
Unitarian Universalist Church of the Desert

Board of Directors Regular Meeting Minutes

March 18, 2025

Attending:

A meeting of the UUCOD Board of Directors was held on Tuesday, March 18, 2025.

Board Members attending in person: Bob Rancourt, President, Julia Alberg-Burbank, 1st Vice President, Frank Riela, 2nd Vice President, Jerry L'Hommedieu, Treasurer, Claudia Simmons, Secretary, John Ressler, Director at Large, Walter Gendell, Director at Large, Rev. Ian Riddell

Board Member Attending by Zoom:

Board Members Not Present:

Others Present: Chuck Stevens and Denise Stevens

Others Present by Zoom: Mel Wilkinson, Rod Belshee, Fran Hoag, Mark Hernandez

Welcome and Call to Order

Bob Rancourt called the regular Board Meeting to order at 5:00 PDT.

Chalice Lighting.

Rev. Riddell offered inspirational sentiments and lit the chalice.

Check-In

Bob Rancourt welcomed everyone, and he asked the Board, attendees, and online friends to check in.

Process Moderation

Process monitor was assigned to Frank Riela.

Consent Agenda

- There was a discussion regarding the approval of the February 18, 2025, Board Meeting Minutes. There were no additions or corrections made. Walter Gendell proposed a motion to approve the minutes, and Jerry L'Hommedieu seconded the motion. Hearing no objections, the minutes were approved by acclamation.

Voices of the Congregation:

- Mel Wilkinson addressed the issue of ink stains on the patio that need to be removed. Chuck Stevens was present to discuss the various methods attempted to remove the black markings, including acetone, pumice stone, paint thinner, glue gun graffiti remover, and a power washer, none of which proved effective. He is currently exploring the use of a steam cleaner.
 - Chuck received an estimate of \$1,700 to do the steam cleaning. He said that sandblasting would cost approximately \$400, however that could potentially etch the concrete, creating an unsightly appearance.
 - After discussion, the Board decided to wait and see if natural weathering will help diminish the markings before proceeding with further removal methods.
- Denise Stevens presented an idea to the Board for a "Welcome Wall" in the church lobby, designed to help people get to know the church and foster a sense of connection among attendees. She believes this initiative could enhance goodwill and create a warm, inviting atmosphere.
 - As part of this project, Denise proposed distributing seed packets labeled with UU values. These packets would be attached to postcards designed in collaboration with Jack Fitzsimmons. The postcards would feature a QR code linking to the church website and another code directing people to information about the UUCOD gardens.
 - The postcards would serve as a meaningful takeaway for visitors, reinforcing a message of growth and community. Denise sought the Board's approval to move forward with the project.
 - It was suggested by Denise to use the corner currently occupied by DIBM for the "Welcome Wall." Denise will reach out to DIBM to see if they have any objections to this proposed change.
 - The Board requested that Denise put together a proposal detailing the placement and design of the décor. Once finalized, she will be added to a future Board agenda to formally present the plan and seek final approval.

Old Business

- Review, Consideration, and Discussion of the Updates to Rev. Riddell's Sabbatical Leave
 - The Board reviewed the Letter of Agreement for UUCOD's Sabbatical Minister, Reverend Everett Howe, for the Summer of 2025. Rev. Howe is currently involved in guest preaching, works with the UUA, and is contributing to the new online hymnal.
 - Reverend Howe would preach four times over July and August. Rev. Riddell will introduce him to the congregation at the first Sunday service in June. Additionally, Rev. Howe will be available for pastoral care by phone during this period.
 - Rev. Riddell discussed the pay rate for each of the duties Reverend Howe will perform over the two-month period. He also reviewed the budget for this arrangement, confirming that it remains well within the allocated budget.
 - Bob Rancourt wanted to confirm that Rev. Howe would be able to work well with our congregants. He also wanted to confirm that the congregants are or will be on board with Rev. Riddell's sabbatical as well as having an interim minister. Rev. Riddell responded favorably to both concerns.
 - Rev. Riddell also presented the plan for his sabbatical (document attached).
- Consideration, Discussion, and Approval of FY 2025-2026 Budget
 - Jerry L'Hommedieu presented the revenue and expense budget for FY 2025/2026 (financials attached to these minutes). Discussion ensued with the suggestion of a minor change.

