



**Board of Trustees**  
**Minutes for**  
**April 20, 2023 @ 4pm (zoom)**

1	Call to Order and Evocation	Pg 2	Maria	5 min
2	Visioning		Chris	15 min
3	Checking In		All	5 min
4	Last Month's Minutes		Done	0 min
5	Call to Audience		Maria	1 min
6	Finance/Stewardship Report	Pgs 2-3, 13-17	Janet	10 min
	Co-creation expenses			
	Bank Accounts			
	Director to ACC			
	Facility Fund			
	Budget			
	New minister Salary			
	Air Excellence			
7	Review Current Business Items	Pg 3	All	10 min
	911 S. Craycroft (office) update			
	LTW in-person meeting update/thoughts			
8a-o	Review Current Activities	Pgs 3-5	All	15 min
9	The 2022-2023 Planning Cycle	Pg 5		
	Planning Meeting Needed?		All	2 min
	Next Board meeting		All	2 min
	Upcoming Guest Speakers			5 min
10	New Business for This Meeting?	Pg 5-6	All	15 min
	New Minister Nominating Committee			
	Co-creation			
	Preparing CSLT Profile			
	Candidates			
	Members list			
	Classes			
11	New Business for Next/Future Meeting?	Pg 6	All	2 min
12	Sunday Gratitudes	Pg 6-7	All	5 min
13	Review 'Responsible Board Member' Schedule	Pg 7	All	2 min
14	Lead Newsletter Articles	Pg 7	All	1 min
15	Calendar Look Ahead	Pgs 7-10	All	5 min
16	Team Reports	Pgs 9-13	All	2 min
	Adjourn and Pray out		Maria/Sharon	

Present: Mariann Moery, Janet Salese, Madeline Pallanes, Linda Bullock, Maria Schuchardt, Sharon Whealy, Chris Wheeler

Absent:

In Service: Maria Schuchardt (Running the meeting, Scribe)

Guests: none

**Center for Spiritual Living Tucson  
Minutes April 20, 2023 Meeting**

**1 Call to Order/Evocation**

Maria

**2 Visioning**

Chris

**Q: What is the Highest Vision or Highest Ideal for Center for Spiritual Living Tucson?**

Brass instruments, the color purple, safety, red "seaweed" wavering, hard back book cover corner, a space that belongs to CSLT, rainbow bridge; small white puffy clouds, play = bubbles; love, big hugs, open arms, welcoming, to flourish & grow, light and airy, slightly off the ground, uplifted.

**Q: What must be released, embraced or become for us to live this highest vision?** Expanded space, cooperation, loyalty, butterfly landing on book corner, fun cartoon character with glowing eyes, cohesion, continuity, rest, refresh, golden chain with broken links; people moving as a coordinated group, go with the flow & stay the course. river = stay in the middle, no tangents, calm changes, ocean flowing in and out, Openness, attraction like magnets

**Q: Is there anything else that wants to be known, understood, or realized? What else?**

Release old shoes, smell of caramel, inner reality. thoughts are things, small playful puppy, amidst great change there is comfort in the center - at the core, Spirit is constant, a new minister.

<b>3 Checking In (briefly, please)</b>	All
<b>4 Last Month's Minutes</b>	Done
<b>5 Call to Audience</b>	Maria
<b>6 Financial/Stewardship Report</b>	Janet
<b>6a Current Financial Reporting</b>	Additional reports pages 10-13
<b>6b Co-creation expenses</b> Total cost for Co-Creations was \$3039. For Dr Hearn: \$786.96, workshop fee of \$1500, and plane fare. The Center also covered lunches for the Saturday workshop.	
<b>6c Bank Accounts</b> Rev Janis retired 2/28/2023 and was removed as an authorized signer from Chase Bank and Vantage West Credit Union accounts. The Vantage West account can now make automatic payments to the band.	
<b>6d Director to Arizona Corporation Commission (ACC)</b> Janet will be director for the ACC, and four board officers will be listed.	
<b>6e Facility Fund</b> from sale of the property on 22 <sup>nd</sup> Street needs to be updated. Funds were used for termites, and air conditioning. There will be no change in using facility funds for paying the mortgage. If there were to be a change, it would have to be voted on by members according to the bylaws.	
<b>6f Budget</b> Janet and Maria will look at the budget for the upcoming year.	
<b>6g New Minister Salary</b> No decision has been made. Finances were reviewed and minister salary was discussed. It was agreed that previous salary was too low. A suggested salary of \$3500 – 4000 seemed reasonable. It was discussed that an administrative person is important to hire also after the minister is hired, so minister can grow the community. At the present time CSLT is not meeting its current expenses. In	

the past we have not spent money we did not have. New Minister budget/information put together by Sharon, Janet, and Maria in section 7B. The CSLT profile can not be finished until there is a salary range.

**6h Air Excellence** expenditure was unanimously approved via email, to seal joints on roof.

**7 Current Business Items**

All

**7a 911 S Craycroft facility update** Progress has been made on removing the weeds. Recycling is done on every other Thursday morning. Chris will put the recycling bin out to the curb when necessary.

**7b. Live Theater Workshop (LTW) update** Janet and Maria will meet with LTW to check in and negotiate a new lease on April 28. It is agreed that for CSLT to grow there has to be a consistent live presence. One of the issues to discuss with LTW is being able to have one of the theatres we can use every week. We will be online from April 30 to June 11. There has been a bandwidth issue at LTW, and it was suggested that CSLT has a “hotspot” to extend/stabilize our bandwidth. Janet did a test with her phone and it worked. Maria will look into Tracfone options for hotspot device. CSLT would buy the phone, there is no contract with Tracfone, and phone cards can be purchased for data.

**8 Review of Current Activities**

**8a Education**

<b>8b Youth</b>	Unless otherwise agreed to, it was suggested that the new class facilitator split be 75/25. Any cash donations collected by the facilitator should be sent to the office with a note on who gave what amount if known. Maria Schuchardt and Mariann Moery completed the 8-week course on <i>A New Design for Living</i> , on March 28. Sharon Whealy started 4-week class <i>Embracing Change</i> on April 5.	Maria
<b>8c Board Liaisons</b>	No change at this point	Maria
<b>8d Community &amp; Growth</b>	Have you checked with your team members or leaders to see how they are doing? Would any of your teams appreciate more volunteers?	Maria

**Credo:** CSLT inspires spiritual expression in community with all and offers an accepting, loving, and peaceful way of living a joyful, healthier, and more abundant life.

