful for the ways we have learned to care for each other and to offer each other space for possibility.

in peace and love
Rev. Ian

DRAFT

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.

A. 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.
- This month, 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.
- I continue to meet with congregants in need of connection and conversation by phone and Zoom.
- I met 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. This was a powerful conversation for me and very much helped build some stronger connections as well as informing my service on antisemitism.
- I met with Barb Storms—in her role as a Membership committee member—to discuss congregational care needs that that group had noted during their sharing of cookies and cards earlier in the year. I shared this list with the Care Team and we are sharing in reaching out to the folks on this list.

B. 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 began meeting weekly with our new choir director, Vanessa Ament, to check in on how things are going with the choir, make plans for the future, and continue to communicate about her role and our collaboration. I know that Vanessa will be a great partner in worship planning.
- I met with our acting Committee on Ministry at our regular monthly meeting. We began the work of editing and clarifying the draft Destructive Behavior Policy in order to share it with the Board at a later date.
- I coordinated and led 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 had a powerful conversation and came to some collective clarity about roles and vision of our diversity and anti-racism work. The goals of the BOT and the DIBM Team are in good alignment and we found some focus for the next work of the BCA team: assessment of our congregation.
- I then met with the BC Among team to further clarify our plans and goals.
- 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 met with Jerry L'Hommedieu, Linda Savard, and Sarita Gonzales to review and update the proposed 2022-2023 budget.

C. Membership and Committees

- I attended the Chalice Circle facilitators monthly meeting.
- I attended the Script2Stage show on February 25.

D. Lifespan Faith-Development

- I offered my second Contemplative Practices workshop, on Handcrafting on March 14.

E. 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 returned to in-person worship on Sunday, February 27, to great response. It is wonderful being back in the building together on Sunday mornings. We continue to stream our services for those who cannot be present in the building. Joyfully, our choir sang for us on the patio following the service.
- On Sunday, March 13, we had a significant glitch in our AV equipment which led to us not being able to stream the service and to not being able to share some of the planned parts of the worship service in the Sanctuary. Our AV team responded with care, alacrity, and skill to get us to a place where we could begin our service in person. Rod Belshee worked diligently following the service to figure out what had happened, restore the system to use, and set safeguards in place to help us avoid this in the future. Joni Paddock (worship associate) and Malcolm Swan (pianist) were also patient, flexible, and grounding as we figured things out!
- I led worship several times this past month:
 - February 27 - Spiritual Practices (Bob Rancourt, Worship Associate)
 - March 6 - Antisemitism and the Beloved Community (Bryna Blum, Worship Associate)
 - March 13 - helped troubleshoot and led prayer for Rev. Mariela Pérez-Simons's service (Joni Paddock, WA)
- I am participating in the training sessions offered by our

F. Denominational Activities

- I regularly consult with local and regional colleagues on issues affecting our congregations. I participated in a gathering of our ministerial chapter (we are part of the San Diego area chapter). It was wonderful to be with some long-standing colleagues.
- 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.

G. Prophetic Outreach, Interfaith Activities, and Local Collaboration

- I am part of the Desert Interfaith Council and am Zoom host for our monthly meetings. Our team planning a prayer vigil at the Salton Sea is proposing a date in October for this event.

H. Personal and Professional Growth

- I began 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 Friday and Saturday; I'm in the office Monday, Tuesday, and Wednesday and available for meetings/appointments on Thursday and Saturday.

Upcoming Travel Schedule:

- I will be taking Study Leave from Monday, March 28 to Sunday, March 3. Study leave for ministers is a time away from meetings and day-to-day obligations for reading, reflection, learning, and spiritual practice.
- I will be taking a week of vacation from April 18 to April 24. I will be traveling to my family home in Kingston, Ontario, Canada, for a visit with my family for the first time in more than two years.

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