

UNITARIAN UNIVERSALIST CHURCH OF THE DESERT
Board of Directors Regular Meeting Minutes
September 20, 2022

Attending:

Board Members Attending by Zoom: President Linda Savard; 1st Vice President Bill Masco; 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: None

Congregational Members Attending by Zoom: Jane Zaun

Meeting Minutes:

1. Opening and Chalice Lighting: Linda called the regular Board Meeting to order at 5:05 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 motions to accept the minutes for the July 19 regular, and September 17, 2022, retreat, Board Meetings.
4. Process Monitor and Timekeeper: Carol
5. Consent Agenda: The Board approved a motion to appoint Bill Masco to fill the 1st Vice President vacancy.
6. Voices of the Congregation: None
7. Board Reports:
 - a. President Linda Savard: Linda submitted a written report. An apparent typographical discrepancy was noted, and Linda agreed to update her report.
 - b. 1st Vice President Bill Masco: Bill submitted a written report.
 - c. 2nd Vice President Fran Hoag: Fran submitted a written report.
 - d. Treasurer Jerry L’Hommedieu: Jerry submitted a written report addressing our financial position and notable financial events since the last meeting. He explained anticipated upcoming audit processes.
 - e. Secretary Bob Rancourt: Bob submitted a written report. He added that Board information on the website is largely up-to-date and necessary bank signatories appear to be complete.
 - f. Minister Reverend Ian W. Riddell: Reverend Riddell submitted a written report. Rev. Riddell added that he’s delighted with how church activities are ramping up and the positive feedback he’s received about the new accompanist and choir director.

8. Old Business:

- a. Attitude of Gratitude: This month, the Board acted to have cards sent to Ingrid Pratt and Vanessa Ament for noteworthy assistance in recruitment of the new accompanist; Dr. Ament volunteered time outside working hours for this purpose. Linda suggested a card for Pam for her pineapple upside down cake donation to the retreat. Dave will send out these cards.
- b. Board Retreat: In order of greatest consensus, Linda reviewed the areas of focus that the Board would like to have as goals for the new Board year: Living into the Eighth Principle; Re-Establishing the Safety Committee; Investigating and Implementing AB 506; Outreach; Strategic Goals; Mission and Vision Statement Revisions; Right Relations Education; Leadership Development; and Outreach. Board Members also noted current active recruitment of a part-time employee toward a goal of religious education for children and youth. Board Members discussed these goals in greater detail and considered responsibility and roles for implementation of activities, strategies, and things necessary to make progress toward these goals.
- c. Destructive Behavior Policy: Rev. Riddell led a discussion of current proposed suggested changes to the Disruptive Behavior Policy approved by the Board in 2017. Meanings of destructive and disruptive behaviors was discussed and distinguished. Possible additional changes were identified, and Board Members were encouraged to consider the proposals pending further action of the Board.

9. Unfinished Business:

- a. Assistant Minister Update: Linda noted that she, Jerry, and Rev. Riddell are actively working upon completing the job description and recruitment. This *ad hoc* group of individuals will continue working toward successful candidacy of a thirty-percent part-time minister who could spearhead religious education for children, youth, and their families. Recruitment difficulties at the national and local levels are noted to exist.
- b. DIBM Update: Linda led discussion of the status of the Diversity, Inclusion, and Belonging Ministry, and Board Members discussed updates.

10. New Business:

- a. Leadership Development: Jane Zaun led a discussion concerning the functions and structure of a leadership development committee that the Board asked the Nominating Committee to address. The Board reviewed a document entitled “Leadership Development Committee,” approved it, and agreed that the Leadership Development Committee would replace the Nominating Committee, and Board Members noted that appropriate bylaws changes would be discussed and made at the next duly noticed meeting called to address bylaws changes.

11. Process Monitor Report: Carol reported that the Board started late by five minutes and added an extra ten minutes to one session, but still ended up eight minutes early.

Everyone had the opportunity to be heard and contribute.

12. Extinguishing Chalice and Adjournment of Regular Board Meeting: Rev. Riddell offered closing thoughts and Linda adjourned the regular Board meeting at 6:53 p.m. PST.

