

LRAC BOARD OF DIRECTORS

AGENDA

Date: January 16, 2024

Time: 6:30 pm

Location: [Unitarian Universalists of Southern Delaware](#)

Board Members

Bob Barnes

Rev. Marjorie Belmont-Burns

Marti Garrett

Lois Gillespie

Rev. Dr. Bo Gordy-Stith

Mary Makowski

Frank Morgan

Dave Norton

Ministry Representatives

Nancy Alexander, [CRC](#)

Carolyn Ames-Kelly, [FPSD](#)

Lawrence Bivens, [MCFP](#)

Diaz Bonville, [WSNB](#)

Andrea Caswell, [NLTS](#)

Jon DeVoll, [CHFb](#)

Brenda Milbourne, [WSNB](#)

Donna Murawski, [MCFB](#)

Dale Smith, [FPSD](#)

Toni Short, [LFBW](#)

Jaqueline Sterbach, [WIYV](#)

LRAC Members, Associates, and Guests

Time	Item	Presenter
6:30	Welcome and Opening Prayer	Bo Gordy-Stith
6:35	Approval of minutes	Marti Garrett
6:40	Review of Financial Reports and 2024 NLTS/LRAC Budgets	Frank Morgan/Dave Norton
6:55	Vote on Proposed Bylaws Changes	Bo Gordy-Stith
7:10	Vote on Board of Directors	Bo Gordy-Stith
	Announcements, Celebrations, and Closing Prayer	
7:20	<ul style="list-style-type: none">LCOS hosts Code Purple Women's ShelterNext Meeting: 6:30 pm April 16, 2024 (LCOS)	Bo Gordy-Stith
7:30	Adjournment and start of closed Board of Directors Session	

	Welcome and Review of Upcoming Schedule	
7:35	<ul style="list-style-type: none"> Board Orientation with Mark Thorn (Wednesday, February 7 from 10-12:30 at Epworth) Committee Meetings NLT March, 2024 	Bo Gordy-Stith
7:45	Board Officer Election Review Committee Chair Assignments	Bo Gordy-Stith
8:00	Update on ED Hiring Task Force (Budget Authorization)	Mary Makowski
8:30	Adjournment	Bo Gordy-Stith

LRAC Board Meeting October 17, 2023

Attendees:

**Marti Garrett
Mark Thorn
Mary King Makowski
Julie McCullough
Diaz Bonville
Nancy Alexander
Jim Reed
Lois Gillespie
Dale Smith
Carolyn Ames Kelly**

**Bo Gordy-Stith
Bob Barnes
Jon DeVoll
Kristin Weschler
Jacqueline Sterbach
Kate Lloyd
Karen Dettwyler
Allan Slan
Charles Gilmore
David Norton**

**Rev Eddie Jusino
Janice Bowker
Donna Davis
Marjorie Belmont
Ralph Gouch
Anita Smulyan
Rabbi Julie Danan
Frank Morgan**

**Opening: Called to order by President Bo Gordy-Stith at 6:40 pm
Regular quarterly meetings: January, April, July and October
Training meetings: February, May, August and November
Committee meetings: March, June, September and December**

Prayer: read by Rabbi Julie Danan “ Terrorists will not steal our humanity!”

Attendees: see attached list

Minutes: July meeting minutes approved on a Makowski/Norton motion

Treasurer’s Report: filed for audit

Reports:

New Life Thrift Shop: report attached

Community Resource Center: report attached

West Side New Beginnings: report attached

Cape Henlopen Food Basket: report attached

What is Your Voice: report attached

Milton Food Pantry: report attached

Member Congregations: called upon to celebrate what is going on in each: reports attached

President Bo thanked all ministry partners and member congregations for attending.

Next meeting: January 16, 2024 TBD

Meeting adjourned: 7:40 pm

Pastor Bo lead us in song as the meeting closed.

Lewes Rehoboth Association of Churches, Inc.

