

**MINUTES OF MEETING OF BOARD OF TRUSTEES**  
**FIRST UNITARIAN-UNIVERSALIST CHURCH OF WILMINGTON DELAWARE**  
**January 13, 2020**

Trustees present: Renee Anderson, Carmen Bell-Delgado (by Zoom), Leslie Dickerson, Deb Griffin ((by Zoom), Travis Laster, Mike McCabe (by Zoom), Dale Megill, Tracy Spinka-Doms,

Trustees absent: Phil Krape

Others present: Reverend Pamela Wat, Marina VanRenssen, Steve Cohen, Seth Hammonds

Tracy chaired the meeting. Travis served as secretary.

Tracy called the meeting to order at 7:05 pm. She reviewed the agenda.

Renee led the chalice lighting and shared opening words.

Dale served as process observer.

**Consent Agenda:** The consent agenda consisted of the following items:

- December Board meeting minutes
- Financials and Treasurer's Report.
- Executive team report EL 3 & 4, End 2

Tracy reported that the reports on GP #4 and BETL #4 are deferred until February.

It was noted that Section 6 of EL 3 contained a typographical error that referred to 2019 instead of 2020. Upon motion made by Leslie and seconded by Dale, the consent agenda was unanimously approved on the condition that the typo was corrected.

**Mid-Year Treasurer Review.** Steve reported on the Church's financial results through the mid-point of the fiscal year. On the income statement, pledge income is slightly below trend, primarily due to timing. Expenses are at trend. The surplus is at a reasonable level. On the balance sheet, the Church's cash balances declined as expected due to spending on capital projects. Reserves are at expected levels. The Counterpoint drive was strong.

Steve previewed the 2020 Budget and the 3-Year Plan. Noteworthy items include:

- Savings of \$5500 through an audit swap with the UU Church in Cherry Hill
- The EEC is expanding its baby-care services. The Church wishes to accommodate this, which will require moving the library to the Music Room. The expansion should strengthen the EEC and result in more rental income for the Church.
- There are possible expenses for the Art Gallery and for renewed Adult RE
- The budget accommodates a 2% staff raise.

Steve observed that the budget contemplated a pilot project involving a paid RE teacher. Reverend Pam described the project in greater detail, citing factors such as (i) a shift towards more complicated, engaging lessons, (ii) a desire for more inclusive and progressive teaching techniques, and (iii) a desire to support parents' ability to attend services. The Board expressed support for the initiative.

Steve noted that the budget contemplates a reserve for health care expense in the event a staff member who currently does not use the Church's health care plan needs to enroll in the plan. Marina explained the Church's current health care expenses and how this could happen. The Board discussed the reserve and expressed support for its inclusion.

Marina elaborated on the Church's three healthcare options, noting that the Church pays 80% of the premium for two of the options. She would like the Church to pay 80% of the PPO option as well. The Board discussed the possibility and agreed to consider it further.

Steve explained that the budget would be refined further and presented for Board for its approval. The Board would then recommend the budget to the Congregation at the Annual Meeting.

**The Strategic Planning Committee.** Mike provided an update on the work of the Strategic Planning Committee, including the progress of the Church renovations.

- The Committee is preparing a more detailed update.
- The cabinet for the Parks Doors is being reinstalled.
- The county inspectors are conducting inspections.
- The Committee is still analyzing the prospect of a full kitchen but is optimistic.
- The Committee has reached a tentative deal with the lighting contractor to address the interference from the LED lights by installing a new Telex system. The contractor would split the cost with the Church. The Committee continues to evaluate alternatives.
- The Committee has been evaluating broker proposals for development of the Library lot.

**Executive Session.** The Board moved into Executive Session consisting only of the trustees. All others departed the meeting except for Reverend Pam and Marina, who were invited to remain.

After the Executive Session, Dale reported as process observer.

Tracy provided closing words.

The meeting adjourned at 9:20.