

UNITARIAN UNIVERSALIST CHURCH OF THE DESERT  
Board of Directors Regular Meeting Minutes  
October 18, 2022

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**Attending:**

Board Members Attending by Zoom: President Linda Savard; 1st Vice President Bill Masco (left meeting early at 5:59 p.m.); 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: None

**Meeting Minutes:**

1. Opening and Chalice Lighting: Linda called the regular Board Meeting to order at 5:02 p.m. PST by Zoom. Rev. Riddell offered inspirational music for our chalice lighting.
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 September 20, 2022, Board Meeting.
4. Process Monitor and Timekeeper: Dave
5. Consent Agenda: None
6. Voices of the Congregation: None
7. Board Reports:
  - a. President Linda Savard: Linda submitted a written report. Linda added that she has met with some congregants to discuss what is meant by “outreach,” and a suggestion exists that membership will follow up with visitors to enhance outreach. Linda and Jerry discussed a possible tax credit that doesn’t seem applicable to us. Linda also touched on recent discussions concerning COVID-19 protocols.
  - b. 1st Vice President Bill Masco: Bill submitted no written report but sought Board guidance on how to prepare monthly reports.
  - 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. Linda wondered why, with solar panels, the church electricity bill isn’t lower, and Jerry and others responded offering possible likely explanations. Jerry advised that the liability insurance bill arrived, and he noted a significant increase in premium. Jerry added that Sacred Grounds would like to resume fundraising and said that the Board should

expect to receive a more specific request in the future.

- e. Secretary Bob Rancourt: Bob submitted a written report.
- f. Director-at-Large Dave Carter: Dave submitted no written report but reported that thank-you cards went out.
- g. Director-at-Large Carol McDaniel: Carol submitted a written report. She noted that Denise Janssen Eager will remain the chair of the Social Justice Committee despite that she's moved out of state; Denise will serve remotely. Carol also elaborated on some of the committee's recent work and recruitment efforts.
- h. Minister Reverend Ian W. Riddell: Reverend Riddell submitted a written report. Rev. Riddell added that the Salton Sea vigil included three of our congregants and it was well covered by local media. Rev. Riddell stated that more such events are coming, and he intends to keep the Board updated on these kinds of events.

#### 8. Old Business:

- a. Attitude of Gratitude: This month, the Board acted to have cards sent to Rod Belshee and Mel Wilkinson for the installation of the misting system on the patio. Linda suggested a card for Gloria Kapp and Denise Janssen Eager for their hard, extensive work on preparing for and holding the congregational learning session about the statewide initiatives. The Board also acted to have a card sent to Jane Zaun for her excellent service in producing the recent volunteer fair.
- b. Destructive Behavior Policy: Rev. Riddell led a discussion of current proposed suggested changes to the Disruptive Behavior Policy approved by the Board in 2017. Rev. Riddell noted the efforts of several congregants in coming together with the new draft policy. The Board reviewed and discussed the proposed new policy in detail and made largely technical changes, referring the new draft back to the Committee on Ministry for finalization and return to the Board via e-mail before the next meeting for approval on the next consent agenda.
- c. Conversations with the Board: Linda offered thoughts on how to begin planning for sessions of Conversations with the Board. The Board agreed to try to schedule hybrid meetings in the church beginning in January 2023 for this purpose, noting calendar difficulties with trying to begin earlier.

#### 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. Church Council: Linda led a discussion of the agenda for this week’s coming Church Council. The Board finalized the agenda.
- b. Board Welcome at Worship: Rev. Riddell proposed having Board Members participate in welcome time during future services. Further discussion was tabled to develop ideas on how to incorporate this proposal.
- c. Living into the Eighth Principle: Linda suggested a shared reading or training upon which to work as a Board toward integrating the Eighth Principle into our lives. The Board elected to purchase, read, and complete together the workbook: “Do the Work! An Antiracist Activity Book” by W. Kamau Bell and Kate Schatz.
- d. COVID-19 Protocols: Linda discussed the status of COVID-19 protocols in other Unitarian Universalist congregations in Southern California and wondered whether the church should make any changes to its current policy. The Board approved an “update card” to be offered to individuals attending each service to be used in lieu of stopping at the membership table to be checked.

11. Process Monitor Report: Dave reported that the Board did well with time and ended up concluding the meeting about 20 minutes earlier than planned.

12. Extinguishing Chalice and Adjournment of Regular Board Meeting: Rev. Riddell offered closing music and Linda adjourned the regular Board meeting at 6:41 p.m. PST.