12/17/23

Balance Sheet

Cash Basis

As of November 30, 2023

	<u>Nov 30, 23</u>
ASSETS	
Current Assets	
Checking/Savings	
LRAC Checking	745,054.63
NLTS Capital Campaign	86,626.61
NLTS Checking	145,129.23
Temp Investment Accts	
CD 11-19-15	44,763.57
CD 3-2-23	500,000.00
Total Temp Investment Accts	<u>544,763.57</u>
Total Checking/Savings	<u>1,521,574.04</u>
Total Current Assets	<u>1,521,574.04</u>
TOTAL ASSETS	<u>1,521,574.04</u>
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	274,241.11
Retained Earnings	967,175.36
Net Income	280,157.57
Total Equity	<u>1,521,574.04</u>
TOTAL LIABILITIES & EQUITY	<u>1,521,574.04</u>

Lewes Rehoboth Association of Churches, Inc.

12/17/23

Profit & Loss Budget vs. Actual

Cash Basis

January through November 2023

	Jan - Nov 23	Budget	% of Budget
Ordinary Income/Expense			
Income			
LRAC - Income Stream			
Income - Churches Misc	439.14	9,500.00	4.6%
Income - Thrift Shop to LRAC	736,074.71	735,000.00	100.1%
Total LRAC - Income Stream	<u>736,513.85</u>	<u>744,500.00</u>	<u>98.9%</u>
Total Income	<u>736,513.85</u>	<u>744,500.00</u>	<u>98.9%</u>
Expense			
LRAC Administrative			
Accountant/Audit	7,250.00		
Bank Charge	0.00	50.00	0.0%
Board Training Consultant	2,000.00	7,500.00	26.7%
Bookkeeper	4,375.00	4,400.00	99.4%
Capital Expense - Laptop	1,910.53	1,500.00	127.4%
Communications (Zoom, Website)	142.91	3,000.00	4.8%
Delaware Corp. Fee	25.00	25.00	100.0%
Exec Director	0.00	17,200.00	0.0%
Insurance	940.00	900.00	104.4%
Misc	1,112.88	1,000.00	111.3%
Missions - Church	0.00	5,000.00	0.0%
Office Expenses	166.00	250.00	66.4%
Total LRAC Administrative	<u>17,922.32</u>	<u>40,825.00</u>	<u>43.9%</u>
LRAC Building (CRC)			
Building Maintenance & Repair	6,386.75	15,000.00	42.6%
Insurance (CRC)	1,928.00	2,500.00	77.1%
Total LRAC Building (CRC)	<u>8,314.75</u>	<u>17,500.00</u>	<u>47.5%</u>
LRAC Building (NLTS)	<u>30,710.00</u>	<u>46,000.00</u>	<u>66.8%</u>
Total Expense	<u>56,947.07</u>	<u>104,325.00</u>	<u>54.6%</u>
Net Ordinary Income	<u>679,566.78</u>	<u>640,175.00</u>	<u>106.2%</u>
Other Income/Expense			
Other Expense			
Ministry Grants & Awards			
Community Resource Center	262,083.26	275,000.00	95.3%
Dutch Kelley Scholarship	0.00	1,000.00	0.0%
Family Promise	40,000.00	50,000.00	80.0%
Fire Dept - Lewes	500.00	500.00	100.0%
Fire Dept - Rehoboth Beach	500.00	500.00	100.0%
ISOP Support	7,000.00	9,000.00	77.8%
Lewes After School Program	1,000.00	1,000.00	100.0%
LFBW - Homelessness	100,000.00	50,000.00	200.0%
Prison Ministry	0.00	1,000.00	0.0%
St Vincent DePauls-Lewes	1,000.00	1,000.00	100.0%
St Vincent DePauls - Rehoboth	1,000.00	1,000.00	100.0%
The Way Home	8,708.26	9,500.00	91.7%
West Side New Beginnings	45,833.26	50,000.00	91.7%
What is Your Voice	83,000.00	36,000.00	230.6%
Total Ministry Grants & Awards	<u>550,624.78</u>	<u>485,500.00</u>	<u>113.4%</u>
Total Other Expense	<u>550,624.78</u>	<u>485,500.00</u>	<u>113.4%</u>
Net Other Income	<u>-550,624.78</u>	<u>-485,500.00</u>	<u>113.4%</u>
Net Income	<u><u>128,942.00</u></u>	<u><u>154,675.00</u></u>	<u><u>83.4%</u></u>

Lewes Rehoboth Association of Churches, Inc.

