

UNITARIAN UNIVERSALIST CHURCH OF THE DESERT  
Board of Directors Regular Meeting Minutes  
July 19, 2022

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**Attending:**

Board Members Attending by Zoom: President Linda Savard; 2nd Vice President Fran Hoag; Treasurer Jerry L'Hommedieu; Secretary Bob Rancourt; Director-at-Large Dave Carter; Director-at-Large Carol McDaniel

Minister Attending by Zoom: Rev. Ian W. Riddell

Board Members Absent: 1st Vice President (vacant)

Congregational Members Attending by Zoom: No one

**Meeting Minutes:**

1. Opening and Chalice Lighting: Linda called the regular Board Meeting to order at 5:06 p.m. PST by Zoom. Rev. Riddell offered an inspirational reading.

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

3. Approval of Board Minutes: The Board approved a motion to accept the minutes for the June 21, 2022, regular Board Meeting.

4. Process Monitor and Timekeeper: Fran

5. Consent Agenda: None

6. Voices of the Congregation: None

7. Board Reports: This meeting is the first meeting of a new slate of Board Members; only the treasurer and minister submitted written reports this month.

a. Minister Reverend Ian W. Riddell: Reverend Riddell submitted a written report.

b. Treasurer Jerry L'Hommedieu: Jerry submitted a written report concluding June and fiscal year's end that addressed our financial position and notable financial events.

8. Old Business:

a. Attitude of Gratitude: Director Carter assumed responsibility for this regular Board activity. This month, the Board acted to have cards sent to Mel Wilkinson and Carol Scanny. Mel acted quickly and greatly assisted with a sudden, unexpected air conditioning repair. Carol was of great help in getting donated items to the Galilee Center.

b. Security: Linda advised that an alarm went off over the weekend and that the security system needs updated information about individuals willing to be available to respond

to any future alarms. Rod Belshee and Hiroshi Yamaguchi will be removed as such individuals; Jane Zaun, Mel Wilkinson, Carol McDaniel, and Rev. Ian W. Riddell will be added as such individuals. Linda informed new members that she would be providing them with keys for the church.

9. Unfinished Business:

a. Board Positions and Responsibilities: At the last meeting, the Board reviewed and discussed the bylaws’ descriptions of Board Members’ duties. At this meeting, revisions were approved to the Manual for the Board of Directors concerning descriptions of Board responsibilities, conduct, and procedures. Linda led a discussion of members’ liaison responsibilities connecting with the church’s various committees and groups, and members adopted the following assignments:

<b>PRESIDENT:</b>	Personnel	DIBM	COM	Nominating
<b>1ST VICE PRESIDENT:</b>	Church Council	Denominational Affairs	COVID-19 Protocols	
<b>2ND VICE PRESIDENT:</b>	Stewardship	Membership	Communication	
<b>SECRETARY:</b>	History and Archives			
<b>TREASURER:</b>	Finance			
<b>MEMBER AT LARGE – CAROL:</b>	Social Justice	AV/Production		
<b>MEMBER AT LARGE – DAVE:</b>	Facilities	Hospitality (incl. Attitude of Gratitude)		
<b>MINISTER:</b>	Care	Lifespan Spiritual Growth / RE	Chalice Circles	Worship / Music

b. Assistant Minister Discussion and Update: At the last meeting, the Board reviewed, discussed, and revised the job description. At this meeting, Rev. Riddell led a discussion of the church’s vision for the individual who will fill this position, a continuing discussion of the anticipated work of the Assistant Minister, and options for trying to fill the position. The Board agreed to form an *ad hoc* group of individuals to assist in the process.

10. New Business:

a. Board Orientation: Linda led an orientation for new members and as a refresher for returning members, which will continue in a second session next month for new members. Jerry presented on the treasurer’s monthly documents to be submitted at

each meeting and how to read these financial reports.

- b. Emergency and Safety Action Plan: Linda brought up the church's readiness for unforeseen emergencies, especially given the active shooter scenarios of late in the news. The Board acted to review and revitalize the current Emergency and Safety Action Plan, and the President and Minister agreed to spearhead this task.