**CSLT Online Community Presence:**

Zoom account: There is one CSLT Zoom account. On Sunday there are an average of 11 participants.

YouTube: There are now 175 subscribers up from 165. The recordings of our online services continue to be viewed on YouTube. We also live-stream our complete Sunday service on YouTube (with between 3-5 views (average) during the live service), though we are only recording the talk and prayer, per our previous agreement with the band. There was a total of 284 views in March, which was a decrease from January’s 307 views. The watch time in March was 36.1 hours (Feb was 25.5 hours, Jan was 22.7 in January). Our most watched service in March was Rev. Jeff Hargis on 3/19 with 53 views. The second most watched was Rev Nita Strauss on 3/5 with 32 views. In the three Sundays in April there have been 211 views, with Cerise Patron having 57 views.

Facebook: As of April 17, we have 974 followers and 937 likes. The Facebook page is being updated by Madeline. Thank you Maddy!

Instagram: As of April 16, we have 123 Instagram followers (up 3 from February) & 209 posts (same as last month). Maria made post, will add to Instagram account when she updates blog. If posting on Instagram is fun for you, contact the office to join the Instagram team.

**Newsletter Statistics:** Five newsletters were sent during March to between 535-537 subscribers. Between 212-300 people (40-57%) opened them, and 20-23% of those who opened also clicked on something for further reading. Four newsletters were sent during February to between 536-538 subscribers. Between 268-285 people (51-54%) opened them, and 16-26% of those who opened also clicked on something for further reading.

<p><b>Morning Meditation.</b> Daily practice continues. The current leaders have agreed to continue the daily morning practice through end of 2023. We know that those participating get good value from the practice, and we/they are open to having others join in as they feel intrigued and called.</p>
<p><b>8e Covid 19</b> Live Theatre Workshop has protocols in place <u>which we abide by</u>. Masks are encouraged, not mandatory. People are encouraged to distance as they feel the need. We augment their practices with color-coded nametags (green = hugs ok, yellow = ask me first, red = no contact, please).</p>
<p><b>8f Small Groups</b></p>
<p><b>Prosperity Mastermind Group</b> continue to meet online. The group continues to meet 1<sup>st</sup> and 3<sup>rd</sup> Sundays 1pm on Zoom. New graduates invited to participate. Five people regularly attend. Good results are being achieved.</p>
<p><b>Men’s Group</b>, which was begun in 2014(!) meets twice monthly in person, with some participants joining the conversation from a shared zoom room. Chris is to check with the group to see if it may be advertised in the bulletin and newsletter.</p>
<p>Janet Salese hosts <b>Full Moon Labyrinth Walk</b> as a regular activity for which we advertise and encourage participation of those interested. On April 5 there were 6 participants. <u>The 2023 schedule:</u> Jan 6, 7pm; Feb 5, 7pm; Mar 7, 7pm; Apr 5, 7pm; May 5, 8pm; June 3, 8pm; Jul 3, 8pm; Aug 1, 8pm; Aug 30, 8pm; Sept 29, 7pm; Oct 28, 7pm; Nov 27, 7pm; Dec 26, 7pm.</p>
<p><b>Sacred Cinema</b> – Meets on the third Sunday of the month at 2 pm on Zoom. March 19 movie “Accidental Courtesy: Daryl Davis, Race &amp; America” had 5 participants. April 16 movie was “I have arrived. I am home,” a documentary about Thich Nhat Hanh with 5 participants. On May 21 the movie is <i>Onward</i>.</p>
<p><b>Lunch Bunch</b> -- Madeline hosts a regular gathering at Basha’s food court (Swan and Ft Lowell) the 4<sup>th</sup> Sunday of each month. On March 26 there were 9 participants. On April 23 there were 11 that went out to lunch. Thank you, Madeline.</p>
<p><b>8g Other Places We Might Advertise? – Madeline</b>          Madeline continues to share our upcoming events through our Facebook page and will remove Rev Janis’ picture and replace it with CSLT logo. Mariann updated Natural Awakenings each month. Rev Janis’ name was removed from ads. Also, Mariann put in an ad for Cerise Patron on April 2. The deadline for uploading events and activities is the 10<sup>th</sup> of the previous month. (April 2023 events were uploaded by March 10)</p>
<p><b>8h. Directory – Janet.</b> Directory will be updated and distributed at the end of the month. Someone had inquired about a CSLT business directory. This item was to be tabled until we were meeting in person again. (Janet is not interested in taking it on at this time). The directory contains 34 persons.</p>
<p><b>8i. CSL Member Council Meeting – Linda</b> Linda attends this meeting. Full March and April report in Team Reports/CSL Member Council Meeting. Thank you Linda!</p>
<p><b>8j. Spiritual Living Circles – Linda</b> Online Virtual Spiritual Living Circles are held every two Thursdays 7 – 8:30 MT To register <a href="http://csl.org/spiritual-living-circles">csl.org/spiritual-living-circles</a>. The meeting will be on 3/16 and will discuss the article in the March 2023, “Love is the North Star.”</p>
<p><b>8k. Leadership Training Opportunities for Board Members</b> –On hold.</p>
<p><b>8l. Prospective Board Members?</b> We no longer have an open seat.</p>
<p><b>8m. Outreach/In-person marketing?</b></p> <ul style="list-style-type: none"> <li>• Maria to check out ‘Meet Me at Maynards’ is on hold until new minister arrives.</li> </ul>
<p><b>8n. Board Liaisons</b></p> <p><b>Current Board Liaisons:</b></p> <p><b>Sharon:</b> Sunday talks, Education</p> <p><b>Bonnie Smith (Regional Coordinator in Las Cruces):</b> Practitioner Core</p> <p><b>Shared:</b> Admin</p> <p><b>Maria:</b> Chair, Trustees, Hospitality, Youth Program, Library</p>

**Janet:** Treasurer, Full moon Labyrinth walk, Cinema, Greeters, Ops

**Mariann:** Altared States, Marcomm, Video, Newsletter, Outreach

**Chris:** Vice Chair, Newcomers' Team, vision core, music

**Madeline:** Secretary, Membership, In-person celebrations, Bookstore, Facebook

**Linda:** Hosts (Marya Wheeler retains team leadership.) CSL Member Council & Spiritual Living Circles

### 8o. Location of documentation

- Is on computer, thumb drive and hard copy in file under "Trouble Shooting."
- Hard copy will be put in safe

### 9 2022-2023 Planning Cycle

#### 9a Planning Mtg? (none needed at this time)

**9b Board Mtgs** The next full Board Meeting is May 18 (Third Thursday) at 4pm on zoom. There was a short meeting on April 23. Another meeting is scheduled on Zoom after Sunday Celebration.