12/17/23

Profit & Loss Budget vs. Actual

Cash Basis

January through November 2023

	Jan - Nov 23	Budget	% of Budget
Ordinary Income/Expense			
Income			
NLTS - Income Stream			
NLTS - Capital Campaign Income	1,722.05	1,750.00	98.4%
Other Income	10,699.54	35,000.00	30.6%
Thrft Shop Sales	1,135,010.57	1,000,000.00	113.5%
Total NLTS - Income Stream	1,147,432.16	1,036,750.00	110.7%
Total Income	1,147,432.16	1,036,750.00	110.7%
Expense			
NLTS - Administrative			
Advertising	2,003.17	2,000.00	100.2%
Credit Card Processing	14,509.76	16,000.00	90.7%
Insurance - Property	5,067.00	2,500.00	202.7%
Insurance - Workers Comp	2,803.00	1,750.00	160.2%
Maintenance - Bldg & Grounds	11,733.69	10,000.00	117.3%
Misc Business Expense	3,188.06	2,000.00	159.4%
Office/Shop Supplies	7,893.44	12,500.00	63.1%
Salary - Admin Assistant	31,318.80	38,500.00	81.3%
Salary - Manager	91,666.74	100,000.00	91.7%
Salary - Receiving Coordinator	40,335.00	38,500.00	104.8%
Salary - Taxes (Payroll)	10,561.00	13,500.00	78.2%
Total NLTS - Administrative	221,079.66	237,250.00	93.2%
NLTS - Operating			
Communications/Telephone	3,190.11	7,250.00	44.0%
Electric & Solar	5,198.62	2,500.00	207.9%
Heating Fuel	1,287.87	2,500.00	51.5%
Sewer	1,606.60	1,000.00	160.7%
Trash Pick Up	15,252.49	13,500.00	113.0%
Water	316.11	750.00	42.1%
X - Volunteer Support	5,378.66	10,000.00	53.8%
Total NLTS - Operating	32,230.46	37,500.00	85.9%
NLTS - Vehicle			
Gas	1,133.76	1,750.00	64.8%
Insurance - Truck	4,118.00	4,000.00	103.0%
Maintenance & Repair	1,580.00	1,500.00	105.3%
Total NLTS - Vehicle	6,831.76	7,250.00	94.2%
Total Expense	260,141.88	282,000.00	92.2%
Net Ordinary Income	887,290.28	754,750.00	117.6%
Other Income/Expense			
Other Expense			
NLTS - Income Transfer to LRAC	736,074.71	735,000.00	100.1%
Total Other Expense	736,074.71	735,000.00	100.1%
Net Other Income	-736,074.71	-735,000.00	100.1%
Net Income	151,215.57	19,750.00	765.6%

Lewes Rehoboth Association of Churches, Inc.
Profit & Loss Budget vs. Actual

January through October 2023

				January through October 2023			Approved
				Jan - Oct 23	Budget	% of Budget	Budget
Ordinary Income/Expense							2024
		Income					
		LRAC - Income Stream					
		Income - Churches Misc	439.14	9,500.00	4.62%		0.00
		Income - Thrift Shop to LRAC	647,492.83	735,000.00	88.09%		816,275.00
		Total LRAC - Income Stream	647,931.97	744,500.00	87.03%		816,275.00
		Total Income	647,931.97	744,500.00	87.03%		816,275.00
		Expense					
		LRAC Administrative					
		Bank Charge	0.00	50.00	0.0%		50.00
		Board Training Consultant	2,000.00	7,500.00	26.67%		5,000.00
		Bookkeeper	3,750.00	4,400.00	85.23%		5,000.00
		Capital Expense - Laptop	1,910.53	1,500.00	127.37%		0.00
		Communications (Zoom, Website)	142.91	3,000.00	4.76%		1,000.00
		Delaware Corp. Fee	25.00	25.00	100.0%		25.00
		Exec Director	0.00	17,200.00	0.0%		110,000.00
		Finance Review and 990 Prep	0.00	7,250.00	0.0%		7,500.00
		Insurance	940.00	900.00	104.44%		1,000.00
		Misc	1,112.88	1,000.00	111.29%		1,200.00
		Missions - Church	0.00	5,000.00	0.0%		0.00
		Office Expenses	166.00	250.00	66.4%		250.00
		Total LRAC Administrative	10,047.32	48,075.00	20.9%		131,025.00
		LRAC Building (CRC)					
		Building Maintenance & Repair	6,386.75	15,000.00	42.58%		35,000.00
		Insurance (CRC)	1,928.00	2,500.00	77.12%		2,000.00
		Total LRAC Building (CRC)	8,314.75	17,500.00	47.51%		37,000.00
		LRAC Building (NLTS)	30,710.00	46,000.00	66.76%		25,000.00
		Total Expense	49,072.07	111,575.00	43.98%		193,025.00
		Net Ordinary Income	598,859.90	632,925.00	94.62%		625,274.00