- A motion was made by Claudia Simmons to approve the budget as amended. John Ressler seconded the motion. With no objections, the budget was approved by acclamation and will be submitted for presentation to the congregation at the Annual Business Meeting.
- Nomination and Designation of Attitude of Gratitude Note Recipients.
 - It was recommended that thank you notes be sent to Bill Masco for his A/V work, as well as to Jane Betts-Stover and Janice Dunn for their stellar work as Committee Co-Chairs of the yard sale.

Unfinished Business

- Review, Consideration, and Discussion of Selected Board Learning Readings.
 - There were no readings for this month.

New Business

- Consideration, Discussion, and Approval of the DIBM's Newly Proposed Accessibility Policy
 - Rev. Riddell presented a new Accessibility Policy created by the DIBM Committee. A draft of the policy is attached to these minutes for further review.
 - Stephen Toporoff has assumed the role of Accessibility and Inclusion Coordinator and will address needs as they arise.
 - Walter Gendell sought clarification on whether the "we" referred to in the policy refers to the congregation.
 - Jerry L'Hommedieu raised a discussion about changing the word "disabled" to "accessibility," noting that within the disabled community, there has been pushback against avoiding the term, as many individuals embrace their identity in terms of their disability.
 - Frank Riela suggested defining "disability" to ensure clarity in the policy.
 - Walter Gendell and Frank Riela recommended that the DIBM Committee revise the language before finalizing the policy.
- Consideration and Discussion of Monthly Reports
(Refer to attached detailed monthly reports for further information):
 - After the review of the monthly reports, there was an extensive discussion regarding Board liaison responsibilities to Committees. It was agreed that these responsibilities should be revisited with the Committees to ensure alignment and clarity.
 - It was noted that the Social Justice Committee requires greater Board assistance and support. The Board agreed to add this topic to the April Board meeting and invite Denise Janssen-Eager, Chair of Social Justice, to participate in the discussion.

Process Moderation

- Frank Riela reported that the Board Meeting finished a bit ahead of schedule, and everyone had been heard.

Chalice Extinguishment

- Rev. Riddell extinguished the chalice with words of gratitude, acknowledging the responsibility, kindness, and spirit that everyone brings to their work.

Adjournment

- Bob Rancourt adjourned the regular Board meeting at 7:30 pm.

Respectfully Submitted,



Claudia L. Simmons, Secretary

Date Approved: April 15, 2025.

Attachments

Monthly Reports

President's Report



MEETING DATE:	March 18, 2025
REPORTING PERIOD:	Jan. 21 to March 17, 2025
TYPE:	Monthly Board
AUTHOR:	Bob Rancourt

My assigned Board liaison constituencies are the Diversity, Inclusion, and Belonging Ministry (DIBM), Leadership Development Committee, and Personnel Advisory Committee. As time permits, I also volunteer for the Membership Committee.

DIBM

Working on our goals, the DIBM team completed drafting a formal proposed church policy on accessibility for Board approval, which is on the agenda for this meeting. The Accessibility and Inclusion Liaison is planning to write an article in the newsletter about DIBM, his role, and our desire to identify any challenges congregants face that may impede their ability to fully participate in church life. He offered to host open forums in the summer and fall to get views from the congregation both to identify mobility and other challenges, as well as to craft some solutions.

Leadership Development Committee

At our last meeting, we approved the LDC's proposed slate of nominees for the FY 2025 – 2026 church year. I have begun drafting documentation required for consideration and voting at the Annual Business Meeting later next month.

Appreciation for Board Members completing their term at the end of this year is underway. We need to clarify how to present the recognitions.

Personnel Advisory Committee

Nothing to report

Additional Information

All UUA member congregations are required to complete an annual Certification of Membership report to send voting delegates to the General Assembly, determine Annual Program Fund Fair Share contributions to the UUA, and appear in the UUA Directory. We completed ours by the February 5 certification deadline.

To: UUCOD Board

From: Julia Alberg-Burbank, 1st VP

February 18, 2025

- Church Council was held on Saturday March 15th.
 - Reports from committees were shared
 - Dates were posted for the upcoming Church year 25-26
 - The meeting was a hybrid of in-person and zoom, in order to maximize participation.
- I was WA for Sunday's service "Each one, teach one" on March 16th.

Denominational Affairs:

We now have 5 and maybe 6 congregants plus Rev Ian attending GA both in person and virtually.

