

UNITARIAN UNIVERSALIST CHURCH OF THE DESERT  
Board of Directors Regular Meeting Minutes  
November 15, 2022

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**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  
Minister Attending by Zoom: Rev. Ian W. Riddell  
Board Members Absent: Director-at-Large Dave Carter; Director-at-Large Carol McDaniel  
Congregational Members Attending by Zoom: Jane Zaun (joined at 6:00 p.m.)

**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 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 October 18, 2022, Board Meeting.
4. Process Monitor and Timekeeper: Jerry
5. Consent Agenda: The Board unanimously approved adoption of the new Destructive Behavior Policy.
6. Voices of the Congregation: None
7. Board Reports:
  - a. President Linda Savard: Linda submitted a written report.
  - b. 1st Vice President Bill Masco: Bill submitted a written report, adding that he’s more comfortable with preparation of monthly reports and general Board duties.
  - 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, adding a minor clerical correction to his report. He added that, so far, this year’s auction has been hugely successful with more than \$23,000 in proceeds. He advised that a small group of members have volunteered to (1) formulate a procedure for acknowledging certain kinds of contributions, and (2) advise committees of the requirements of the member management system. The Finance Committee voted to eliminate mid-year statements, as they are unduly expensive and time-consuming. Jerry also noted that a “Donate Now” button is in beta testing, and holiday contributions for the toy and food drives and SafeHouse holiday gift cards seem relatively low for the upcoming

11/25/2022 deadline. Finally, Board Members discussed possible downward budget projections for next year.

- e. Secretary Bob Rancourt: Bob submitted a written report.
- f. Director-at-Large Dave Carter: Dave submitted no written report.
- g. Director-at-Large Carol McDaniel: Carol submitted no written report.
- h. Minister Reverend Ian W. Riddell: Reverend Riddell submitted a written report.  
Rev. Riddell added that three individuals have volunteered to serve on the updated Safety Committee.

## 8. Old Business:

- a. Attitude of Gratitude: This month, the Board acted to have cards sent to many individuals who played instrumental roles in the success of the auction: Carol Lavoie; Barb Storms; Pam Bibo; Sarita Gonzales; Shirley Lemaster; Randy Steele; Margaret Manson; and Sandy Sladen. Rev. Riddell suggested a card for Dr. Ament and the choir for their wonderful contribution to the recent memorial service for Patty Gallagher.
- b. Conversations with the Board: Linda discussed plans for upcoming sessions of Conversations with the Board. Linda noted that the first session will address the contract-to-call process overview, and she will lead the meeting. Linda advised the future sessions will address updates to the church's mission, vision statement, and strategic goals. Jerry added that budget issues should also be discussed at later sessions, and the Board agreed.

## 9. Unfinished Business:

- a. Board Welcome at Worship: Rev. Riddell discussed the status of incorporating Board Members' greetings into worship services. Rev. Riddell advised that he is planning to e-mail Board Members with further information and proposed dates for Board Members to volunteer to greet the congregation during worship services.
- b. "Do the Work! An Antiracist Activity Book:" Rev. Riddell asked Board Members how they're doing in beginning this Eighth Principle work and brief discussion ensued. Rev. Riddell asked Board Members to have the first chapter completed by the next Board meeting.
- c. Church Council: Linda led a brief review of the recent Church Council.

## 10. New Business:

- a. COVID-19 Protocols Survey Results: Linda summarized results of the recent online survey about current COVID-19 protocols. In terms of updating protocols, Rev. Riddell added that the COVID-19 Team is planning to discuss tomorrow how to address members, friends, and guests who refuse to return in person to the congregation absent very or extremely conservative protocols.
- b. By-Law Changes Discussion: Linda led a discussion of possible bylaw changes. Board Members advised that only one member presently is serving on the By-Laws Committee. Members agreed to ask the various committees and constituencies for

input on possible by-law changes and will ask other individuals to serve on the By-Laws Committee to help the lone individual presently on the committee.

c. Leadership Succession—Board of Directors Descriptions: Linda talked about roles and responsibilities of Board Members, and discussion ensued.

11. Process Monitor Report: Jerry reported that the Board did well with process, concluding the meeting about 30 minutes earlier than planned. He also noted that the Board “had fun,” stayed on track, and had good discussions.