Lewes Rehoboth Association of Churches, Inc.
Profit & Loss Budget vs. Actual

January through October 2023

				January through October 2023			Approved
				Jan - Oct 23	Budget	% of Budget	Budget
Other Income/Expense							
Other Expense							
Ministry Grants & Awards							
			Community Resource Center	239,166.60	275,000.00	86.97%	285,000.00
			Dutch Kelley Scholarship	0.00	1,000.00	0.0%	1,000.00
			Family Promise of Southern DE	40,000.00	50,000.00	80.0%	50,000.00
			Fire Dept - Lewes	500.00	500.00	100.0%	500.00
			Fire Dept - Rehoboth Beach	500.00	500.00	100.0%	500.00
			ISOP Support	7,000.00	9,000.00	77.78%	3,000.00
			Lewes After School Program	1,000.00	1,000.00	100.0%	1,000.00
			Lighthouse for Broken Wings	100,000.00	50,000.00	200.0%	50,000.00
			Prison Ministry (Cookies)	0.00	1,000.00	0.0%	1,300.00
			St Vincent DePauls-Lewes	1,000.00	1,000.00	100.0%	1,000.00
			St Vincent DePauls - Rehoboth	1,000.00	1,000.00	100.0%	1,000.00
			The Way Home	7,916.60	9,500.00	83.33%	9,500.00
			West Side New Beginnings	41,666.60	50,000.00	83.33%	50,000.00
			What is Your Voice	30,000.00	36,000.00	83.33%	36,000.00
			Total Ministry Grants & Awards	469,749.80	485,500.00	96.76%	489,800.00
			Total Other Expense	469,749.80	485,500.00	96.76%	489,800.00
			Net Other Income	-469,749.80	-485,500.00	96.76%	-489,800.00
			Net Income	129,110.10	147,425.00	87.58%	135,474.00

New Life Thrift Shop 2024 APPROVED Budget - (Dated 11/16/23)

** Budget is based on NLTS being Open for 12 Months. **

Category	Jan- Sep. 2023	Est. YE 2023	Budget 2023	Budget 2024	Detailed Catagories
Income					
NLTS Sales	924,197.06	1,230,000	1,035,000	1,140,000	Thrift Shop Sales, Baltimore Truck, Metal, Jewelry Trade in & Misc.
Other Income	7,854.32	9,300	35,000	5,700	Bethany Blues Parking Rental
Total Income	932,051.38	1,239,300	1,035,000	1,145,700	
Expenses					
Advertising	1932.78	2,050	2,000	2,000	Sales Calendar, Facebook , Newspaper Advertisement, Blue Book
Credit Card Processing	12,814.14	18,000	16,000	20,000	
Property Insurance	0.00	5,000	2,500	5,000	
Truck Insurance	4,118.00	4,118	4,000	4,200	
Worker's Comp. Insurance	423.00	3,500	1,750	3,500	
Maintenance - Building & Grounds	6,779.29	12,500	10,000	12,500	
Misc. Business Expense	1,881.31	2,000	2,000	2,000	
Office/Shop Supplies	6,579.08	12,000	12,500	12,500	
Salary - Manager	75,000.06	100,000	100,000	110,000	(Includes \$12,000/Stipend for Health Insurance) allowing a 10% pay raise
Salary - Administrative Assistant	25,294.44	11,616	38,500	39,300	Includes 15% towards Health Insurance (Raise after 6 months & 1 year)
Salary - Receiving Coordinator	34,168.32	34,115	38,500	39,300	Includes 15% towards health Insurance (Raise after 6 month & 1 year)
Payroll Taxes	8,353.44	11,250	13,500	14,425	
Total Expenses	177,343.86	216,149	241,250	264,725	
Operating Expenses - Administrative					
Communications/Telephone	2,601.37	3,500	7,250	3,600	
Electric/Solar Equipment/Utilities	4,318.41	5,750	2,500	6,000	
Heating Fuel	503.75	1,300	2,500	1,500	
Sewer	1,326.10	1326	1,000	1,500	
Trash Pick Up	12,479.31	16,639	13,500	17,000	
Water	316.11	450	750	500	
Fuel (Box Truck & Ford Truck)	956.87	1,500	1,750	1,750	
Truck Maintenance & Repair	1,580	1580	1,500	1,500	
Volunteer Support	973.91	10,000	10,000	12,500	
Deferred Maintenance	18,000	18,000	18,000	18,000	
Total Operating Expenses	43,056	60,045	58,750	63,850	
Total Expenses	220,399.86	276,194	300,000	328,575	
Net to LRAC	711,651.52	963,106	735,000	817,125	
Capital Campaign	1,524.86	1,850	3,000	1,750	