**9c Guest Speakers** Sharon has taken on the task of getting presenters. Thank you, Sharon! **April presenters:** Cerise Patron, Sharon Whealy, RScP, Rev. Joyce Holley, Rev. Donna Smith, Rev. Steph St. Amanad. **May presenters:** Eugene Holden, RScP, Patrick Harbula, Dr. Karmen Smith, Rev. Nita Strauss. Each guest speaker will use the global themes, as prepared by csl.org.

Maria will continue Zoom Service for when we are online with Mariann as back up. Maria wrote instructions and sent them to Mariann and put a copy of the file in the "Trouble Shooting" folder on office computer.

### 10 New Business for this Meeting?

There was a request to advertise an upcoming concert in the newsletter. An offer to hand out flyers was made. The distinction was made that we communicate about CSLT activities that we do as a group, not promoting a specific event. The board does have to approve of CSLT events. Mariann will look for guidelines.

### 10a New Minister Nominating Committee

Thursday, April 13 at 6 pm the nominating committee of 8 got together on Zoom to work on profile. Sharon led the group to look over the finances and gather data on potential salary for new minister. Thank you, Sharon and Janet. On April 27 available members of the committee will get together via Zoom at 6pm for a brain storming session. Next meeting with Rev Julie?

### 10b Co-creation:

- Dr. Rev. Kathy Hearn lead the co-creation process on Thursday, March 23 for the community and on Friday March 24 from 5:30pm -8:30pm, Saturday, March 25 from 9:00am – 5:00pm for the Minister Nominating Committee and CSLT leaders.
- Dr. Rev. Kathy was our guest speaker on Sunday, March 26, and led the first reading of the CSLT Sacred Covenant. Each Sunday service the CSLT Sacred Covenant Prayer is read.
- The co-creation workshop was a success and Dr. Rev Kathy noticed the nominating committee worked together from the third Kingdom of Consciousness, "Where everything is done Through us." She thought we are a unique group.

### 10c Preparing CSLT Profile:

- Explore pay for new minister package. Sharon, Janet and Maria (Details 7B)
- Compensation pkg
  - Actual current salary
  - Certificated class splits
  - Relocation Reimbursement to set \$ amount
  - Time off: paid vacation
    - Sabbatical: 2 years 2 weeks/3 years 3 weeks - cap it at 4
  - Retirement- do we contribute (YES we did with RJ)
  - Health Insurance - even a token amount appears to be helpful.

<ul style="list-style-type: none"> <li>Bonus: Both Rev Donald &amp; Rev Janis had bonus items based on performance.</li> </ul>										
<b>10d Candidates:</b> <ul style="list-style-type: none"> <li>Traveling expenses</li> <li>Split fee for workshop/set amount was suggested 75/25 (presenter/CSLT)</li> </ul>										
<b>10e Members list:</b> <ul style="list-style-type: none"> <li>Needs to be reviewed and clarified. The members vote for the new minister. The bylaws state that if a person is no longer active, they may be removed from list. Termination of Membership is listed in Section 4 of the Bylaws that are online. Emails or letters will be sent out to members that have not participated lately, and if they do not respond by the date given, will be removed from the list. Emails will be sent with a recognition of being sent to recipients. Janet will contact Rev. Julie about the need for a quorum of members to vote for new minister.</li> <li>Tamara's membership was approved on by Board on Feb 27, 2023, via email (Rev Janis was still working).</li> </ul>										
<b>10f Classes:</b> <ul style="list-style-type: none"> <li>In April Sharon Whealy, RScP is teaching a 4-week class, <i>Embracing Change</i>. There is a \$40 suggested contribution. In May, Sharon and Linda Connolly (Sacramento-CSL) will teach a 5-week class on Edwene Gaines' book, <i>The Four Spiritual Laws of Prosperity</i>, on Tuesdays from 5:30 – 7:30pm on Zoom. There is a \$50 suggested contribution.</li> <li>Linda and Sharon may do a 12-step book group at a future time.</li> </ul>										
<table border="1"> <tr> <td><b>Tabled Items</b></td> <td>Next steps for Consolidated Community Campus: Further discussion of this item is tabled until Center and community growth clarifies our needs.</td> </tr> <tr> <td></td> <td>Small group Requirements - Further discussion of this topic tabled for now.</td> </tr> <tr> <td></td> <td>Paid Administrative support in the office, deferred until new minister arrives.</td> </tr> <tr> <td></td> <td>Idea parked until after we return to meeting in person: Creation (or Reviving) of a CSLT Business Directory for those who wish to advertise their services to each other.</td> </tr> <tr> <td></td> <td>Deferred Coffee News advertising</td> </tr> </table>	<b>Tabled Items</b>	Next steps for Consolidated Community Campus: Further discussion of this item is tabled until Center and community growth clarifies our needs.		Small group Requirements - Further discussion of this topic tabled for now.		Paid Administrative support in the office, deferred until new minister arrives.		Idea parked until after we return to meeting in person: Creation (or Reviving) of a CSLT Business Directory for those who wish to advertise their services to each other.		Deferred Coffee News advertising
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	Deferred Coffee News advertising									
<b>11 New Business Items for Next Meeting?</b> Board will have a meeting every 4 <sup>th</sup> Sunday after service to check in with one another.  Update of Selection Committee: Board members: Mariann Moery (chairperson), Linda Bullock (co-chair), Practitioners: Sharon Whealy, RScP and Maria Schuchardt, RScP, Leaders: Pat Masters, Marya Wheeler and lay members, Michael Zimmerman, Tamara Morrison										

**12 Sunday Gratuities**

Date	Honoree
4/2	Cerise Patron, birthdays and anniversaries
4/9	Sharon Whealy, RScP
4/16	Rev Joyce Holley
4/23	Rev. Donna Smith, Earth
4/30 Zoom	Rev. Steph St.Amanad, Farmers, groceries, those that feed us
5/7 Zoom	Eugene Holden, RScP, May birthdays
5/14 Zoom	Rev. Patrick Harbula, (Mother's day) Nurturing people, which we all are
5/21 Zoom	Dr. Karmen Smith, transportation people
5/28 Zoom	Sharon Whealy, RScP All those that serve