11. Process Monitor Report: Fran reported that the Board stayed on track well, getting behind in some areas but getting right back on track, and there was good information.

12. Extinguish Chalice and Adjournment of Regular Board Meeting: Rev. Riddell offered closing thoughts and Linda adjourned the regular Board meeting at 6:58 p.m. PST.

**Respectfully Submitted:**



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Robert L. "Bob" Rancourt, Jr.  
Secretary

September 20, 2022

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Approval Date

**Attachments:** Written Reports Addendum

Addendum to Board of Directors Regular Meeting Minutes  
Written Reports of Board Members and Committees

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**Written Reports of Board Members and Minister:**

- a. Treasurer Jerry L'Hommedieu's Written Report
- b. Minister Rev. Ian W. Riddell's Written Report

No Committee Reports were submitted

a. Treasurer Jerry L'Hommedieu's Written Report:

**UUCOD Treasurer's Report**

**June 2022 & Fiscal Year End**

As of June 30, UUCOD held deposits of \$249,505.92 which includes \$100,000 invested with UUA in its UUCOD Investment Fund. Of this amount, \$216,237.86 is held in either dedicated or restricted funds which leaves \$33,267.06 in available, unrestricted funds.

Of the \$19,717 in revenues for June, nearly half (\$9,221) was transferred from the Sacred Grounds reserve account to pay for our new patio mister system. Receipt of a contribution from ScriptoStagetoScreen in the amount of \$1,750 also improved June's revenues.

There were some exceptional expenditures included in June's total expenses of \$33,158. Installation of our mister system, the annual premium for our earthquake insurance, palm tree trimming, and plumbing/irrigation repairs totaled nearly \$17,000. Galilee Center received \$855 through June's Share-the-Plate program.

Starting FY 21-22 with a projected revenue budget of \$257,910, UUCOD ended its fiscal year with total revenues of \$332,006. Of \$103,430 received in Miscellaneous Operational Revenue, a total of \$47,000 was received to pay off UUCOD's mortgage and more than \$28,000 was moved from reserves. The amounts were unbudgeted and, without them, UUCOD would have finished the fiscal year approximately \$4,000 higher than the projected revenue originally budgeted.

Operational expenses for the fiscal year totaled \$258,464 against a budget of \$257,910. The \$47,000 to pay off the mortgage is not included in this amount since it was not a budgeted annual expense but rather an elimination of a long-term liability. Having begun the fiscal year with significant unrestricted funds, UUCOD was able to move \$30,000 in excess revenue to the Building Maintenance Contingency Fund to increase reserves for repair and replacement of fixed assets of the church.

As of June 30, UUCOD has collected \$39,950 in pledges for FY 22-23 against a pledge total of \$170,174.

Jerry L'Hommedieu  
July 8, 2022

b. Minister Reverend Ian W. Riddell's Written Report:

Hello, friends,

I want to give a special welcome to our new Board members. I'm excited for the year ahead and grateful to be working with you in the leadership and care of our congregation.

My Board reports usually have two segments: a reflection or message at the beginning, looking back or looking forward or focusing on an important issue; and an outline of what I've been up to this month, to give you a sense of the scope of the work we're doing in the congregation.

This month, rather than a written reflection and as a welcome to you, I'd like to share some words from a colleague about the work of the Board.

**Reading for the Standing Committee**

Phyllis B. O'Connell

From *Bless the Imperfect: Meditations for Congregational Leaders*

To the Governing Board at the beginning of a new year: Let us know going into it, That we will never have all the answers. We will never get it exactly right. No matter what we do or how hard we try, we will never please everyone And we will never finish all the work. We may never be in complete agreement on anything And we may hear more criticism than thanks. Much of what we do will be unseen by most of the congregation. We will, without even realizing it, reinvent the wheel And there will be times when we wonder why in the world we signed on for this. But there will be other times too, times when we are able to make real the mission and vision of the church. There will be times when we laugh together and are grateful to be in this place and be part of the process Times when our trust builds and our confidence is high and we feel the deep satisfaction of a job well done Times when we are proud to be counted among the leaders of this congregation. No policy handbook ever says that what the Standing Committee does is holy work: This is not a committee that leads worship or makes moving music or stirs hearts in prayer. But without your leadership and the work you do, there would be no church. While no one would ever call serving on the Standing Committee a spiritual discipline, it is, without question, an act of faith.