We have all 3 voting delegates plus Rev Ian.

Jack Fitzsimmons took a photo of most GA delegates holding out UUCOD banner.

He has submitted the photo for the virtual Banner Parade during the GA.

2nd Vice President Board Report
March 18, 2025

The Stewardship Committee apparently had a joint meeting with the Membership Committee recently. In addition, I have spoken with Jane Zaun, who is the committee chair. What I got out of our conversation, and the most recent meeting minutes, is that Stewardship has been busy and doing well. Most of you are well aware of their activities as Jane discussed at Saturday's Church Council Meeting on March 15th. The minutes reported that the Membership Committee needs more new members, because several who thought they might be interested did not work out. Both committees reported on Saturday.

I have no news from the Social Justice Committee chair, Denise Janssen Eager, beyond what which we all heard during Saturday's Church Council meeting. I will no longer be acting as board liaison to the Social Justice Committee. Denise strongly desires a board member who can attend meetings, and who can be an integral part of the committee. This is something I have never been able to do because I work when meetings are scheduled. This has created dissatisfaction. Therefore, it makes sense that I step out of this liaison role and allow someone else to fulfill it who is willing and able to also be part of Social Justice.

This ends my report to the board.

Frank Riela

2nd Vice President

UUCOD Treasurer's Report

February 2025

With two-thirds of the fiscal year completed, UUCOD has achieved some remarkable financial results and eliminated the deficit projected at the beginning of the year. At month-end, year-to-date revenue totaled \$288,876 compared to the budget of \$296,325 for the entire year. Total revenue for February was 42% higher than in the same period last year.

The success of our annual auction and multiple unexpected donations in Miscellaneous Operational Revenue were the primary factors in the increase in revenue. Most budgeted revenue line items are set to meet or exceed budgeted totals. A significant factor in February's revenue was receipt of a \$3,000 charitable grant.

There were no significant or unanticipated expenses for the month. Expenses exceeded revenue by \$3,356 in February. We project total expenses for the year to be roughly \$290,000 versus \$310,720 budgeted for the year. We anticipate a budget surplus for the fiscal year. February's Share the Plate netted \$555 for Barkee LaRoux's House of Love Animal Sanctuary.

UUCOD's annual pledge drive was a resounding success with current pledge commitments of \$218,563. Our pledge goal was \$215,000. We anticipate receiving several new pledges from the March new member classes and there will be additional pledges from the November class.

With the assistance of the Stewardship Committee, the Hospitality team, and countless others, we launched the pledge drive with an afternoon of Bingo and a Soup luncheon. We celebrated the success of the Pledge Drive with a Cheesecake Extravaganza on March 2. All events were well received by Members and Friends.

A draft of the proposed FY 25 – 26 Budget has been approved by the Finance Committee and submitted for approval by the Board of Directors. Modifications to the first draft are noted on the draft being circulated. We are hoping to have it accepted by the Board at the March Board of Directors meeting. The amount for anticipated Pledge payments is \$230,000.

The market value for UUCOD's two investment accounts increased \$6,170 in February. UUCOD's recent yard sale proceeds totaled \$14,023.

In conjunction with the Membership Committee, I continue beta testing of our Breeze church management software. Donations and pledges have been entered for January and February and statements have been generated to validate the accuracy of the data. The software is simple to use and does not appear to present any issues with our financial reporting.

As a member of the Stewardship Committee, I collaborated with Jane Zaun on an update to a document – *Information New Members Should Know* – that provides basic information that will assist new members to integrate more quickly into our community. Julia Bell and I continue to meet regarding the responsibilities of the Treasurer.

Jerry L'Hommedieu
March 5, 2025

Monthly Report – March 18, 2025
UUCOD Secretary Claudia Simmons

1. I was present and took the minutes of the February 18, 2025, Board Minutes. The draft has been prepared, reviewed by Board members, and is awaiting approval at the March 18, 2025, Board Meeting.
2. I attended the Joint Membership/Stewardship Committee meeting by Zoom on Thursday, March 6, 2025.
3. I attended and took notes at the Church Council Meeting on Saturday, March 15, 2025.

Board Member at Large Report March 2025

Hospitality

- Nothing to report and all is going well.

Attitude of Gratitude

- Mailed thank you cards to recipients on February 25th.