**13 Responsible Board Member @LTW Schedule** (also responsible for uploading video, help available)

<u>Sunday</u>	<u>Who?</u>
4/9 (Easter)	Linda
4/16	Chris
4/23	Maddie and Mariann
4/30 to and including 5/22	Maria/Mariann ZOOM
5/28	

**14 Newsletter Articles:**

<b>Due</b>	<b>Who is writing</b>
4/2	Janet
4/9	Linda
4/16	Sharon
4/23	Mariann
4/30	Chris
5/7	Maria
5/14	Madeline
5/22	Janet
5/28	Linda
6/4	Sharon
6/11	Mariann
6/18	Chris
6/25	Maria
7/2	Madeline
7/9	Janet
7/16	Linda

**Rotation starting April 16:** Sharon → Mariann → Chris → Maria → Madeline → Janet → Linda

**15 Calendar Review** Pages 7-9

**16 Team Reports** Pages 10 -11

**Adjourn and Pray Out****Calendar (Look Ahead!)**

(Sundays held on Zoom only, and not held at Live Theater Workshops, indicated by ZOOM)

April						
2 Cerise Patron Speaking	3	4	5 Full Moon Labyrinth	6 Vision Core (z) 6:30pm	7	8

Prosperity Alums 1pm			Walk Janet 7:00p			
9 Sharon Whealy, RScP speaking	10	11	12	13	14	15
16 Rev Joyce Holley Speaking <b>Prosperity Alums 1pm</b> <b>Movie 2p</b>	17	18	19	20 Board Mtg (z), 4pm	21	22
23 Rev. Donna Smith Speaking <b>Board</b> meeting at LTW 10:30 <b>Lunch Bunch</b> @ Bashas  <b>Tooth Fairy</b> in Training @ 1 @LTW	24	25 Gratitude Rainshower 6:30-7pm	26	27 CSLT Creatives 12:30pm	28	29

**May**

30 Rev. Steph St.Amanad Speaking <b>ZOOM</b>	<b>1 MAY</b>	2 Prosperity - Survive to Thrive! 5:30-730	3	4 Vision Core (z) 6:30pm	5 Full Moon Labyrinth Walk Janet 8:00p	6
7 <b>ZOOM</b> Eugene Holden, RScP Speaking <b>Prosperity Alums 1pm</b>	8	9 Prosperity - Survive to Thrive! 5:30-730	10	11	12	13
14 <b>ZOOM</b> Rev. Patrick Harbula Speaking	15	16 Prosperity - Survive to Thrive! 5:30-730	17	18 CSLT Creatives 12:30p Board Mtg (z), 4pm	19	20
21 <b>ZOOM</b> Dr, Karmen Smith Speaking <b>Prosperity Alums 1pm</b> <b>Movie 2p</b>	22 Gratitude Rainshower 6:30-7pm	23 Prosperity - Survive to Thrive! 5:30-730	24	25	26	27

**June**



28 Sharon Whealy, RScP Speaking <b>Board</b> meeting at LTW 10:30?? <b>Lunch</b> Bunch @ Bashas Maria	29 Maria	30 Prosperity - Survive to Thrive! 5:30-730 Maria	31 Maria	1 June Vision Core (z) 6:30pm Maria	2 Maria	3 Full Moon Labyrinth Walk Janet 8:00p Maria
4 <b>Zoom</b> Rev Julie Moret Speaking <b>Prosperity</b> Alums 1pm Maria	5 Maria	6 Maria	7 Maria	8 Maria	9 Maria	10 Maria
11 <b>Zoom</b> Rev. Patricia VanWoerkom speaking Maria	12 Maria	13 Maria	14 Maria	15 Board Mtg (z), 4pm	16	17
18 <b>Rev</b> <b>Rhonda</b> Tretsven speaking <b>Prosperity</b> Alums 1pm <b>Movie</b> 2p	19	20	21	22	23	24
25 Rev Tracey Harrick speaking  Board meeting at LTW 10:30  Lunch Bunch @ Bashas	26 Gratitude Rainshower 6:30-7pm	27 Sharon	28 Sharon	29 Sharon	30 Sharon	2 Sharon

July						
2 Rev. Nita Strauss Speaking  Sharon	3 Full Moon Labyrinth Walk Janet 8:00pm Sharon	4	5	6 Vision Core (z) 6:30pm	7	8
9	10	11	12	13	14	15

16 Prosperity Alums 1pm Movie 2p	17	18	19	20 Board Mtg (z), 4pm	21	22
23 Board meeting at LTW 10:30  Lunch Bunch @ Bashas	24	25	26	27	28	29
30	31	27 Gratitude Rainshower 6:30-7pm	28	29	30	

**CSLT Board Minutes – April 17, 2023  
Team Reports for (mostly) March**

**ADMINISTRATION**

Submitted by Maria Schuchardt

We've simplified everything that can be simplified, and it seems to be working alright. The Board is taking turns creating the Sunday bulletins as part of their Sunday responsibilities. Janet has taken on many duties. Thank you, Janet!!

**ALTARED STATES**

Submitted by Maria Schuchardt

Mariann Moery has become liaison for Altared States. Team members provide beautiful arrangement for Sunday services. If you wish to provide flowers in honor of a special event or a loved one, contact Barbara Arissa or another member of this team.

**CSL Member Council Meeting**

Submitted by Linda Bullock

Linda Bullock attended via Zoom the CSL Connection on **March 20, 2023**. This was the first meeting with the new Spiritual Director, Reverend Soni Cantrell-Smith. Attendees were asked to post in Chat their locations. There were international attendees who thanked the Leadership Council for moving the time of the meeting so that they could attend. The Leadership Council is composed of about 10 individuals on 3-year rotations. The Chair is Reverend Alice Reed; Reverend Michelle Arellano is Executive Director. There are currently 2 vacancies on the Council. One is for Laity; a qualification is specific SOM education (also ODM, and with no explanation of the acronym, I can't identify what it is.) Anyone interested in that vacancy should email: [NominatingCouncil@csl.org](mailto:NominatingCouncil@csl.org). The second vacancy is ministerial. Reverend Soni was introduced. She is redefining the role of Spiritual Leader and knows that communities are experiencing big changes right now. She wants us to get 'unified with our Vision' including plans for growth. She detailed 'what's at the top of the list.'