BY-LAWS OF THE LEWES REHOBOTH
ASSOCIATION OF CONGREGATIONS, INC.

(Effective January 10, 2023)

1. **PURPOSES:** The purposes of the Lewes Rehoboth Association of Congregations, Inc. (“Corporation” or “organization”) are set forth in the Corporation’s Certificate of Incorporation. LRAC is an interfaith organization, composed of people of faith who have come together to love God and neighbor.
2. **PRINCIPAL OFFICE OF THE CORPORATION:** The principal office of the Corporation shall be 37510 Oyster House Road, Rehoboth Beach, Delaware 19971.
3. **MEMBERS OF THE CORPORATION:** Membership is open to all congregations in the Cape Henlopen school district area who share a passion to live out their faith in God by caring for our neighbors in need. The Members of the Corporation will approve all applications for membership, after recommendation by the Board of Directors.
 - 3.1. The membership process works as follows:
 - 3.1.1. Application for membership shall be made in writing by the governing board of the church to the President of the Board of Directors.
 - 3.1.2. The Board of Directors of the corporation will review all applications for membership. Upon review, the Board will electronically forward the application, along with its recommendation, to the Members of the Corporation for their approval.
 - 3.1.3. The Members will have three weeks from the date of receipt to vote; if no action is taken by the Member, it is assumed that they implicitly approve the Board’s recommendation. If the Board of Directors receives no response from the Members by the end of the second week, they will verify by direct contact the members of the application and recommendation.
 - 3.2. Each member church shall be eligible for a yearly grant of up to \$500 for a mission activity of its choosing, so long as that mission aligns with those of LRAC.

All member churches are asked to encourage congregants to contribute service hours to the New Life Thrift Shop.
 - 3.3. Each Member of the Corporation (church) shall have two votes and will be represented by church designated representatives. Each representative shall have only one vote. Member’s representatives must be designated in

writing to the President of the Board of Directors at least three weeks prior to their participation in any LRAC meeting or vote. It is recommended that only one of the designated representatives be a member of the clergy.

- 3.4. Ministries or organizations that support the purpose of LRAC may be invited to attend meetings with voice but no vote.
- 3.5. Removal: Any Member of the Corporation or Member's representative may be removed from office, with cause by a vote of the majority of the Directors in office. A vote for removal may occur at any meeting of the Board convened in compliance with these By-Laws, provided that written notice of the intention to consider removal of such Member has been included in the notice of the meeting. No Member of the Corporation or Member's representative shall be removed without having the opportunity to be heard at such meeting, but no formal hearing procedure need be followed. Failure of any Member or Member's representative to participate in the activities of the Board as evidenced by the failure to attend the meetings of the Members of the Corporation in a 12-month period will be considered for removal.
- 3.6. Employment by the Corporation shall disqualify an individual and any member of the individual's immediate family from eligibility for selection as a representative as a Member of the Corporation. Employment of a Member's representative or a member of a Member's representative's immediate family by the Corporation shall lead to the resignation of the Member's representative.
- 3.7. The Members of the Corporation shall meet with the Board of Directors twice yearly: once at the beginning of the new year to vote to fill Board of Directors vacancies; and once in the fall to celebrate and inform the board about the ministries of the individual churches and of LRAC as a whole. Members of the Corporation may also be asked to meet by the Board of Directors for any emergent issues that arise in the course of the year. Members of the Corporation may attend Board of Directors regularly scheduled meetings, although without vote.
- 3.8. All changes to the LRAC By-Laws or expansion or contraction of the number of Board of Directors members must be approved by the Members of the Corporation.
- 3.9. Resignation: A Member of the Corporation or Member's representative may resign by submitting a resignation to the President of the Board in writing or by electronic submission. A resignation is effective when

delivered unless it specifies a later effective date, or an effective date determined upon the happening of an event or events.