Committee on Ministry - Minister Evaluation

- Committee on Ministry presented the results of Minister Evaluation and Assessment and summary report at the February Board meeting in Executive Session. The Board reviewed the report and accepted the results.
- It was agreed that the Committee and the Board President would meet with Rev. Ian to review and discuss the results of the assessment which was done on February 26th.
- Further discussion will be had to determine how often a minister's assessment will occur and what form it will take.

Worship Associate

- I was worship associate on March 2nd.

Miscellaneous Activity

- Attended the Board retreat on February 15th.
- Assisted with the loading and unloading of Yard Sale items.

Submitted by:

Walter Gendell

Board Member at Large

March 14th, 2025

Liaison with Facilities and Furnishings Committee:

The Facilities Committee held its monthly Zoom meeting on March 4th, at 4:30 pm. Discussion of strategies for separating the Facilities and Furnishings component of the committee's charge from the Grounds Maintenance component concluded with the decision to leave the Committee's charge as it currently stands; *i.e.*, not to separate the Grounds component. Part of this decision was based on the belief that calling up short-term "Task groups" from the congregation might be a workable solution to most of our maintenance questions. *An example of that can be found in this week's UUCOD Newsletter with a call for assistance in dismantling the Stage in the Sanctuary.*

The committee also continued its discussions of enhanced lighting in the Disabled Parking areas of the parking lot, as well as the timing of its much-needed repaving, and when that should be scheduled. It has been included in next year's proposed budget so the re-surfacing should be done probably by the end of August.

Liaison with Sacred Grounds Steering Committee:

The hard-surfacing of the three pathway segments leading to the garden benches, making them wheelchair-accessible from the patio and parking areas has been very well received by a number of members of the congregation, as has the delineation of other paths with rock-borders. A number of members have commented to me their approval of the "finished" or "purposeful" look of the Sacred Grounds Initiative's efforts.

Although the areas seeded to wildflowers in the outlying Gardens received frequent watering, followed by rain (albeit somewhat meager in quantity) we are not getting much response from the seeds sown by celebrants of the new gardens during the January 26th Dedication. There is still hope after the latest rain (also a meager 0.20 inches). We'll see...

Respectfully submitted: Friday, March 14, 2025, by John Ressler, Director-at-Large.

Minister's Report to the UUCOD Board

March 18, 2025

The Rev. Ian W. Riddell

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

- I continue to meet with congregants in need of connection and conversation by phone and Zoom and in person.
- I am heartened, as always, by the ways I see you all take care of each other when people are in need.
- I have been meeting one-on-one with participants in our new member classes to get to know them and their stories better. I really enjoy this part of my work!
- I am in contact and conversation with the families of Joyce Osterhaus and Diana Leslie to plan celebrations of life. Both families would like the service streamed, so I am working with our AV team to ensure we can fulfill that request.

B. Administration, Governance, and Staff

- Sabbatical Planning: I have finalized a letter of agreement/contract with a local colleague for pastoral care and preaching coverage for my sabbatical months which I have attached to this e-mail for the Board's attention. We will need to find another lodging plan as the plan we had been working with has needed to be changed. If we can find another homestay for our Sabbatical Minister that would be ideal. If we need to find hotel or other paid accommodations for them, we will need to increase the budget.
- I was grateful to participate in our Church Council this past weekend. Though the meeting included some challenging conversations, I think that it was an excellent sharing of the needs and successes of our teams and committees. I have reached out one-on-one to several participants following the meeting.
- I meet weekly with Pam Bibb (except when one of us is on vacation or study leave) to check in on work expectations and how things are going.
- The Committee on Ministry will be hosting a Sabbatical 101 event in the coming weeks to share what the plans are for when I am away on sabbatical and answer questions and concerns from congregants.
- I have collated the input from the conversations and other sources and shared them with the team who will begin the process of crafting the new statements.
- The DIB Ministry team is presenting a draft Inclusion and Accessibility policy to you this evening.

C. Membership and Committees

- I participated with members of the Membership Committee in the first of their newcomer classes this past month—there were 17 attendees! I think 15 people will be joining our congregation this coming Sunday, which is absolutely fabulous!!
- I meet regularly with several committees. I participate monthly with Worship, DIBM, Stewardship, CoM, the Board, and Chalice Circles. I will participate in alternate months with Membership and Social Justice.