- Infrastructure at home office. The building is for sale and individuals are prepping it for showing. A sub-committee on Archives are assigned consideration of the next space. It's expected that operations will be mostly virtual with more people working remotely. In that case the future space will likely be smaller.
- There's a new Finance Director. A new Strategic Plan is being developed; the old one expires in 2023. Reverend Soni wants to reorganize the Council with Governance separated from Operations. She is planning a retreat with staff to determine better ways to support the field.
- For growth of CSL, they are looking at the social media piece. Centers for Spiritual Living will have a presence in Chicago for the upcoming World Parliament of Religions.

Reverend Soni reminded us that they are just synthesizing as new leadership and welcome ideas. In answer to questions, both SOAR and Asilomar are happening. SOAR registration opens in April.

A discussion ensued about inclusion, which Reverend Soni says is top priority. They are coordinating with other councils for shared visioning and for having liaisons on committees and councils (Practitioner, Leadership, Nominating, Membership, Minister). CSL supports protection of children<sup>1</sup>. A task force had planned a meeting in South Carolina and due to legal changes there, consideration is ongoing whether to cancel the meeting, which incur a loss of \$130,000 to \$160,000. If CSL does go to South Carolina, how do we support our diversity, for example transgender members?

More information will come through future Connection calls.

<sup>1</sup> In 2022 South Carolina passed a law that would ban transgender students from playing girls' or women's sports in public schools. A new law is proposed that would prohibit transgender people under the age of 18 from receiving essential medical care and would make it a felony for medical professionals to provide transition-related care to transgender minors.

#### **April 17**

Linda attended via Zoom the CSL Connection call attended by about 75 individuals, of which several were from international Centers.

Today's theme was "All things Communication." First topic was the Science of Mind magazine. Main speaker was Holli Sharp, who is editor and creative director for the magazine. Ms. Sharp has recently assumed further responsibility for CSL marketing and public relations.

Science of Mind magazine has sustained financial loss due to costs of paper, production, and postage. To remedy the situation, leadership is instituting a change whereby the magazine will switch to 6 double issues a year, starting with the September/October double issue. August 2023 will be the last single issue. The double issues will contain all Daily Guides, columns, etc. as before. There will be two distinct covers, found by flipping over the publication. It is estimated that this change will save \$88,000 for 2024 and close to \$15,000 for the remainder of 2023.

Rebecca Hiraoka discussed other educational topics and resources, reflecting the theme, "We Are CSL Consciously Connected." Home office plans to address a complaint from the field that we receive too many emails. Beginning this Thursday April 20 there will be a CSL weekly newsletter. Educational promotions and resources are available in the library "Our Community" on csl.org.

There are plans for Speaker Series webinars with individuals whose picture appears on the cover of the magazine. The first one was held with Mark Nepo in 2021; the second one featured Jean Houston. These will now occur 3 to 4 times a year. The next webinar features Don Jose Ruiz, son of Don Miguel Ruiz, author of The Four Agreements. This interview has already been recorded and will be broadcast on Friday, July 14 at 9 AM Mountain (Daylight) Time. Spiritual Living Circles will discuss the magazine article and a VIP Question and Answer session will be conducted by our Spiritual Leader Reverend Suni Cantrell-Smith.

Reverend Kris Alexander presented the 2024 Themes. She and her committee have been visioning for months and the idea of letting go of old ways of doing things was strong.

Global Theme for 2024 is **“A Grand Rising”**. Consideration was given to this phrase since presumably in the young, spiritual Black community, ‘Grand Rising’ is said instead of ‘Good Morning’, which could have the connotation of ‘Good Mourning.’ CSL seeks to expand and shift the organization to fit *a world that works for everyone*. The following are 2024 monthly themes:

<b>January</b>	<b>A Grand Rising</b>	<b>July</b>	<b>Practice Makes Imperfect</b>
<b>February</b>	<b>Divine Discomfort</b>	<b>August</b>	<b>Unstatus Quo</b>
<b>March</b>	<b>That’s How We’ve Never Done It</b>	<b>September</b>	<b>Pieces Into Peace</b>
<b>April</b>	<b>Giant Gentleness</b>	<b>October</b>	<b>Power to the People</b>
<b>May</b>	<b>From Good to Great to Grand</b>	<b>November</b>	<b>A Bun Dance</b>
<b>June</b>	<b>Holy Boldness</b>	<b>December</b>	<b>Sticking the Landing</b>

**ECCLESIASTICAL CORE** Submitted by Maria Schuchardt  
 Rev Janis’ last Sunday reminder is February 26<sup>th</sup>. Sharon Whealy, RScP has taken on the responsibility of scheduling speakers. Thank you, Sharon. The upcoming speakers are 4/23 Rev. Donna Smith, 4/30 Rev. Steph St. Amanad, 5/7 Eugene Holden, RScP, 5/14 Rev. Patrick Harbula, 5/21 Dr. Karmen Smith, 5/28 Rev. Nita Strauss, 6/4 Rev Julie Moret. Sharon also continues to support our Center with Sunday morning meditations and platform twice each month. She also routinely covers 5<sup>th</sup> Sunday platform and meditation and hosts a monthly gratitude rainshower. Maria Schuchardt offers the Sunday Morning Meditation and platform on the 1st Sunday each month, and then platform duties 3<sup>rd</sup> Sunday. Tamara Morrison continues to provide the pre-service meditation on 3<sup>rd</sup> Sunday. We remain grateful for this continuing support. Daily morning meditation practice (on zoom) continues. Madeline has assumed oversight of this group. Thank you, Madeline. Committed volunteers, and committed attendees continue to support it. New people join intermittently and are welcomed.

**EDUCATION CORE** Submitted by Maria Schuchardt  
 Maria and Mariann finished an 8-week book study (which lasted nine weeks 😊) on Ernest Holmes’ *A New Design for Living*. An in person potluck was held on March 28 at Izzetta’s home.  
**Ethel Lee Miller led a book group on *Braving the Wilderness*** by Brené Brown.  
 10 participants. (1 auditing). 3 Zoom sessions (270 minutes total) for a book exploration.  
 Explore: to inquire or discuss in detail. I chose "book exploration" to be able to encourage self-inquiry and opportunities for self-discovery. *Braving the Wilderness* addresses ways to build the habit of bravery to live one’s personal values, claim and use personal boundaries with confidence. Homework was to read the book and be prepared for exploring several chapters each week.