4. BOARD OF DIRECTORS: Shall be elected by the Members of the Corporation.

4.1. Classes: There shall be only one class of Directors. All Directors are equal.

4.2. Role/Number: The business and affairs of the Corporation shall be governed by a Board of Directors.

4.2.1. The Board of Directors will approve and execute LRAC's Budget. Once a draft budget is approved by the Board of Directors and before implementation, the proposed budget will be sent to the Members of the Corporation to solicit comment. Any major changes to the budget will be communicated to the Members of the Corporation.

4.2.2. The Board of Directors shall be composed of no less than six (6) members or more than (12). Any increase or decrease in the number shall require the vote of a majority of the Members of the Corporation and provided that no decrease shall shorten the term of any Director then in office.

4.3. Composition: The Board shall, at all times, be composed of persons at least eighteen (18) years of age dedicated to the mission of the organization, possessing the skills to govern the organization and selected with the goal of representing the diversity of the community being served by the organization.

4.4. Board vacancies will be filled at an annual election held in the first quarter of each year. Nominations for new Directors will be supplied to the Nominating Committee one month prior to the election date. Nominations may come from the Board of Directors or the Members of the Corporation. Nominations for new Directors will be supplied to the Nominating Committee one month prior to the election date. Biographies of prospective Board candidates will be provided to the Members of the Corporation one week in advance of the election. Any vacancy occurring on the Board of Directors which results in Board membership falling below the minimum number of Directors shall be filled by a vote of the remaining Board Directors. Any Director so elected shall serve until the next annual election.

4.5. Term: Each Board Member shall hold office for a term of three years. Every effort shall be made to stagger the terms of Board of Directors members. Directors may serve no more than three consecutive terms;

Directors who have reached their term limit must be off the LRAC Board for one year before standing for re-election.

- 4.6. Removal: Any Director may be removed from office, with cause by a vote of the majority of the Directors in office. A vote for removal may occur at any meeting of the Board convened in compliance with these By-Laws, provided that written notice of the intention to consider removal of such Board of Directors member has been included in the notice of the meeting. No Director shall be removed without having the opportunity to be heard at such meeting, but no formal hearing procedure need be followed. Failure of any Director to participate in the activities of the Board as evidenced by the failure to attend at least 70% of the meetings of the Board in a 12-month period will be considered for removal.
- 4.7. Employment by LRAC or New Life Thrift Store shall disqualify an individual and any member of the individual's immediate family from eligibility for election to the Board. Organizations that are funded by LRAC or Members of the organization's Board of Directors and any member of the individual's immediate family are likewise ineligible for election to the LRAC Board. Employment of a Director or a member of a Director's immediate family by the Corporation shall lead to the resignation of the Director from the Board.
- 4.8. Resignation: A Director may resign by submitting a resignation to the President or to the other Directors, if the resigning Director is the President in writing or by electronic submission. A resignation is effective when delivered unless it specifies a later effective date, or an effective date determined upon the happening of an event or events.

5. OFFICERS OF THE BOARD:

- 5.1. Election/Vacancies: The officers shall consist of President, Vice-President, Secretary, and Treasurer. The officers shall be elected by the Board of Directors, as soon as possible after the election of the Board of Directors. Any vacancy occurring in any office shall be filled by the Board and any Director so elected shall fulfill the term of their predecessor. Best practices suggest that the President and Vice President be one member of the clergy and the other a lay person.
- 5.2. Term: Officers shall serve a one (1) year term. No officer shall serve more than three (3) consecutive terms in the same office.

- 5.3. Removal: An officer may be removed from office, as determined by a two-thirds (2/3) majority vote of the Board present at any meeting at which there is a quorum.
- 5.4. Resignation: An officer may resign by submitting a written resignation to the President or Secretary. If the resigning officer is the President, the officer may resign by submitting a written resignation to the other Directors. Resignation as an officer does not constitute resignation from the Board.
- 5.5. Authority and Duties: The duties of each officer shall be the same as those generally connected with the office held and which are usually and commonly discharged by the holder thereof. The LRAC Board of Directors shall consist of a President, Vice President, Secretary, and Treasurer. Detailed descriptions of duties are in the Board Policy Manual. The Officers shall have the authority and responsibility delegated by the Board.

