

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

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

Minister Attending by Zoom: Rev. Ian W. Riddell

Board Members Absent: 1st Vice President Bill Masco; Director-at-Large Carol McDaniel

Congregational Members Attending by Zoom: Rod Belshee (briefly by Zoom from 5:15 to 5:16 p.m. PST)

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 quotes for the holidays as 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 November 15, 2022, Board Meeting.
4. Process Monitor and Timekeeper: Fran
5. Voices of the Congregation: None
6. Board Reports:
 - a. President Linda Savard: Linda submitted a written 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 added that members of the Finance Team are scheduled to audit our accounts next month. He noted that the Finance Team has a draft letter for the pledge drive and has drafted some people to give live testimonials during the pledge services.
 - e. Secretary Bob Rancourt: Bob submitted a written report.
 - f. Director-at-Large Dave Carter: Dave submitted a written report by e-mail.
 - 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 he and the A/V Team are planning to buy additional headpieces to improve sound at worship. He also described his upcoming schedule of availability.

7. Old Business:

- a. Attitude of Gratitude: This month, the Board acted to have cards sent to many individuals: Dave Emmerson and Sue Engels for donating plants to the church; Jack FitzSimmons for landscape designs and purchases; Jim Brown for weekly help on the grounds; Rod Belshee for his Sacred Grounds discussion and active involvement; Sandy Sladen, Rob DuWors, and Sarita Gonzalez for their substantial contributions to the Diversity, Inclusion, and Belonging Ministry; Ginger Hemingway for her contributions to the Hospitality Team; and Rob DuWors and Mel Wilkinson for their efforts on the A/V Team.

8. Unfinished Business:

- a. Board Welcome at Worship: Rev. Riddell discussed the status of incorporating Board Members' greetings into worship services. Rev. Riddell advised that the Worship Team likes the concept. He is planning to draft a prospective script and send it to Board Members for review and further discussion at another meeting.
- b. "Do the Work! An Antiracist Activity Book:" Rev. Riddell led a discussion of the first chapter of this workbook by asking Board Members questions about their reading. Rev. Riddell asked Board Members to have the second chapter up to page 53 completed by the next Board meeting.
- c. Conversations with the Board: Linda led a discussion of several Conversations with the Board issues, following up on the immediate past installment of Conversations held after Sunday service. Discussion ensued concerning the contract-to-call process, revision of our mission and vision, and development and/or revision of new goals and bylaws.

9. New Business:

- a. Budget: Jerry discussed our current budget and noted that we have about 90 to 105 days within which to put together the next budget. He will make projections for the year after processing December budget items. Income projections will not be finalized before March when pledges are made. Jerry reviewed some concerning line items on the current budget, including a significant projected revenue shortage and resulting deficit. Jerry concluded asking Board Members to review the budget and submit ideas and input for resolution of the shortage within the next couple weeks.

10. Process Monitor Report: Fran reported that the process went well, there was a lot of meaty, in-depth conversations and discussions without feeling rushed, and we were able to share openly. We ran ahead most of the meeting.

11. Extinguishing Chalice and Adjournment of Regular Board Meeting: Rev. Riddell expressed gratitude, and Linda adjourned the regular Board meeting at 6:48 p.m. PST.

Respectfully Submitted:



Robert L. "Bob" Rancourt, Jr.
Secretary

January 17, 2023
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. Director-at-Large Dave Carter's Written Report
- g. 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
December 20, 2022

Diversity, Inclusion and Belonging Ministry (DIBM)

Two new members of the DIBM team joined us, Shirley LeMaster and Pam Maher. We discussed our upcoming news articles, their parameters, purposes, and authors. We also talked about how we will share our articles with the congregation. We reviewed our goals and priorities. We will continue to check in with Worship on regular basis. To assist Lifespan two members of the ministry will take on organizing the congregational book study of Mistakes and Miracles, the UUA Common Read. The membership committee will be invited to share with us their processes either at their choice of time and location. Sandy is leading a trip to the Cheech Museum as a way to engage the congregation in our work. More opportunities will be explored in the New Year.

Nominating Committee

The nominating committee is continuing its work of transitioning to a leadership committee. They successfully put together a group of congregants to serve as a search committee in accordance with our by-laws. They will be voted on by the congregation on January 8, 2023 at a special congregational meeting.

Personnel

A meeting was held with Rev. Ian to explore the possibility of him becoming a 100% minister if he is called to become the Settled Minister.

Hospitality

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

Additional

There was no President's meeting in December.

I attended a Leadership Foundation class, being offered by the Pacific Western Region titled, Governance, Beyond Robert's Rules. Discussions centered around moving from a consensus way of governing to a consent-based governance. There was discussion around the concept of sociocracy. The book, Many Voices One Song, was recommended as a resource to gain more understanding of sociocracy.

I chaired a Conversations with the board meeting where we explained what Contract to Call means and the process we will use. In addition, nominated search committee members were introduced.