D. Lifespan Faith-Development

- I will be conferring with members of our Chalice Circles next month to discuss possibilities and plans for Chalice Circles going forward.
- In the coming months I will offer and host a three-session class called “Responding to the Anti-Trans Movement: A Course for Unitarian Universalists” created by the Transforming Hearts Collective.

E. Worship

- We have service leaders planned through the end of the church year.
- We have worship associates and piano players planned through September (through my sabbatical)
- I continue to lead the weekly Production meetings, though others take the lead when I am out of town or away. 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 will be working over the next couple of months to prepare the AV and Worship teams for running things when I’m on sabbatical in July and August.
- I led or participated in worship several times over this past month:
 - February 23 — “Cafés and Kitchens: How Do You Talk about Your Faith?” with Mel Wilkinson.
 - March 2 — “And What is Truth? Intentionality and Awareness” with Walter Gendell.
 - March 9 — Karen Isebrands Brown led a service on “Reducing our Ecological Footprint” and I provided worship support for her service.
 - March 16 — “Each One Teach One: Learning Skill in Community” with Julia Alberg-Burbank.
- Our Worship Team and a couple of other interested congregants are continuing our work on the UUA’s “Worship for Transformation” course. This course, offered through the UUA’s UU Institute is designed to deepen and broaden a congregation’s worship skills and culture. We have held two sessions and will be gathering at least twice more to complete the course. We’re hoping that we can gain more coherence as a worship team and continue to find new ways to expand our worship topics and practices.

F. Denominational Activities

- I regularly consult with local and regional colleagues on issues affecting our congregations.
- I have been meeting monthly as a mentor to a new minister as he works through his Preliminary Fellowship.
- I am working with a group of UU clergy, professionals, and lay leaders on issues of fat liberation and fighting weight bias. We have proposed a Congregational Study/Action Initiative for next year which was accepted on this year's Congregational Certification forms and which will now move forward for discussion and learning in the next few months and then be up for a vote at this year's General Assembly.

G. Prophetic Outreach, Interfaith Activities, and Local Collaboration

- I continue to reach out to local leaders to find ways our congregation can get more involved in the justice work in our area.

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.
- I am grateful to be attending my UUMA chapter retreat in Phoenix, Arizona, this week.

My weekly schedule is as follows:

My day off is Friday. My writing/reading day, which I try to keep free of meetings, will be Mondays and I will work in the office on Tuesdays, Wednesdays, and Thursdays.

Upcoming Travel Schedule:

- I will be taking a week of vacation from March 24 to 30. Because of the international political situation, we will not be traveling to Canada right now but taking our vacation at home with a short trip to LA to see friends.

in peace and deep love



Rev. Ian's Sabbatical Intentions [CONFIDENTIAL FOR NOW, PLEASE]

I hope to focus on four areas in my time away from the day-to-day and Sunday-to-Sunday work of congregational ministry. These areas have grown out of recent reflection: I have been preaching and engaged in pastoral care this past year, I have been feeling the need to bring new attention to my own theology and spiritual practices. My hope is that the plan I have will help me reconnect and rediscover the depth of my own leanings which will refresh my preaching, teaching, and pastoral care. I have also been reflecting on feedback received from the recent ministerial evaluation.

The plan is to use this sabbatical time wisely and kindly – not simply taking time off, but doing some serious contemplation and exploration while also allowing time for renewal and rejuvenation. I hope to return to the congregation rested and with renewed creativity in worship and congregational life.

- **Deepening Study**
 - **Religious Naturalism** – Exploring recent works of thought, philosophy, and theology in this area to deepen the way I think about my own thinking and preaching
 - **Taoism** – Exploring practice and thinking around the basic texts of Taoism and how their thinking intersects and overlaps and influences both Religious Naturalism and the thinking and writing of **Ursula Le Guin**.
- **Organizational Effectiveness**
 - I plan to do some research and experimentation on developing some new ways to pay attention to my **workload and organizational planning** and time management.
- **Rejuvenation**
 - I see this sabbatical as a time for upending the balance of work and rest a bit, finding more daily time for quiet and spiritual practices. This will include re-engaging in a deeper way with my practice of **Lectio Divina**—focusing on the poetry of Walt Whitman and Taoist texts.
 - I will be attending a UU-centered **silent retreat** during the final full week of my sabbatical. The SpiritRest retreat takes place at the Mary and Joseph Retreat Center in Rancho Palos Verdes and offers spiritual practice, spiritual direction, and five days of extended and intentional silence.
- **Creativity**
 - I will spend some time researching and imagining a wider variety of modes and structures of **worship** to further enhance and enrich our Sunday mornings.
 - I will, of course be **knitting**, and will use my daily knitting time to engage in some more-meditative knitting as well as knitting my first large blanket as a project in creating a family heirloom.