**Respectfully Submitted:**



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Robert L. “Bob” Rancourt, Jr.  
Secretary

November 15, 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. President Linda Savard's Written Report
- b. 2nd Vice President Fran Hoag's Written Report
- c. Treasurer Jerry L'Hommedieu's Written Report
- d. Secretary Bob Rancourt's Written Report
- e. 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  
October 18, 2022

**Diversity, Inclusion and Belonging Ministry (DIBM)**

This month DIBM has begun the process of identifying new members for the team as some of the current members plan to rotate off the team. We decided to move forward with sponsoring some DIBM-focused field trips during the year. We will write an article every other month for the newsletter addressing anti-racism. We reviewed and updated our goals and decided to prioritize the areas of worship, lifespan spiritual growth, membership, and engagement.

**Nominating Committee**

The nominating committee is continuing its work of transitioning to a leadership committee. Jane and I talk frequently about the transition. Eight people are in the current leadership class.

**Personnel**

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 still in the process of filling out the application materials with the UUA Transition office. This process is more time consuming than originally thought. It should be finished within the next month.

**Hospitality**

Coffee hour after Sunday services has begun.

**Additional**

I met with a group of congregants to discuss outreach; what it means, how will we do it, and to whom are we aiming our outreach. We are going to start with letting others know we are here and what we stand for. We plan to have some blurbs in the local newspapers, add more tags to our website posts, participate with the Palm Springs Community Leadership Council, and post in our public Facebook page. Membership is going to look at ways to easily follow-up with visitors and make sure we have plenty of bookmarks for people to take with them. We may get our trifold brochure out again and develop something titled "You May be a Unitarian Universalist and Not Know It". We will meet again next month.

I attended the President's Meeting that is sponsored by the region. At the meeting I heard about the Employee Retention Tax Credit from the IRS for those organizations that did not lay employees off during the covid pandemic. This something we can look into. None of the congregations represented at this meeting require proof of vaccination to attend in person services. Most do still require masks and eating outside only. There are some congregations that have done away with covid protocols. The Las Vegas church wants to partner with another church for children and youth religious education.

I attended the Active Shooter Training in Palm Springs. The training provided some very good tips for things to do for training the congregation as well as what to do if there is an active shooter while we are in church. I will share this information with the safety committee as it gets reengaged.

I will attend Leadership Foundation classes being offered by the Pacific Western Region over the next two months. Classes being offered are:

Oct. 18th & 20th - Who does what? RASCI and other tools for planning

Nov. 1st & 3rd - Sustaining leadership: leadership succession planning & development

Nov. 15 & 17 - Elements of a Congregation: Understanding the parts and roles that make up your community (for sabbatical planning, lay-led, and sustainable ministry)

Dec. 6th & 8th - Governance: Beyond Robert's Rules

Classes are held on Tuesdays ( 2:00 PT) or Thursdays (6:30pm PT). I plan to attend the Tuesday afternoon classes. If you are interested in attending as well you can register at [Register via Wufoo](#) at a cost of \$20.00 for the entire thing.

I will also be attending an OLLI class on the Cahuilla people starting this month.

Over the past month, I participated in, the Covid Response team, production meetings, greeting at Sunday services, and the stewardship meeting. I met with Bill Masco to plan the upcoming church council. 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 and to be available as a greeter.

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

**Unitarian Universalist Church of the Desert  
2<sup>nd</sup> Vice President Report  
October 18, 2022**

**Community Volunteer Fair, October 16**

The event was very well planned and executed. Meetings with Committee Chairs, emails, calendar, and newsletter announcements started in August. Jane Zaun (event coordinator) led a group of volunteers before the worship service to sweep the patio and set up tables. At the end many people helped with taking down tables, putting chairs away, and cleaning up the patio. During the event Jane made sure that everyone had what they needed to be successful.

The Committees and Social Groups represented were: Care Team, Membership, Stewardship, Social BUUterflies, Facilities, AV, Sacred Grounds, Social Justice, Finance, Hospitality, Auction, Scrabble and Bridge and Choir. There was one request to add S2S2S for next year's fair.

There was quite a bit of thoughtfulness and creativity involved. Nearly all the groups had created flyers, posters, and some visuals to capture attention. Plus, some gave away candy. With the coffee and treats on the patio for the first time in a long time, there was quite a festive atmosphere.