Over the past month, I participated in, the Covid Response team, production meetings, greeting at Sunday services, chalice circle, and the stewardship meeting. I met with Jerry and spoke with others regarding some possible changes to our by-laws. I've prepared and emailed communications for the congregation about our goals and the contract to call process. I continue to keep the records of those who attend Sunday service and their vaccination data. 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 VP Board Report

December 20, 2022

Social Justice Migrant Education Center

With Joni Paddock, rented a U-Haul truck to pick up a pallet of miscellaneous food, purchased through donations by church members for the Migrant Education Center of CVUSB (Coachella Valley Unified School District). Assisted in setting up an assembly line at the church to pack the food into individual boxes which are then given to a family. A total of 54 unique boxes were filled along with 6 additional boxes of miscellaneous food that was dropped off. A box of toys was also donated separate from the food drive.

Delivered the assembled boxes to the CVUSB school center in Thermal, CA the following day. With Joni, went to the school the next Wednesday to view the distribution of food and toys. It was very gratifying.

Finance Committee

Attended the Finance Committee monthly meeting on Sunday, 12/22/22. At the committee's request, I developed a Cash Management procedure for the committee's review, and/or adoption/change, on the January 9, 2023 meeting.

Volunteered to be a Steward for the upcoming Pledge Drive. Will also give a couple's testimonial at a service jointly with Joni Paddock during the drive along with participating at a welcome table.

AV Team

Continued work in programming and church set up/operating for Sunday's streaming service. Separately worked with Rod Belshee remotely to address ongoing sound issues, primarily the internal sound settings in vMix and SQ5.

With Rod Belshee and ICD, will learn how to set up a ZOOM meeting using the church's AV system on Sunday, 12/18/2022 similar to how ICD does it.

Conversation with the Board

Worked with the Board President for the Conversation with the Board meeting on 11/27/2022 where we reviewed the process for Calling a Settle Minister with the Congregation.

Will assist Linda setting up remote ZOOM for Sunday's, 12/18/22 Conversation with the Board after the service.

Respectfully submitted

Bill Masco

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

Unitarian Universalist Church of the Desert 2nd Vice President Report December 20, 2022

This was not a very active month for me. I was sick and had visitors for 3 weeks, so we canceled the December Stewardship meeting.

I did participate in the December 4 and December 18 Conversations with the Board. I found the conversations very insightful and informative. I do not have anything to add to the December 20 summary provided by Linda Savard in preparation for the December Board Meeting.

I participated in the quarterly Lifespan Spiritual Growth Group meeting. Kathy and Thom Gottberg presented a proposal for a book discussion class on The Untethered Soul by Michael Singer. The class will start on January 31 and run for 3 weeks. Lifespan will also offer a discussion on the UUA Common Read, Mistakes and Miracles by Karin Lin and Nancy Palmer Jones. Both classes will soon be published on the website and the newsletter so that people can purchase and read the books.

I participated in the meeting with Rev. Ian to explore the possibility of him becoming a 100% minister if he is called to become the Settled Minister.

Respectfully submitted by Fran Hoag

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

UUCOD Treasurer's Report

November 2022

As of November 30, UUCOD held deposits of \$249,983.20 which includes \$142,148.05 invested with UUA in its UUCOD Investment Fund. Of the total amount, \$207,270.00 is held in either dedicated or restricted funds. This leaves \$42,713.20 in available, unrestricted funds.

The improvement in liquidity is largely the result of UUCOD auction revenues of \$21,743 with a remaining amount to be collected of about \$1,300. Total auction revenues are projected at \$23,000. Rentals remain strong at more than half the \$12,000 projected for the year. UUCOD's investment fund with UUA increased in value by \$4,246, tracking at about a 5% loss in value for the past six-month period; a strong showing by most indicators.

There were no unusual expenses for the month. Share the Plate proceeds were not distributed in November as the funds are to be allocated to Target gift cards for SafeHouse in the Desert residents which will be purchased in December.

The holiday fundraiser for the Coachella Valley School District and SafeHouse in the Desert outpaced last year's total by almost \$2,000. We received \$2,600 toward the food drive; \$1,400 toward toys for students at the school district; and \$1,300 for residents of SafeHouse in the Desert.

The Finance Committee has developed an outline for the FY 23-24 Pledge Drive and is also drafting a proposal for how special donations are acknowledged, per a prior request by the Board. Earl Hoover is reviewing coverages of our comprehensive and liability insurance and our earthquake insurance to determine its sufficiency. The current Finance Committee chairperson is Chris Eager and its members include Roger Beaman, Sarita Gonzales, Ginger Hemingway, Earl Hoover, Bill Masco, and Steve Toporoff.