12. Extinguishing Chalice and Adjournment of Regular Board Meeting: Rev. Riddell offered an inspirational Kurt Vonnegut, Jr., excerpt, and Linda adjourned the regular Board meeting at 6:45 p.m. PST.

**Respectfully Submitted:**



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Robert L. “Bob” Rancourt, Jr.  
Secretary

December 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. 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  
November 15, 2022

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

We've identified some congregants who may join the DIBM team. They will be contacted by current members for conversation and to invite them to our December meeting. We discussed our upcoming news articles, their parameters, purposes, and authors. We reviewed our goals and priorities. We will continue to check in with Worship and Lifespan on regular basis. We will participate in a book study of Mistakes and Miracles, the UUA Common Read. The membership committee will be invited to our next meeting. We will continue to look for ways to engage the congregation in our work. And we discussed how important language, and its use is to the development of beloved community.

**Nominating Committee**

The nominating committee is continuing its work of transitioning to a leadership committee. The committee is already trying to identify future board and congregational leaders. There are also conversations about leadership succession.

**Personnel**

Nothing new on this front.

**Hospitality**

Coffee hour after Sunday services has begun. There are wonderful conversations happening over coffee and cookies.

**Additional**

I attended the President's Meeting that is sponsored by the region. We discussed covid protocols. None of the congregations represented at this meeting require proof of vaccination to attend in person services. Some still require masks and eating outside only. We discussed Right Relations Teams, congregational finances, and the Article II commission.

I attended a Leadership Foundation class, being offered by the Pacific Western Region titled Sustaining leadership: leadership succession planning & development. It was suggested that succession planning be a board priority and discussed as needed at each board meeting. Some of the tips provided were:

1. Create a process for succession planning that includes: identifying potential leaders, develop skills needed for each position, identify skills particular people need to advance in leadership and aid in helping them obtain the skills needed.
2. Provide mentoring or coaching to new leaders
3. Use spiritual discernment to determine who is being called forth to serve
4. Investigate Susan Beaumont's work on engaging volunteers
5. Focus on mission, vision and values when developing leaders

In discussing leadership development within our congregations one congregation shared that they publish links to work product and action plans so others are aware of what's happening and will be prepared if they should join a committee or group.

At the meeting also found out that AB506 is being postponed until January 2024. Some of the requirements may be revised.

I participated in church council. It was a very fruitful meeting. Each committee shared what they are doing to work towards our strategic goals and movement forward on the 8<sup>th</sup> Principle. Fran shared with the group how to fill out the form for room reservations.

Over the past month, I participated in, 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. In the past year we have had at least 231 one- or two-time visitors. One hundred and four members/friends have updated their vaccination data with their boosters. 71 people had one booster, 12 people had two boosters and 21 people had three boosters.

We sent a survey out to the congregation to gauge their feelings around vaccinations and wearing masks. We sent out surveys to all our members and friends. We received 67 replies which is a 54% return rate. We asked about vaccine verification and wearing masks during Sunday Services. 74% of those who responded want us to continue verifying covid 19 vaccinations. The responses to a mask optional policy were more mixed. 54% want to move to a mask optional policy, 25% are unsure and 19% absolutely do not think it's a good idea. Most people would continue to attend in person worship if we made changes; however, many would not. The covid response team will continue to analyze this data and the data and recommendations put out by the CDC, UUA and local government and will come with a proposal to the board in the future.

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:

**Unitarian Universalist Church of the Desert  
1st Vice President Report  
November 15, 2022**

**Sacred Grounds**

Participated in the Sacred Grounds meeting on Sunday, November 14, 2022  
volunteering to work with Jerry and team on Tues day Thursday – but not at 7:30AM!

**Finance Committee**

Participated in the Finance Committee meeting of November 14, 2022 with the following:

- Committed to be a Steward in the upcoming Stewardship Drive
- Provided the Committee with requested information on how S2S2S counts it cash. S2S2S is not in compliance with the 2019 policy. Will work with Sarita and Ginger on procedures on how S2S2S can be in compliance.
- Assisted with Carol and Joni on the Silent Auction (and thankfully won Jerry's famous soup!).