Participants were very interested and cooperative at our first session sharing in breakout rooms and telling reactions and experiences re the elements in BRAVING: BOUNDARIES, RELIABILITY, ACCOUNTABILITY, VAULT, INTEGRITY, NONJUDGMENT, AND GENEROSITY. This led to personal examples of courage and heroes. Personalizing the concepts was encouraged through voluntary sharing of personal writing and in the rolling chats the whole group created. I felt the first session also served to form a *trustworthy group* of people with a common interest. The second and third sessions continued the book exploration with what I sensed as more open self-identification and sharing writing and personal experiences with the whole group, breakout rooms, and more rolling chats, which in itself was pretty brave.  
 We concluded our last session with creation of a personal permission slip or slips of new ways to be brave. I saw the conclusion of the book group as just the beginning of deeper personal exploration for all of us. I enjoyed facilitating this CSLT class very much.

**HOSTS** Submitted by Maria Schuchardt  
 Marya Wheeler is team leader, with Jeff Jackson, Pat Masters, Linda Bullock. Marya is looking for another host.

**LIBRARY** Submitted by Maria Schuchardt

Ethel Lee Miller has taken on organizing the library. She is putting the 911 S. Craycroft address in all the books. When she is done we will announce in newsletter and have an open house.

**MINISTER'S TRAVEL PLANS**

**MUSIC/SOUND**

Submitted by Chris Wheeler

We are so grateful for our music team. The music team continues to work through how to create amazing live music in our intimate theater location and continues to learn how to adapt when various band members have to miss a Sunday. Michael Zimmerman covers for David Prouty when he needs to be elsewhere on a Sunday. Much appreciated!

During March the opening congregational song is *It's in Everyone of Us*. And in April the opening song is, *We are the Harvest*.

Stephen Frankenfield picked up the regular Sunday services as our sound tech beginning on November 13<sup>th</sup> and has done well with a steep learning curve. He started training a very competent back-up, named Tina, on February 5.

**Vision Core Notes**, begun April 6, 2023, 6:30pm

Submitted by Chris Wheeler

Thank you, Chris. Participating: Marya Wheeler, Chris Wheeler, Robie-Jean, Linda Bullock

**What's the highest vision, highest ideal for Center for Spiritual Living Tucson?**

Desert beauty at twilight, sunflowers alpine village happiness, Source Energy emanating Power, Love, Peace, owning our building and office in a beautiful serene, sacred space – white building, overflowing congregation filled with love and joy.

**What changes, evolves, becomes (releases, moves in or away) as this vision comes into being?**

Bright Colors red, yellow, blue, tiny white flowers in random places, children 6,7,8 playing around a Maypole with ribbons clouds in the sky Love Peace, highway going off into the distance, old thoughts, patterns and beliefs, more open at the top thinking and unconditional acceptance when together.

**Is there anything else that wants to be known, realized, or understood?**

Spring in the desert, Strong leadership required with open mind and heart, good structure and knowledge of bringing in and building a church with many facets and opportunities to serve the community. San Diego Zoo captivity to promote conservation. Letting go of beliefs to be open minded to something else.

**7 Finance/Stewardship Report**

**Treasurer, Janet**

Executive Summary: March was a 4 Sunday month. Our attendance is slowing increasing. In March we averaged 28 in-person attendance and 12 online. The Board continues to vision for a growing Center.

The Board has agreed to sustain and hold the vision of increased attendance by individuals willing and able to participate (in all ways and on many levels), which allows us opportunities to expand our reach in Tucson.

	Total Sunday Offerings and P+	New Designated Monies*	Total Income	Total Expenses	Net Income	\$ per Weekly Attendee	Average Weekly Attendance
March	\$5,981	0	\$6,359	\$8,427	<\$2,068>	\$38.29	40+
February	\$6,199	0	\$6,679	\$8,286	<1,607>	\$39.73	39+
January	\$6,043	0	\$6,524	\$9,032	<\$2,508>	\$33.95	36+
December	\$10,444	<\$1,569>	\$10,539	\$10,697	<\$158>	\$103.41	25+

\*Presently we have a stand-alone Facility Fund, Scholarship Fund, a Practitioner Fund, an Opportunity Fund and a Compassionate Heart fund. All are designated and are kept separated from Total Income or Total Expenses.

Cash Balances	March	February	January	December
Chase General Ops Checking	\$14,921	\$15,820	\$15,592	\$15,188
Vantage W. Gen Ops Checking	\$33,722	\$38,714	\$41,227	\$42,061
Vantage W. Additional Savings	\$10,015	\$10,014	\$10,013	\$10,012
Vantage W. Education Savings	\$14,901	\$14,932	\$14,826	\$14,824
VWCU Practitioners' Savings	\$412	\$412	\$412	\$412
<b>SubTotal</b>	<b>\$58,658</b>	<b>\$65,548</b>	<b>\$66,832</b>	<b>\$67,261</b>
Chase Facility Fund Savings	\$17,208	\$17,208	\$17,208	\$17,208
Vantage W. Facility Fund Savings	\$4,722	\$4,721	\$4,721	\$4,721
Vantage West CU Facility Fund 15-mo CD	\$101,032	\$100,709	\$100,354	100,000
VWCU Imprmnt/Opportunity Fund*	\$27,443	\$27,419	\$28,100	\$28,081
Facility Fund Invest Acct /Endowment ☐	\$17,150	\$14,450	\$14,450	\$14,450
<b>Total</b>	<b>\$241,526</b>	<b>\$244,399</b>	<b>\$246,903</b>	<b>\$246,957</b>

\* We received anonymous designated gifts, part of which is to be used for 'sustainable' marketing activities. We called this the Opportunity Fund. Out of this account we have funded the website upgrade & partially funded of our Office improvement fund. We have also used this fund to test out other advertising opportunities and will use it for buying video equipment that will allow us to live-stream, when we return to in person services. (Bought video-equipment in August-September.)

☐ The 4<sup>th</sup> quarter report on our investment in the SOM Foundation Endowment show a slight increase as shown in March ☆

### Comparison between March 2022 and March2023

Attendance/Sunday	INcreased by	11
Offerings/month	DEcreased by	\$ 2,053
Offerings/person/Sunday	DEcreased by	\$ 30.97
Total Income	DEcreased by	\$ 3,067
Expenses	DEcreased by	\$ 840
Net Income	DEcreased by	\$ 2,227

After 27 months of online only services, we begin to have hybrid Sundays with in-person attendance as well as zoom attendees, and YouTube participants. These last 3+ years have been a learning curve for us all.

