

UUSMC Board Meeting 11/16/2020 – 6:00-7:30 PM

Attendees: Greg Pelley, Lemaine Peo, John Springer, Vicky Tosh-Morelli, Ann Draper, Brian Coleman, Joe Snader, Susan Klugerman, Heather Petit

Consent agenda:

October minutes approved.

Finance committee report received.

BLM sign was stolen and is not back up. John is talking to David Bonner about putting it back up.

John requested that board look for people that they miss seeing in Sunday live services; there was a technical glitch in last Sunday's service (11/15).

For the program of retooling the congregation, Greg is assembling the team and has next steps.

Finance committee requests:

Committee wants board to reassess overall financial position in December.

How to handle endowment gifts? Lauri received an ad hoc gift; how should check be processed?

Bruce is preparing a document to discuss how ad hoc donations should be handled; the document will be distributed to board for review. John proposed inviting Bruce to speak at mid-year meeting.

Are small donations in the spirit of the endowment? There's some thought that it was intended for use in wills/planned giving. But there's no need to turn away small ad hoc donations.

Action: Ann will discuss with Lauri and work out the details for how to handle small ad hoc contributions.

Two proposals for handling unassigned amounts in gifts designated fund: there are two amounts in play, around \$2500 each. Two proposals: 1) creating a nature trail for the meadow 2) creating a memorial grove. John proposes having Jamie and Amy present a proposal on starting such a program. Finance committee thought that any memorial should recognize the donors.

Finance committee will meet 12/8 – next action for generosity campaign is a phone bank/call team.

Assuming that people continue to pledge steadily through physical closure, we should have a 15,000 surplus for this fiscal year. We would be on target for this surplus if pledges remain steady and the budget does not include an increase to Heather's stipend or an outlay for an RE coordinator position.

Proposal from John and Greg is that we can consider providing Heather an intern's salary starting in January. We would also consider an RE coordinator for an August 2021 time frame. Ann has concern about us running behind on pledges; there is an annual pattern where our pledges run behind but then catch up towards end of year. It's very unlikely that we will have a service auction. A physical reopening will increase our expenditures. Board will recommend that finance committee make Heather's salary a priority; finance committee will evaluate feasibility of this proposal at their December meeting.

Reopening

First U of Wilmington plans to remain closed until June 2021. Greg is considering a delay in sabbatical to help manage extended closure of UUSMC; this will be a discussion topic for next year. Greg thinks it's likely that virtual services will continue through June. Board discussed rapidly rising COVID numbers, decisions of schools to reopen and reclose, need to send optimistic message to congregation, possible likelihood of vaccine availability. Board voted unanimously to set new opening date of 3/31/2021.

What are the criteria for reopening? Are outdoor services feasible? Some discussion of and interest in renting a tent. In the long term, Ann and others expressed willingness to look into cost of a tent in order to assess whether this is feasible for the spring.

Letter of Agreement

We'll provide LOA to congregation for approval and allow them to ask questions at mid-year meeting; voting will start with meeting and continue afterwards. Board agreed unanimously to approve LOA for inclusion in the agenda of the mid-year meeting.

Congregational Meeting

24 January looks like a good date. We are looking at holding the congregational meeting instead of (not in addition to) Sunday morning live.

Assessment of Ministry

Procedure document was reviewed by board. The procedure is that the board will identify congregational goals and select a three-member assessment team at the July meeting. The team will gather information for a quarterly report to the board. Board approved this procedure unanimously.