**AV Team/Worship**

- Continued work with the AV Team in Sunday's streaming service.
- Work with Rod Belshee in developing a method where S2S2S can use the laptop for sound props without using the locked sound closet. Use the MixPad software attached to the SQ5 instead.

**Social Justice**

In conjunction with the upcoming migrant food bank Christmas donation. With Joni, purchased the box's contents and recorded by UPC number each item so they will fit into the gift box and allow the box to be easily stackable. The church will be able to order from Smart and Final the item by the UPC code. Reserved a delivery truck from U-Haul on December 9, 2022 to pick up the final order Smart and Final, return to the church for packaging each box, and then delivering the following day. Will help developing the volunteer list with Sarita and Joni. Kudos to Sarita and Joni for developing the list – seeing firsthand, it's not easy.

Will provide assistance to Joni and Sarita with the upcoming Migrant Christmas toy drive.

**Personal Objective**

I did not directly contact the chairs of the Facilities and Membership Committees since the last board meeting to check on their needs. Will do between now and the next meeting. Will also attempt to contact the other committees (Committee of Community and Staff along with others).

Respectfully submitted.

Bill Masco

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

**Unitarian Universalist Church of the Desert  
2<sup>nd</sup> Vice President Report  
November 15, 2022**

**Stewardship**

Discussed ways to share information for the proposed Article II UUA Bylaw changes with the congregation. We proposed focus groups, weaving the topic into Conversations with the Board, and making it a sermon topic. Jane distributed hard copies of the draft document at the worship service on November 13.

Is continuing with our work on understanding the aspects of white supremacy culture.

**Church Council**

I attended the Church Council on October 18 and reported on how Stewardship will support the Board goals.

**Auction**

The Auction was a huge fun-raising and fund-raising success. We had lots of new volunteers helping to prepare for and to run the event. We may have brought in our biggest profit ever: \$23,040. With second chances and other after auction sales that number continues to rise. Thank you, Carol, Shirley, Sarita, Barb, and all the people on and off screen who made this event possible.

Respectfully submitted by Fran Hoag



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

UUCOD Treasurer’s Report

October 2022

As of October 31, UUCOD held deposits of \$219,742.59 which includes \$137,901.75 invested with UUA in its UUCOD Investment Fund. Of the total amount, \$204,676.20 is held in either dedicated or restricted funds. This leaves \$15,066.39 in available, unrestricted funds; less than one month of expenses.

Total revenues received fiscal year to date (FYTD) are \$111,351 which include \$94,685 in pledge payments. These pledge payments represent 57% of the \$165,174 pledged for this fiscal year. UUCOD has only received \$151.00 in Miscellaneous Operational Revenues against a budgeted amount of \$56,197. The approved budget calls for revenue of \$303,097. Total FYTD expenses of \$77,505 are tracking slightly lower against the fiscal year expense budget of \$293,876.

The UUCOD Investment Fund decreased \$9,278.79 in value in October. FYTD, the fund has decreased a total of \$12,098; an 8% loss which is favorable compared to losses in the overall market. The MacLean Endowment Circle Fund decreased \$8,377.96 in value In October. FYTD the fund has decreased in value by \$19,191; a 13.4% decrease since its high of \$143,705 in February.

UUCOD provided Galilee Center with \$1,433 as recipient of October’s Share the Plate program. UUCOD received a \$1,000 donation with the request that \$800 go to Galilee Center and \$200 go to UUCOD. Except for this donation, there were no unusual revenues or expenses in October.

Chris Eager, Sarita Gonzales, and Ginger Hemingway conducted a review of UUCOD’s cash receipts processes on October 21 and identified some exceptions to current policy and procedures. This team will compare the existing practices against the policy and recommend adjustments as necessary. A report will be made to the Board at a future board meeting. The Finance Committee anticipates a significant revision to the Financial Policy and Procedures document over the coming year.

I will work with Fran Hoag on identifying requirements for a possible new member management system by soliciting input from key stakeholders and evaluating the capabilities of our current system, MemInfo. I anticipate a team consisting of various stakeholders will be organized to consider new options.

Earl Hoover, a new member of the Finance Committee, will review the basic coverages provided by UUCOD’s earthquake insurance and property and general liability insurance to determine if adequate coverage is provided or if there are more affordable options available.