jklh1954@gmail.com

From: Denise Stevens <dmirandastevens@gmail.com>
Sent: Sunday, March 16, 2025 4:51 PM
To: Jerry L'Hommedieu
Subject: Welcome Center Idea
Attachments: image1.jpeg; Untitled attachment 00377.txt

Recently I went to a local Credit Union and upon entering, saw a wonderful "Welcome" painted in a mural on the wall. It was a very powerful and memorable greeting. I went closer to the wall and saw that it was a very creative way to express their philosophy and business goal. I immediately thought of our church and how such a wall could greet visitors with the same powerful, memorable message of UUCOD values.

I am proposing that we establish a Welcome Center on the wall where the DIBM pictures are currently exhibited. The word "Welcome" would be composed of wooden letters and placed at the top of the wall, centered with 3 to 4 floating shelves centered below it. Along both sides of the shelves there would be photographs of people representing various ethnicities and differing physical abilities. Each person would be holding a different plant or flower. The shelves would display our new postcards (see attachment.)

Love
is
the
power
that
holds
us
together.



Love
is
the
center
of
our
shared
values.

Plant
the
seed
of
love
at uucod.



and
bloom
where
you
are
planted.

FY 25 - 26 Budget Worksheet					
REVENUE					
Account #	Account	FY 24-25 Budget	FYTD 2/28/25	FY 25-26 Proposed Budget	Comments
	Donations: Cash/Cash Equivalent				
4000	Plate Collections	\$10,500	\$12,022	\$16,000	
4001	Pledges Current Year	\$189,864	\$183,577	\$230,000	Pledges > \$216,000 + new pledges
4002	Contribution of Record	\$10,500	\$6,429	\$8,000	
4020	Special Appeals	\$7,000	\$6,828	\$6,500	
	Building Usage				
4113	Building Usage: Desert Outreach Synagogue	\$9,000	\$7,437	\$10,000	
4118	Building Usage: Other Mission Related Events	\$500	\$192	\$500	
4121	Building Usage: Monday Night Meditation	\$1,500	\$1,424	\$1,700	
	Miscellaneous Revenue				
4210	Auction Revenue	\$25,000	\$32,500	\$27,500	
4311	Retailer Rebates: RaiseRight	\$600	\$583	\$600	
4313	Retailer Rebates: Local Stores	\$60	\$87	\$60	
4320	Coffee & Hospitality Revenue	\$150	\$137	\$160	
4360	Share the Plate	\$9,000	\$5,782	\$8,000	
4400	Transfer from Restricted Accounts	\$25,500	\$4,704	\$35,000	\$25K driveway paving. \$4K sabbatical funds; \$5K Sacred Grounds. \$1k Sac Stones.
4900	Miscellaneous Operational Revenue	\$650	\$25,873	\$0	
4910	Interest Earned	\$1,000	\$1,300	\$2,400	
	Total Operating Revenue	\$290,824	\$288,875	\$346,420	
Expenses					
	Administration				
5022	Administration: Banking Fees	\$150	\$184	\$100	
5023	Administration: Bank CC Service Fees	\$1,500	\$1,063	\$1,700	
5024	Administration: Equipment Lease	\$2,000	\$1,329	\$2,200	
5025	Administration: Supplies	\$800	\$334	\$800	
5027	Administration: Postage	\$200	\$66	\$200	
5028	Administration: PO Box Rental	\$200	\$200	\$220	
5029	Administration: Software Purchase/Upgrade	\$2,000	\$1,308	\$3,000	Breeze addition.
5030	Administration: Technology Support	\$200	\$0	\$500	
5032	Administration: Bookkeeping Services	\$4,900	\$3,325	\$4,900	