I'm grateful to be serving this ministry with you all.

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.*

### **A. Counseling and Pastoral Care**

- The Care Team met for our regular meeting this month and welcomed new member, Julia Bell. We are looking forward to welcoming Lavonne Swanson at our August meeting. This brings our Care Team up to 6 members!
- 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 will resume encouraging congregants to complete "Emergency Contact Forms" in the fall.
- I continue to meet with congregants in need of connection and conversation by phone and Zoom and in person again, which is a wonderful change.
- I hosted two gatherings for grieving, anger, and reconnection following the Supreme Court's repeal of *Roe v. Wade*: Sunday, June 26, in person and Friday, June 24, on Zoom

### **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.
- Pam and I met in early July for an end-of-year annual review conversation. Feedback from the congregation was glowing and enthused. Pam is delighted to continue working with our congregation! She and I will develop goals for the next church year during August.
- I continue meeting weekly with our 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 will meet with Vanessa in late July for an end-of-year annual review conversation
- Vanessa is working with me and with Katy Fass on hiring a new Lead Pianist to replace Kurt. We have had several applicants and are looking forward to interviews and auditions in the weeks ahead.
- The Committee on Ministry will reconvene in August to continue this work and to plan work with the congregation on our Covenant of Right Relations.
- I meet monthly with President Linda Savard to plan the agenda for the monthly Board meeting and coordinate on other issues.
- I met with Linda Savard to look at the congregation's priorities and need for the coming church year..

### **C. Membership and Committees**

- I attended the Facilities Committee's monthly meeting on July 5.

### **D. Lifespan Faith-Development**

- I continued my planning for a fall class on preaching for laypeople and contacted Rev. Tom Owen-Towle in San Diego for a possible workshop on Aging with Grace in the fall.

## **E. Worship**

- The Worship Committee held our monthly meeting in June and we have service leaders planned through October .
- I continue to lead 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.
- Our recent attention to sound for our streamed service has helped us solve most of the issues with the stream. Thanks to our AV team for focusing on this and making our services as accessible as possible.
- I led or participated in worship several times this past month:
  - I hosted sharing of GA service on June 26
  - I helped Rabbi Jules record his service for July 3
  - I did AV programming for Corbett Bratton's service on July 10 and participated in the service doing Joys and Sorrows and the prayer
  - preached service on July 17, with new worship associate Julia Alberg-Burbank

## **F. Denominational Activities**

- 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 for feedback, support, and context setting as they move through the credentialing process.
- I attended the UU Ministers Association Ministry Days virtually June 20-22
- I attended the UUA General Assembly virtually June 22-26 and facilitated a Zoom gathering of UUCODers who attended.

## **G. Prophetic Outreach, Interfaith Activities, and Local Collaboration**

- I am part of the Desert Interfaith Council and am Zoom host for our monthly meetings.
- At the July DIC meeting I was the featured presenter: I shared an introduction to our UU tradition and who we were as religious movement.

## **H. Personal and Professional Growth**

- I continue meeting monthly 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 Hermann de la Fuente



- I meet monthly with a small group of colleagues in our region in reflection, sharing, and collegial support and learning. This group grew out of attendance at a workshop at the February gathering for Excellence in Ministry.
- I am grateful for some time off at the end of June and beginning of July. This time is a combination of individual days left over from 2021-22 and my regular days off for this coming week.

in peace and deep love



**My weekly schedule is as follows:**

Currently, my days off are Friday and Saturday.

During the month of July, we will be staying Idyllwild. I will continue to work my full schedule this month: I'll be in the building/office on Sunday, Monday, and Tuesday and working from home on Wednesday and Thursday

**Upcoming Travel Schedule:**

- Our letter of agreement gives me six weeks away during the year: three weeks of vacation and three weeks of study leave. Study leave is a time for the minister to take longer time to do deeper reading, writing, and planning without participating in meetings or other events and without responding to e-mail or phone calls except in an emergency.
- I will be taking a week of Study Leave August 15-21.