Respectfully Submitted:



Robert L. "Bob" Rancourt, Jr.
Secretary

October 18, 2022
Approval Date

Attachments: Written Reports Addendum

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

Written Reports of Board Members and Minister:

- a. President Linda Savard's Written Report
- b. 1st Vice President Bill Masco's Written Report
- c. 2nd Vice President Fran Hoag's Written Report
- d. Treasurer Jerry L'Hommedieu's Written Report
- e. Secretary Bob Rancourt's Written Report
- f. Minister Rev. Ian W. Riddell's Written Report

No Committee Reports were submitted

a. President Linda Savard's Written Report:

Unitarian Universalist Church of the Desert
President's Board Report
September 20, 2022

Diversity, Inclusion and Belonging Ministry (DIBM)

The DIBM met twice this month. As a group we used a rubric to guide us at looking at where the congregation is in its anti-racist/anti-oppression work. We are using the results from this document and our developed goals from last year to write our goals for the coming church year.

Nominating Committee

The nominating committee worked to find us a 1st Vice President for the board. Thank you for saying yes, Bill Masco.

Personnel

Jeff Lesser is our new an accompanist for Sunday services.

We have a search committee to find a 30% minister to help with our Children and Youth Religious Education and our family ministry. We are in process of filling out the application materials with the UUA Transition office. That should be finished within the next month.

Additional

Over the past two months, I participated in Jubilee 3, the Board Retreat, the Covid Response team, production meetings, greeting at Sunday services, and the stewardship meeting. I continue to keep the records of those who attend Sunday service and their vaccination data.

I continue to participate as needed in the AV work related to our Sunday Services.

I continue to meet monthly with Rev. Ian to plan our board agenda and to discuss business of the church.

Submitted by:

Linda Savard, Board President

b. 1st Vice President Bill Masco's Written Report:

Board Report for Meeting on 09/20/2022

Bill Masco

Attended my first Board retreat on Saturday, 09/17/2022.

Beyond that, my activities have revolved around

1. Attending the Finance Committee meeting on 09/11/2022.
2. Development and creation of a new website for S2S2S
3. The AV Team and programming for the live stream. Working with Ingrid Pratt and Carol McDonnell to establish an AV Committee table at upcoming committee fair.

c. 2nd Vice President Fran Hoag's Written Report:

UUCOD Board Report

2nd Vice President for Stewardship

September 20, 2022

Stewardship

- Plans are underway for the Community Volunteer Fair on October 16. The focus of the event has shifted from recruiting committee representatives to providing volunteer opportunities which in turn builds community.
- Social BUUterflies have placed the Palm Desert October Concert Series and a travel talk on the event calendar and are actively looking for other events to bring people together.
- Provided support for the upcoming Annual Auction.

Membership

- Provided the link for the September 7 UUA series: "Supporting Neurodivergence in Our Congregations" to help greeters understand and accommodate differences. Notified them of the next session in the series on September 27.

- Coordinated with Membership to provide a Stewardship representative to conduct a session at the next New Member Orientation.

Other Activities

- Developed a form to facilitate communications between event coordinators and Pam to place events on the calendar. The purpose of the form is to provide more detailed information in a way that is easier for Pam to translate onto the calendar.

Submitted by Fran Hoag

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

UUCOD Treasurer's Report

August 2022

As of August 31, UUCOD held deposits of \$242,689.25 which includes \$151,514.67 invested with UUA in its UUCOD Investment Fund. Of this amount, \$202,505.33 is held in either dedicated or restricted funds which leaves \$40,183.92 in available, unrestricted funds. UUCOD also has \$136,499.58 invested with UUA in the MacLean Endowment Circle which is a permanently restricted fund. UUCOD added \$10,365 to the MacLean Endowment Circle fund in August which was the remaining balance from the bequest from John McCloud.

As of August 31, UUCOD has posted \$72,579 in revenue from pledges. The total pledge budget for FY 22-23 is \$175,000. The UUCOD Investment Fund increased \$4,452 in value in August; \$1,515 for the year-to-date. Total revenues of \$30,731 against expenses of \$21,225 netted a gain for the month of \$9,506.

Exceptional expenses in August included \$1,095 for a blower motor replacement for our air conditioning system and \$2,250 for installation of the water line for the new mister system. The water line expense was covered through the Sacred Grounds reserve account. Following an audit by our workers' compensation insurance company, we paid an additional \$317 towards our premium for this coverage.