5033	Administration: Licenses/Permits	\$100	\$0	\$100	
	Building & Property Maintenance				
5042	Building & Property Main: Capital Repairs	\$10,000	\$0	\$25,000	Parking Lot resurfacing.
5043	Building & Property Main: Furn. & Fixtures: Up to \$500	\$750	\$39	\$750	
5045	Building & Property Main: Cleaning Services/Supplies	\$5,500	\$3,568	\$10,100	\$9,600 for weekly cleaning; \$500 supplies.
5050	Building & Property Main: Gardening Services & Plants	\$16,000	\$7,572	\$16,000	
5060	Building & Property Main: General Maintenance/Supplies	\$4,500	\$1,517	\$4,500	
5062	Building & Property Main: Solar System Expense	\$2,795	\$1,397	\$2,795	
5065	Building & Property Main: HVAC Maintenance	\$1,600	\$345	\$1,600	
5066	Building & Property Main: Grounds Beautification	\$15,000	\$4,268	\$5,000	
2310	Building Maintenance Contingency Fund	\$0	\$0	\$0	
	Utilities				
5081	Utilities: Electricity	\$4,000	\$2,758	\$9,000	Rate is scheduled to be double in coming yr.
5082	Utilities: Refuse/Sewer/Water	\$4,100	\$2,357	\$4,100	
5083	Utilities: Telephone/Internet	\$2,280	\$1,689	\$2,600	
5084	Utilities: Security	\$560	\$240	\$1,500	Potential purchase of cameras.
5090	Property & Liability Insurance	\$3,400	\$3,369	\$3,900	15% increase.
5095	Property Taxes	\$6,000	\$6,189	\$6,300	
	Worship				
5110	Worship: Pulpit Honoraria & Expenses	\$3,600	\$1,918	\$3,600	
5110	Sabbatical Coverage	\$0	\$0	\$4,000	Funded through sabbatical reserve acct.
5130	Worship: Worship Supplies	\$400	\$149	\$400	
5135	Worship: Worship - Other Expenses	\$0	\$326	\$0	
5145	Worship: Worship Production Expenses	\$500	\$979	\$500	
	Music				
5152	Music: Regular Accompanist	\$11,100	\$6,825	\$11,100	
5153	Music: Guest Musicians	\$500	\$100	\$500	
5154	Music: Guest Singers	\$0	\$225	\$0	
5155	Music: Music Acquisition	\$800	\$687	\$800	
5158	Music: Piano Tuning & Repairs	\$400	\$200	\$400	
5159	Music: Music-Other	\$50	\$0	\$50	
	Religious Education				
5210	Religious Education: Children's RE Supplies	\$0	\$0	\$0	
5250	Religious Education: Adult RE Supplies	\$0	\$117	\$150	
	Committees and Programs				
5302	Committees & Programs: Auction Committee	\$300	\$233	\$350	

5305	Committees & Programs: Care Committee	\$150	\$0	\$150	
5307	Committees & Programs: Committee on Ministry	\$0	\$0	\$0	
5314	Committees & Programs: Hospitality - Sunday Coffee Hour	\$1,000	\$438	\$1,000	
5322	Committees & Programs: Membership Committee	\$750	\$373	\$750	
5324	Committees & Programs: Leadership Development Committee	\$0	\$0	\$0	
5326	Committees & Programs: Outreach	\$750	\$0	\$750	
5328	Committees & Programs: Social Justice Committee	\$1,200	\$1,138	\$2,400	
5330	Committees & Programs: Charity	\$8,000	\$6,530	\$6,500	
5330.1	Committees & Programs: Share the Plate	\$9,000	\$5,682	\$8,000	
5331	Ministry of Diversity, Inclusion & Belonging	\$500	\$500	\$500	
	Board of Directors				
5410	Board of Directors: Board Retreat	\$300	\$141	\$100	
5420	Board of Directors: Stewardship Campaign	\$500	\$349	\$500	
5430	Board of Directors: Conferences	\$0	\$0	\$1,500	GA Registration for 3 representatives.
5490	Board of Directors: Other Board	\$1,000	\$354	\$1,000	
5500	UUA/PWR Dues	\$11,834	\$7,386	\$12,187	
	Staff Costs				
5601	Staff Costs: Administrator Salary	\$39,447	\$23,830	\$38,110	\$37,000 = 3%
5602	Staff Costs: Administrator Benefits	\$3,945	\$2,383	\$3,811	
5603	Staff Costs: Administrator Program Expenses	\$450	\$323	\$480	
5620	Staff Costs: Children's RE Coordinator	\$0	\$0	\$0	
5630	Staff Costs: Music Director Compensation	\$7,972	\$4,991	\$9,930	6 hrs @ 52 weeks = \$9,930
5670	Staff Costs: Payroll Taxes	\$3,300	\$2,205	\$3,500	
5675	Staff Costs: Payroll Fees	\$1,260	\$836	\$1,300	
5680	Staff Costs: Insurance - Worker's Compensation	\$900	\$1,447	\$1,600	
	Staff Costs: Minister				
5611	Staff Costs: Minister - Minister's Compensation	\$90,225	\$60,138	\$90,225	
5612	Staff Costs: Minister - Minister's FICA Equivalent	\$6,329	\$4,600	\$6,329	
5614	Staff Costs: Minister's Life & Disability Insurance	\$1,600	\$1,043	\$1,600	
5615	Staff Costs: Minister's Retirement Benefits	\$9,023	\$6,014	\$9,023	
5616	Staff Costs: Minister's Expenses	\$5,000	\$3,878	\$5,000	
2312	Minister's Sabbatical Reserve	\$0	\$0	\$0	
	Other Miscellaneous Expenses			\$1,000	
5800	Other Miscellaneous Expenses	\$100	\$2,197	\$1,947	
	Total Operating Expenses	\$310,720	\$191,652	\$337,907	