### Status of the CSLT Facility Fund

Facility Fund Investment Acct Deposits: Initial Deposit \$50,000 (Nov12), Deposit \$10,236 (Mar13) Deposit \$15,188 (Dec13)  
Investment Account closed December 2016 to purchase raw land at 4961 E. 22nd St. On June 3, 2019 we sold our raw land on 22nd St, and have agreed to serve as 'bank' for the buyer for five years with annual payments, on June 3 of each year.

Date	CSLT Contributions	Various Projects & Interest	Personal Donations	\$ Total
Year End 2009				29,365
Year End 2010				48,710
Year End 2011				70,361
Year End 2012	6,800	1,045	1,430	79,636
Matching Fund Reserves			2,900	82,536
Year End 2013 (Inspection)	<1,800>	4,780	3,327	88,843
Year End 2014	<600>	1,789	25,884	115,936
Year End 2015 (Moved to River Rd)	<5,223>	<1,786>	7,109	116,027
Year End 2016 (Purchased land)	<102,024>	2,068	2,440	18,511
Year End 2017 (InvAcctClosed.)		164	1,500	20,175
Year End 2018		112	1,000	21,287
Year End 2019 (sold land & bought office)	(net) <17,146>⊖		200	4,341
Year End 2020		47,479 ☺ +3	25	53,288
Year End 2021		46,587 ☺ ☐		99,875

Year End 2022		39,204 ☺☆		139,079
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☺ Facility Fund expenses to relocate to our Education Center have been completed (for now). In total we spent \$59,330.32 for the down payment and the repairs required to meet the requirements of our mortgage holder. A detailed breakdown of expenditures was presented in the January 16<sup>th</sup> Board minutes. We paid \$1,440 of capital expenses from General Operations during the move.

☺ The annual payment on the sale of the 22<sup>nd</sup> St property initiated in 2019.

☐ We received our first quarterly report on our investment in the SOM Foundation Endowment, discussed in Cash Balances above.

☆Reflects a \$9,091 decrease in value of our investment in the SOM Foundation Endowment, with a slight uptick in the 4<sup>th</sup> quarter. Discussed in Cash Balances above. Also includes money spent on office building maintenance.

Center for Spiritual Living Tucson								
Budget vs. Actuals: 2023 Budget - FY23 P&L								
January - March, 2023								
	Jan 2023		Feb 2023		Mar 2023		Total	
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
<b>Income</b>								
40000 Contributions							0	0
40101 Sunday Offerings	4,153	9,500	2,747	8,000	3,649	8,000	10,549	25,500
40110 Online Contri	1,890	2,000	3,452	2,000	2,332	2,000	7,674	6,000
<b>Total 40000 Contributions</b>	<b>6,043</b>	<b>11,500</b>	<b>6,199</b>	<b>10,000</b>	<b>5,981</b>	<b>10,000</b>	<b>18,223</b>	<b>31,500</b>
<b>Total Income</b>	<b>6,504</b>	<b>11,500</b>	<b>6,591</b>	<b>10,000</b>	<b>6,329</b>	<b>10,000</b>	<b>19,424</b>	<b>31,500</b>
<b>Expenses</b>								
Total 00 ADMINISTRATION	3,668	5,396	3,872	5,246	4,272	5,346	11,813	15,988
Total 02 MINISTER COMPENSATION	2,070	2,070	2,070	2,070	0	2,070	4,140	6,210
Total 03 MUSIC EXPENSE	1,806	1,960	1,665	1,910	1,700	1,810	5,171	5,680
Total 04 MINISTRY EXPENSE	0	20	0	1,045	0	20	0	1,085
Total 05 SUNDAY SERVICE EXP	490	635	690	880	890	880	2,070	2,395
Total 06 TITHING / CHARITABLE GIVING	906	1,725	930	1,500	897	1,500	2,733	4,725
Total 07 LEADERSHIP DEVELOPMENT EXP	0	1,500	0	0	-145	0	-145	1,500
08 BOOKSTORE EXPENSE	72		36		36		144	0
09 CLASS/WKSHPE/EVENT EXPENSE							196	0
<b>Total Expenses</b>	<b>9,013</b>	<b>13,306</b>	<b>9,263</b>	<b>12,651</b>	<b>7,846</b>	<b>11,626</b>	<b>26,123</b>	<b>37,583</b>
<b>Net Operating Income</b>	<b>-2,509</b>	<b>-1,806</b>	<b>-2,672</b>	<b>-2,651</b>	<b>-1,517</b>	<b>-1,626</b>	<b>-6,699</b>	<b>-6,083</b>
<b>Other Income</b>								
Total 81000 CLASS/WORKSHOP COST CENTER	0	355	105	355	-18	355	88	1,065
Total 83000 SPECIAL EVENT REVENUE	0	0	-83	0	83	0	0	0
<b>Total 86000 FACILITY FUND REVENUE</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Total 87000 Investments	0	0	0	0	2,700	0	2,700	0
88000 Opportunity Fund			-697		-3,039		-3,736	0
<b>Net Income</b>	<b>-2,509</b>	<b>-1,451</b>	<b>-3,347</b>	<b>-2,296</b>	<b>-1,791</b>	<b>-1,271</b>	<b>-7,647</b>	<b>-5,018</b>
<b>less designated</b>	<b>0</b>	<b>0</b>	<b>697</b>	<b>0</b>	<b>339</b>	<b>0</b>	<b>1,036</b>	<b>0</b>
<b>true net</b>	<b>-2,509</b>	<b>-1,451</b>	<b>-2,710</b>	<b>-2,296</b>	<b>-1,452</b>	<b>-1,271</b>	<b>-6,611</b>	<b>-5,018</b>

This is a revised P&L from January 2023 to current. It reflects some accounting changes only.

### Range Report for 1st Quarter 2023 (with previous quarters for comparison)

Donations/ Quarter	1Q2023		4Q2022		3Q2022		2Q2022		1Q2022	
	All	Extnd Ldrs	All	Extnd Ldrs	All	Extnd Ldrs	All	Extnd Ldrs	All	Extnd Ldrs
>\$2,000	2	2	2	1	2	2	3	3	2	2
\$1,500-1,999	2	1	4	3	4	3	4	2	2	1
\$1,000-1,499	3	3	4	2	0	0	1	1	2	0
\$750-999	1	1	1	1	3	2	1	1	3	2
\$500-749	3	2	7	3	6	3	5	2	9	3
\$250-499	3	0	6	0	4	1	7	2	7	3
\$100-249	9	1	12	2	10	0	11	1	12	2
\$1-99	3	0	10	0	5	1	5	0	4	0
0 or UnID'd	?	0	?	0	?	1	?	0	?	4
<b>Total Number</b>	<b>26</b>	<b>10</b>	<b>46</b>	<b>12</b>	<b>34</b>	<b>13</b>	<b>37</b>	<b>12</b>	<b>41+</b>	<b>17</b>

For the 1<sup>st</sup> quarter 2023, the bright line (20% of the contributors who donated 80% of the income) was \$600 and included 9 leaders out of 11 contributors.