Jerry L'Hommedieu
December 7, 2022

e. Secretary Bob Rancourt's Written Report:

Monthly Report
UUCOD Secretary Bob Rancourt

HISTORY AND ARCHIVES

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

SECRETARY

- The Script2Stage2Screen fictitious business name continues to run in the legal classifieds section of the *Post Weekly*
 - Last run occurs on 12/22/2022, within 30 days after which an affidavit of publication will be filed with the county Assessor-County Clerk-Recorder
- A memorandum addressing AB 506 (revised requirements for adults working or volunteering with a youth organization effective 01/01/2022) is in progress
 - o An accompanying lobby flyer/poster is drafted

f. Director-at-Large Dave Carter's Written Report:

Sacred Grounds – December 13, 2022

November is a good planting time, so the Sacred Grounds team started a few plantings, including more desert milkweed in the butterfly garden. The team discussed what areas to prioritize for immediate benefit and selected plantings at the entrance steps. While we want plantings to be predominately native species, we picked some horticultural plants for this highly visible area. Thanks to Jack for the design and acquiring plants, Dave for irrigation repairs, and Dave and Sue for planting.

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

Minister's Report to the UUCOD Board

December 20, 2022

The Rev. Ian W. Riddell

Hello, friends,

December is always a time of softening for me, of remembering past holidays and reconnecting with family and friends.

And it's a time when I think with gratitude of all those who give their time and effort, love and hard work for the thriving of this community that is here to raise our spirits, deepen our faith, and help us all thrive.

And we head into a new calendar year with much success and many large plans that we are still working to fulfill. There is disappointment that we are not further in our work on right relations in the congregation and I carry that in my heart and mind as I work with the Committee on Ministry to broaden and deepen our congregation's ability to live into the beloved community and our covenant. We will pick up the pace.

I also see that many of us are a little crusty and sometimes snarky with ourselves and each other. The world is difficult right now and I really urge all of us to do what we can to remember that we live and work together in love and in covenant. I hope to focus my work and the work of our caring and worship committees on remembering and nurturing kindness and patience alongside our work for justice and change. I don't generally make new year's resolutions, but I am taking the change of the year as an opportunity to refocus and renew.

I want to also say how grateful I am for the patience, care, and love you and the congregation have shown as Mark and I dealt with a (thankfully not extreme) bout of COVID and the lingering lack of energy and mental acuity. We are both recovering well and I'm so appreciative of our leaders and staff.

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 on Zoom 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.
- 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 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 is working on some revisions to the Right Relations procedures and is making concrete plans to begin trainings for the congregation in two areas in the first months of 2023: "What is Living in Beloved Community/Introducing our Right Relations Practices" and "Microaggressions: What are they and how can I interrupt them?" Right Relations will also be the topic of my February 19 service and will be included in many of my services in the new year.
- We are aware of the frustration in the lack of work on sharing the RR policy with the congregation and are stepping up our efforts.
- 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.

C. Membership and Committees

- I had a beginning meeting with several people who volunteered to be part of our Safety Task Force, charged with revitalizing our safety policy and practices. We discussed where things were before the pandemic and will meet in January to lay out next steps and to complete a congregational safety self-assessment provided by Church Mutual.
- I attended and enjoyed the November Script2Stage production.

D. Lifespan Faith-Development

- I attended the Lifespan Faith Development group's meeting this past Thursday. We looked at what experiences and classes had been offered so far this year and made some plans for future offerings. Fran Hoag and I will be spearheading a congregational read of *Mistakes and Miracles*, a book about several congregations doing the work of dismantling racism and embracing diversity. This will likely begin mid-February and include at least one sermon.

E. Worship

- The Worship Committee held our monthly meeting in November, 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.
- We have had some concerns raised loudly about the audio quality in some of our streamed services. While we continue to respond in the moment and also acknowledge that each individual or family has access to different equipment and internet access, Rod and I will be seeking out some professional help in assessing our current system and perhaps in providing audio help for each Sunday service. I will report back as we learn more.
- I led or participated in worship several times these past months:
 - Nov. 20 – Remembrance and Resistance: Trans Day of Remembrance with Bob Rancourt as Worship Associate
 - Dec. 11 – Carrying Hope into the Darkness with Derek Moore as Worship Associate
 - Dec. 18 – Candles of Hope and Wonder with Bob Rancourt as Worship Associate
- We welcomed two San Diego colleagues of mine to the pulpit this month: Rev. Tania Márquez and Rev. Tom Owen-Towle

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 have applied to take part in a day-long class on managing staff in these new times in January. If my application is accepted, I will be attending this virtual class on January 20.

G. Prophetic Outreach, Interfaith Activities, and Local Collaboration

- Julia Bell and I shared our meeting with the Gallilee Center with our Social Justice Team, and we are beginning a new “Formula on the Fourth” to help support that organization’s efforts to minister to the needs of the community. We will also be promoting and supporting more congregants volunteering with the Center in the new 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 continue 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:

- The week of January 9 I will be taking vacation and traveling to Ontario, Canada, to visit my family.
- After that, my next time away will be to a minister’s retreat in Phoenix in late March.