We did have a few people who showed interest in volunteer opportunities and at least three who joined a committee. One person also stated, I just want to get to know everyone, so I'll join here. As the event unfolded, with all the groups and volunteers present, it really was a social opportunity to honor them in addition to opportunities for others to join somewhere.

**Stewardship Meeting, October 6**

Committee members discussed the big question for the church Council: "What are your committee's plans for working towards our strategic goals?" We examined both the UUCOD Strategic goals and the Board Goals and made these commitments:

- Informally engage new and existing members in conversations about volunteering and training.
- All members of the Stewardship Committee commit to attending the Safety Training when it is offered.
- Individual members of the Stewardship Committee, as they are able, commit to attend the Conversations with the Board sessions.
- We are planning Social and Cultural activities to educate our community about multiple cultures
- All members are currently reading "white supremacy culture" by Tema Okun and will discuss the article at the November committee meeting.

**Palm Desert Concert Series, Thursdays in October**

There is a small, but consistent group of five social butterflies attending the concerts. They sit together, share food and conversation, and most importantly dance to the music. As the word spreads, more and more UUer's join in the fun.

**Claiming our Spiritual Leadership**

I am one of eight people attending this class. Participants read the material before class and gather for a 1.5-hour discussion. The class has become a time for introspection and sharing ideas how we might bring these concepts into our congregational life.

Respectfully submitted by Fran Hoag



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

UUCOD Treasurer's Report - Revised

September 2022

As of September 30, UUCOD held deposits of \$236,449.89 which includes \$147,180.54 invested with UUA in its UUCOD Investment Fund. Of this amount, \$205,230.76 is held in either dedicated or restricted funds which leaves \$31,219.13 in available, unrestricted funds.

Fiscal year-to-date, UUCOD has received \$83,357 in pledge payments for FY 22-23; 48% of the \$175,000 total anticipated pledge revenue for the fiscal year. Total revenues received are \$95,659 and total expenses are \$55,758; net revenue totals \$37,901. There were no exceptional revenues or expenses in September. Not unexpectedly, the UUCOD Investment Fund decreased \$4,334 in value in September and the MacLean Endowment Circle Fund decreased \$3,608 in value for the same period.

UUCOD provided Galilee Center with \$404 as recipient of September's Share the Plate program. As the Share the Plate recipient for the months of June through September, Galilee Center received a total of \$1,926.

At its September meeting, the Finance Committee agreed to review, and update as needed, its mission statement and responsibilities and the Financial Procedures Policy. The committee also identified an audit tool and is moving forward with quarterly audits, beginning in October. Separately, the committee chair, Chris Eager, and I drafted a committee calendar for the fiscal year that identifies tasks and timelines for Finance Committee activities. The draft will be discussed with committee members in an upcoming meeting.

Strategic and Board Goals Activities

- Congregational Care & Engagement
  - Member of the Board of Directors, Stewardship Committee, Finance Committee and Endowment Committee
  - Support Membership as a frequent greeter and usher at services
  - Support the Facilities Committee and Sacred Grounds Team by providing groundskeeping, maintenance, and cleaning on a weekly basis
  - Oversee financial well-being of UUCOD through cash management, ensuring financials reports are accurate, processing payables, budgeting, and payroll
  - Co-lead the annual pledge drive and assist with other fundraisers such as the auction
- Safety Committee
  - Will work with Rev Ian to recruit members and ensure safety protocols are developed and implemented through training
- Professional Ministry & Staffing

- Will participate as a member of the search team for a part time employee to facilitate Children & Youth Lifespan Religious Education
- Diversity & Inclusion
  - Will attend A Brief History of Black Hollywood through Lifespan Religious Education
  - Will participate in Board focused efforts to implement the 8<sup>th</sup> Principle

Jerry L'Hommedieu  
October 18, 2022

d. Secretary Bob Rancourt's Written Report:

*Monthly Report*  
*UUCOD Secretary Bob Rancourt*

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**HISTORY AND ARCHIVES**

- Digital archives still need to be reviewed and evaluated for assessment

**SECRETARY**

- Script2Stage2Screen bank account signatory updates are complete
  - Terry Lemaster signed off on the bank signature card

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

**Minister's Report to the UUCOD Board**

October 18, 2022

The Rev. Ian W. Riddell

Hello, friends,

We are now fully into our next church year! There's lots going on and lots to be grateful for.

I want to share with you that Rev. Barbara Fast has joined our choir and will be participating more in the life of the congregation as a congregant. She and I will be working on a covenant between us so that she is able to participate as a congregant and not be expected to be people's minister and so that my ministry with the congregation can continue to grow. Please do ask if you have any questions about this.