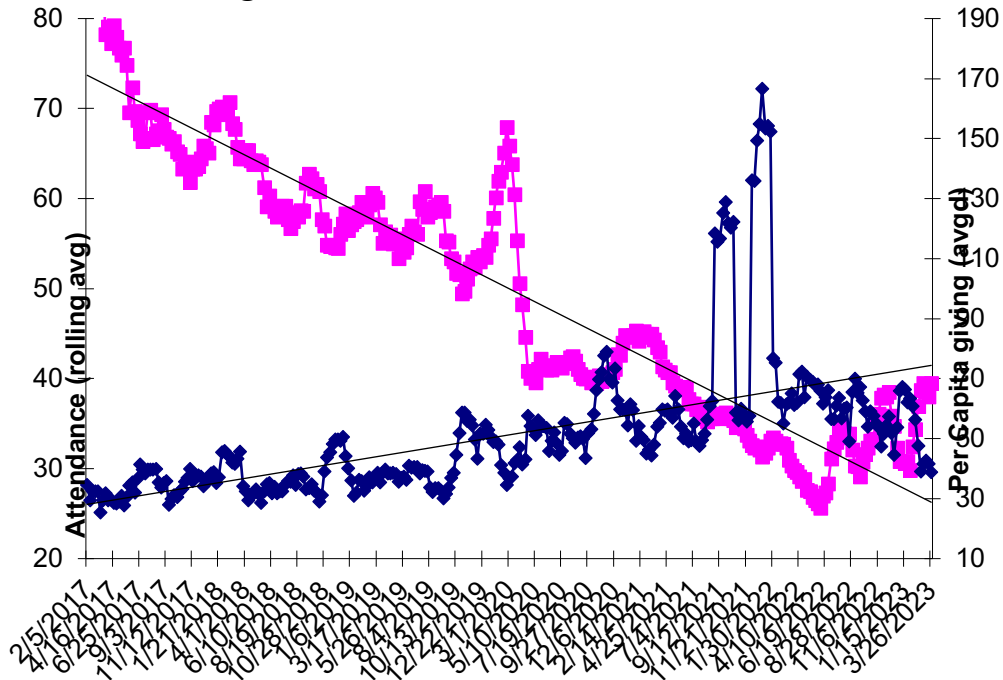
For the 4<sup>th</sup> quarter 2022, the bright line (20% of the contributors who donated 80% of the income) was \$535 and included 10 leaders out of 16 contributors.

For the 3<sup>rd</sup> quarter 2022, the bright line (20% of the contributors who donated 80% of the income) was \$600 and included 9 leaders out of 13 contributors.

For the 2<sup>nd</sup> quarter 2022, the bright line (20% of the contributors who donated 80% of the income) was \$600 and included 9 leaders out of 14 contributors. Our 1<sup>st</sup><sup>th</sup> quarter when we began to meet in person again.

For the 1<sup>st</sup> quarter 2022, the bright line (20% of the contributors who donated 80% of the income) was \$500 and included 9 leaders out of 18 contributors. Our 8<sup>th</sup> quarter of being entirely online.

### Attendance and Per-Person Giving Over Time



### 7B New Minister Salary details



#4	Church Statistics				
A	Year Founded:	Chartered 9/14/1970			
B	Licensed Practitioners	2			
C	Paid Staff	4 Musicians			
	Volunteer	Office/Bkkpg Assist; Media (EBullitin, Advertising, WebLiason)			
	Professional Services	Bookkeeper / Web Designer			
D	Board Members	6			
E	Registered Membership	Board Meeting Discussion			
F	Average Sunday Attend.	27 in person / 12 online (zoom & YouTube)		Pre-Pandemic 50-70 In person only	
	YouTube Subscribers	4/23 = 172 / 169 videos uploaded			
G	Youth	On Hold			
H	Midweek Services	n/a - Class Attenance average = 10			
I	Accredited Classes	none at this time			
#5	MInistry:	Ongoing: Bookstudies & Classes			
		Monthly: Labrynth, Mastermind, Gratitudes. Vision Core, Movie Discussion, Lunch Bunch			
		Daily: Morning Meditation M-Sat			
#6	Facility	Own - Office / Class space > Mortgage		Rent - Sunday Sanctuary Space	
#8	Salary Range Offered	Rev Janis = monthly		\$1,800.00	
		+ Retirement paid to minister		\$270.00	
		Total Monthly		\$2,070.00	
		Rev Donald = Monthly		\$3,000.00	
		Compensation .com	\$43,500	\$3,625.00	< Do we want a range?
		Housing Allowance / Tax benefits			From <?>To
		Growth Bonus	\$10,000 = 10%		< Currently \$13,000 Month x 30%
		Class Split	75% / 25%		
#9	Benefits	2 Weeks Paid Vacation	\$400		< already in budget
		5th Sunday Off	\$800		
		Leadership Dvlpmt	\$1,500		< already in budget
		5 days sebatical earned - available after 5 years service			
		Moving Expenses up to:	\$5,000		
#14	Speaker Compensation	Talk Fee	\$200		< Current Speaker Fee
		Workshop	75/25%		
		Travel allowance up to	\$1,500		< Based on Dr. K.Hearn's Rcmt Expenses
	NOTES				
#8	Salary Range				
		Monthly Salary based on Tucson Minister average			
		Rev. J's "Retirement" was paid to her and it was up to her to fund "Retirement"			
		Not Discussed - Health Benefit negotiated after one year of service?			
#9	Benefits				
		5th Sunday - suggested as added benefit		Cost listed for guest speakers	
		Moving Expenses \$5000		Saving \$1070/month x 5 months without a minister	
E.	For future thought - do we want our minister to be an office manager?				
		> budget currently at \$860/mo for Admin Assistant			
		> Admin Assistant current hourly average Tucson	\$19 / hr x 20 hr wk	\$1600 month	