UUCOD provided Galilee Center with \$376 as recipient of August's Share the Plate program.

Jerry L'Hommedieu
September 2, 2022

e. Secretary Bob Rancourt's Written Report:

Monthly Report
UUCOD Secretary Bob Rancourt

This report is my first report as Secretary, having been elected to serve a full two-year term as Secretary.

HISTORY AND ARCHIVES

- Last month, I met with the archivist, Joni Paddock
 - Physical archives are up to date until this year and are housed in glass-and-wood case in the church hallway
 - o Archivist is in process of updating physical archives for this year
- Digital archives still need to be reviewed and evaluated for assessment

SECRETARY

- Script2Stage2Screen bank account signatory updates continue
 - Bill Masco signed off on the bank signature card
 - Terry Lemaster still needs to complete his signature card, but Bill, who recently completed his, agreed to help him complete the task

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

Minister's Report to the UUCOD Board

September 20, 2022

The Rev. Ian W. Riddell

Hello, friends,

It was wonderful to be with you all this past Saturday and to get to know you all that much better. I think we made some excellent progress on planning our upcoming year as well.

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, 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.

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.
- I resumed 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. We held a longer beginning-of-the-year planning session last week as well.
- I worked with Vanessa, Katy Fass, and Ingrid Pratt on hiring a new Lead Pianist. We had four applicants. We assessed applications and interviewed and auditioned two candidates. As a result of these interviews and calls to references, I hired Jeffrey Lesser who began as our Lead Accompanist this past Sunday.
- The Committee on Ministry completed a draft Destructive Behavior Policy, which we share with the Board at this meeting. We continue to plan on leading the congregation in exploration of 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 continue our work in finding a second minister who would also assume some RE leadership.

C. Membership and Committees

- I met with Mel Wilkinson (chair of Facilities) about safety at pulpit and on platform. I will talk with Rabbi King as well.

D. Lifespan Faith-Development

- I continued my planning for a fall class on preaching for laypeople which will start this coming Sunday

- I met with a small group of interested congregants to begin to lay out a longer-term vision for religious education. Following up on this, I will plan a youth gathering (pizza, bowling?) with the youth we currently have to get to know them better and begin to hear what they want and need.

E. Worship

- The Worship Committee held our monthly meeting in July and August and we have service leaders planned through mid-January .
- 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 AV team refocused on organization and on doing some retraining around audio procedures. As a result of this and of being intentional about planning and clear about Sunday-morning roles, the audio of our live and streaming services has been consistently excellent.
- I led or participated in worship several times these past months:
 - I coordinated and ran the showing of the UUA worship service featuring Rev. Susan Frederick-Gray on July 24
 - I led worship on several Sundays:
 - July 31 - “Kindness” with Sarita Gonzales
 - August 28 - “Seek and Hide: Sardines and the Search for Truth” with Bob Rancourt
 - September 4 - “The Work of Our Hands” with Bryna Blum
 - September 11 - “Worth and Dignity and our Bodies” with Joni Paddock
 - I worked with the Chalice Circe leaders as they planned their service for September 18
- I met with Jack Fitzsimmons to plan to update slides before service to add 8th principle and to vary the rotation
- I worked with Fran Hoag on procedures for uploading videos of services so that we honor copyright law

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 met with a group exploring possibilities of supporting Ukrainian refugees in the valley. We are currently in data-collecting mode and are reaching out to other congregations and local organizations to assess what is currently happening in our valley. We are grateful for the organizing resource provided by the UU Service Committee.
- I met with a small group (from DIBM and Lifespan) to begin to build relationships with our local indigenous peoples and tribes.
- I am part of the Desert Interfaith Council and am Zoom host for our monthly meetings.
- I will be the MC for the DIC's Salton Sea Prayer Vigil on Monday, October 10.

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 a week of study leave August 15-21.
- I began weekly Spanish lessons in August

in peace and deep love



My weekly schedule is as follows:

Currently, my days off are Friday and Saturday.

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 took a week of Study Leave August 15-21.
- I will travel to Madison, Wisconsin, in early December for a choir reunion concert.
- I will be attending a chapter ministers' retreat October 15-17 in Rancho Palos Verdes