I'm really excited to be continuing with the theme of "Tools for the Beloved Community" in worship. This is one of the ways I'm hoping to support our work in living into the 8<sup>th</sup> principle. I am trying, as each day comes, to ask myself regularly, "How is this helping us make our new principle matter and become realized?" I hope you as the Board will keep this question in your minds as well as we do the work of managing and leading our congregation.

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.
- 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 November.
- We planned our participation in the Community Fair on October 16, including recruiting people to give rides, make food, and make connecting phone calls.
- 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.
- The DIB Ministry team completed our discernment using a rubric for developing anti-racist congregations and will be using our assessment to set goals for the coming year.
- I meet weekly with Pam Bibb to check in on work expectations and how things are going.
- I meet 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 have planned choir dates and much of the choir music through the end of the church year!

- We continue to be delighted with our new Lead Accompanist, Jeff Lesser. We are also grateful for the work of our other accompanist Joel Baker and Malcolm Swan.
- The Committee on Ministry worked to revise the Destructive Behavior Policy, based on feedback from the September Board meeting. We're sharing the updated version at this meeting and are looking forward to more feedback. We continue to plan on leading the congregation in exploration of our Covenant of Right Relations.
- I meet monthly with President Linda Savard and First Vice President Bill Masco to plan the agenda for the monthly Board meeting and coordinate on other issues.
- I met with Linda Savard and Rev. Sarah Gibb Millspaugh (our Pacific Region contact from the UUA) for a start-of-the-church-year conversation.

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

- I met with Jerry L'Hommedieu to learn about the congregation's Safety Committee work leading up to the pandemic closures to help get ready to revive work in this area. This is one of the Board goals for the year that is in my portfolio to shephard.

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

- I offered my class on preaching for laypeople which started on September 23. Five people signed up, though only three were able to attend fully. If there's more interest, I will offer this again in the spring. One of our class members, Julia Alberg-Burbank is actually preaching this Sunday!

### **E. Worship**

- The Worship Committee held our monthly meeting in September, and we have service leaders planned through mid-January. With committee member input, I have planned the Worship Associate schedule through April and the schedule for my preaching through June.
- 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.
- I led or participated in worship several times these past months:

- I will serve as Worship Associate for Julia Alberg-Burbank this coming Sunday
- I led worship on each Sunday since our last meeting:
  - Sept. 25 - Keeping On Keeping On: Resilience and Possibility with Julia Alberg-Burbank
  - Oct. 02 - Atonement and Right Relations with Bryna Blum
  - Oct. 09 - Past, Present, and Future: Learning, Seeing, and Working (Indigenous People's Day) with Ginger Hemingway
  - Oct. 16 - Gathered in Love (Ingathering) with Bob Rancourt

I have been planning a Celebration of Life with the family of Patti Gallagher which will take place on Saturday, October 29. Congregational volunteers will be providing AV support as well as offering a finger-food reception following the service. Our choir will also sing!

#### **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 am attending the Pacific Southwest UUMA chapter retreat in Rancho Palos Verdes this week. This is our first in-person retreat since before the pandemic.
- I will be traveling to Las Vegas on November 4<sup>th</sup> and 5<sup>th</sup> to lead a Celebration of Life for a former congregant (at the request of the current minister).

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

- The group exploring possibilities of supporting Ukrainian refugees in the valley has morphed into two separate explorations. Some are continuing to work with the UU Service Committee to explore ways to help refugees and I and Julia Bell will be meeting with leaders at the Galilee Center to explore ways our congregation can expand in our support and partnership with this agency.
- I am part of the Desert Interfaith Council and am Zoom host for our monthly meetings.

- I was the MC for the DIC's Salton Sea Prayer Vigil on Monday, October 10. Approximately 90 people were present and participated, including three members of our congregation. We received some good media coverage and are working on assessing the event and planning future events. It was an honor and a joy to represent our congregation and movement in this way.

## **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.

in peace and deep love

A handwritten signature in black ink, appearing to read 'Doe', is centered below the text 'in peace and deep love'. The signature is written in a cursive, flowing style.

### **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.
- Mark and I have been planning and so I wanted to share with you my tentative vacation/study leave plan for the coming year
  - **Vacation**
    - November 29 - December 5
    - January 9 - 15
    - May 2 - 8
  - **Study Leave**
    - August 15 - 21 (already completed)
    - April 10 - 16
    - June 12 - 18