Unitarian Universalist Church of the Desert Accessibility Policy

Purpose

An estimated one in five North Americans has a disability, demonstrating that disabilities are a natural part of life and can be acquired at any time. Many disabilities are obvious, many are invisible, and people may also have barriers that don't amount to a medically designated disability that impair meaningful access or participation. Whether physical, mental, intellectual, or sensory, many of the worst barriers faced by people with different abilities result from attitudes and environments that we create and could change, rather from the functional limitation itself. Such attitudes and environments exclude people from the beloved community.

In 2022, UUCOD adopted the Eighth Principle, which invites our journey toward spiritual wholeness to include working to build a diverse, multicultural Beloved Community by actions that accountably dismantle racism and other oppressions in ourselves and our institutions. In 2023, the Board of Directors formulated the long-range strategic goal to assess our physical facility (including decorations, art, signage, access, gender neutrality, etc.) and make changes as possible to be more welcoming and accessible to diverse groups. Part of our commitment is to ensure that everyone has access to our building, grounds, programming, literature, and other areas, and that everyone find such access equitably and easily.

We know that the demographics of our community bring with them some specific challenges brought on by age and health issues. We believe that everyone should have the opportunity to participate, contribute, and belong to our beloved community. We also believe that people of all abilities positively affect and enhance human diversity and community life. Therefore, in keeping with our shared values-and commitments-the UUCOD Board of Directors adopts this policy.

Policy

1. In this congregation, we value people of all abilities consistent with our shared values.
2. We consider all people—with disabilities and without—to have gifts, and we encourage everyone to enrich congregational life by practicing their faith and using their gifts in our beloved community and the world.
3. We will endeavor to welcome people of all abilities into all activities of the church. This includes physical access to the building, auditory access at all times, sensitivity to sensory experiences, digital access, and access to worship, education, small group, and outreach activities.
4. We will seek to name, understand, and attend to the special spiritual, physical, and psychological needs of those of us affected by disabilities,

including caregivers, and will offer training to respond appropriately to disability issues and to raise awareness in our congregation. In our learning we will always strive to center the voices and experience of those directly impacted and invite them into developing and implementing solutions.

5. We will endeavor to modify any policy, practice, procedure, or architecture that excludes those of us with disabilities from any aspect of congregational life, and we will accomplish this through ample discussion with all parties involved.
6. We will designate an Accessibility and Inclusion Coordinator with a designated, confidential e-mail account (presently accessibility@uucod.org) to receive requests for accommodation under this policy and work with the requesting party to try to honor the request. Nonelectronic requests may be made through the church office and will be confidentially transmitted to the Accessibility and Inclusion Coordinator. We will listen to suggestions and provide feedback from the appropriate congregational staff or committee. We will make this policy available on our website along with a statement of our accessibility commitments and a link to the confidential e-mail account of the Accessibility and Inclusion Coordinator.

Signed copy on file at the church

_____ Robert L. Rancourt, Jr. Board President	_____ ??/??/2025 Date
_____ Claudia Simmons Board Secretary	_____ ??/??/2025 Date