Jerry L’Hommedieu  
November 10, 2022

e. 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 but . . . .
- The bank advised our treasurer that the account for Script2Stage2Screen needed an updated (i.e., unexpired) fictitious business name filing or the account would be closed
  - Treasurer informed the undersigned, who went to the county's Auditor-Controller and completed paperwork processing to have a new, unexpired fictitious business name filing issue
  - On November 10, 2022, the county Auditor-Controller issued a new five-year fictitious business name filing at our request
    - The undersigned delivered the embossed, certified, conformed copy to the Treasurer for filing with the bank

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

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

November 15, 2022

The Rev. Ian W. Riddell

Hello, friends,

What a joy it was to participate in our annual Auction this past weekend. So many thanks to all those who planned and auctioneered and donated and bid and spent money. It's a great piece of feedback that we are doing good work in the world and in our own hearts that we raised more than we had budgeted for this auction this year. I'm so grateful to all of us who made this happen and who made it a huge success.

We head into a more festive time of year now—and into a time of year that may be more difficult for some people. It's hard to be merry all the time and our lives are complex and sometimes holidays bring painful reminders. I will be planning a Blue Holiday service again this year to give a space for some of these complex feelings. And know that you can always come to me to talk and share and maybe just sit with the mix of feelings this time of year often brings up.

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 met in person and spent some time getting to know each other better.
- 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 December.
- 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 lead a Celebration of Life for Patti Gallagher on October 29. Patti's sons were moved and appreciative of what we pulled together for their mom. Special thanks to all those who donated to and provided the after-service reception.

## **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 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.
- The Committee on Ministry worked to revise the Destructive Behavior Policy, based on feedback from the October Board meeting. We're grateful for the Board's feedback and approval of the policy. 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 participated in the Church Council meeting on October 22.

## **C. Membership and Committees**

- Revitalizing the congregation's Safety Committee is one of the Board goals for the year that is in my portfolio to shepherd. I have been making phone calls and e-mails and am building a group of people who will meet in early December to begin this work.
- I participated in the monthly Chalice Circle leaders meeting.

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

- I completed my preaching for lay people class and am planning what classes I may offer in the new year.

## **E. Worship**

- The Worship Committee held our monthly meeting in October, and we have service leaders planned through mid-March (except for one Sunday). 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 served as Worship Associate for Julia Alberg-Burbank on Sunday, October 23
  - Oct. 30 - The Stories Our Ancestors Told Us – co-lead with LeGrand Velez with Joni Paddock as Worship Associate
  - Nov. 13 - The Desert Where Life Abounds: Making Home in New Places with Mack Rogers

## **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 Pacific Southwest UUMA chapter retreat in Rancho Palos Verdes. This was our first in-person retreat since before the pandemic and it was a great joy to be together with colleagues in person again. I have been part of this ministerial chapter since I began full-time ministry a decade ago.
- I traveled to Las Vegas to perform a Celebration of Life for a congregant at the UU congregation there. Peggy was a member of my Committee on Ministry while I served there and was a powerful advocate for our work in the wider community.

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

- Julia Bell and I met with leaders at the Galilee Center this morning to begin to explore ways that our congregation might get more actively involved in supporting their work, especially with those seeking asylum in our country. There will be more about this in the weeks to come.
- I shared in leading our congregational delegation in the 2023 Palm Springs Pride Parade on November x. It was a great joy to walk with a dozen congregants and to see many more along the path of the parade. Many people called out to us "We love the Unitarians!" We are already planning a more elaborate presence in the parade next year!
- I am part of the Desert Interfaith Council and am Zoom host for our monthly meetings.

## **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 also meet weekly with my therapist and have started weekly Spanish lessons.

in peace and deep love



**My weekly schedule is as follows:**

Currently, my days off are Friday and Saturday.

**Upcoming Travel Schedule:**

- I will be away on vacation the week of November 29 - December 5. I will be traveling to Madison, Wisconsin, to participate in the 25<sup>th</sup> Anniversary concert of Perfect Harmony Chorus, the men's chorus I co-conducted when we lived in Madison. I will also be collaborating in leading the Sunday morning worship service with my colleague Rev. Karen Armina at the James Reeb UU Congregation, the congregation where I served as Director of Music Ministries before I began seminary.
- The week of January 9 I will be taking vacation and traveling to Ontario, Canada, to visit my family.