6. BOARD MEETINGS:

- 6.1. Regular Board Meetings: Regular meetings of the Board shall be held at least quarterly and may be scheduled more often by the President.
- 6.2. Special Meetings: Special meetings of the Board shall be held at any time and at any place when called by the President or by at least three (3) Board Officers or fifty percent (50%) of the Directors. Business transacted at special meetings shall be confined to the purposes of the meeting stated in the notice of the meeting.
- 6.3. Notice of Meetings: Notice of the monthly Board of Director meetings shall be published in advance. The notice of the annual meeting of the Members of the Corporation, shall be in writing and delivered at least 30 days before the day of the meeting to all Members. Notices of special meetings shall state that it is a special meeting being called and may be given orally or in writing at least 72 hours prior to the meeting time. Written notice of meetings may be delivered by electronic transmission. Failure of any member to respond to notice shall not invalidate the meeting or any action taken at the meeting.
- 6.4. Executive Session: At any meeting of the Board, where a quorum is present, the Board may, by a majority vote, decide to enter an executive session in which only voting Directors and other persons invited by the Board may be present. The decision to enter executive session shall be recorded in the minutes, and actions taken may be recorded in the minutes.

Executive session minutes shall be kept separately and confidentially, and need not include the discussion, only actions taken.

- 6.5. Quorum: At meetings of the Board, a quorum shall consist of a simple majority or fifty percent (50%) plus one (1) of the Directors then serving, present in person including as defined in (6.7) below.
- 6.6. Voting: Except as otherwise provided in these By-Laws, decisions of the Board shall be by vote of a majority (fifty percent (50%) plus one (1) of those present assuming a quorum), but not less than one-third (1/3) of the Directors then serving. Each Director shall have one vote. Directors may vote only in person or as defined in section 6.7 below. There shall be no proxy voting.
- 6.7. Telephone and Electronic Participation: Directors may participate in Board meetings and vote on matters discussed therein, by means of synchronous communications by means of which all persons participating in such meeting can hear each other at the same time. Participation by such means shall constitute in person presence of the Director at the meeting.
- 6.8. Action without Meeting: Any action which may be properly taken by the Board assembled in a meeting may also be taken without a meeting, if unanimous consent in writing setting forth the action taken is signed by all of the Directors entitled to vote with respect to the action. Such consent shall have the same force and effect as a vote of the Directors assembled and shall be filed with the minutes.

7. **COMMITTEES**: The Board of Directors, by resolution adopted by a majority of the Board present at a meeting where there is quorum may designate one or more committees. Committees may be formed on an ad-hoc basis or may be a standing committee. The President shall appoint the Chair of all committees. All such appointments must be approved by the Board either prior to the appointment or be ratified at the next Board meeting. The Committee Chair may appoint to the committee persons who are not Directors of the Corporation. All committees created by the Board of Directors shall be chaired by a member of the Board of Directors or in the case of co-chairs at least one chair must be a member of the Board unless otherwise specified herein. The President shall serve as an ex officio member of all committees. A summary of any substantive activities of each committee must be shared with the Board and must become part of the corporate record. Members of committees need not be Board Members. Detailed descriptions of standing committees are in the Board Policy Manual.

- 7.1. Committee Chairs shall be appointed for 2 years. No Chair shall serve more than two (2) consecutive terms in the same office.
- 7.2. Each committee shall exercise the authority of the Board of Directors to the extent authorized by the Board of Directors. However, a committee may not by itself:
 - 7.2.1. Approve action that requires full Board approval by law;
 - 7.2.2. Amend the Certificate of Incorporation;
 - 7.2.3. Adopt, amend or repeal the By-Laws;
 - 7.2.4. Approve a plan of merger, consolidation or dissolution; or transfer of assets of the corporation;
 - 7.2.5. Other than the executive committee if so charged, committees may not enter into any agreement, contract or obligation on behalf of the organization;
 - 7.2.6. Other than the executive committee if so charged, Committees and their members shall not portray themselves as representing the organization as a whole publicly.
 - 7.2.6.1. Recommend and review policy and procedures for: (a) the receipt, retention, and treatment of complaints received by the Corporation regarding accounting, internal accounting controls, or auditing matters; and (b) the confidential, anonymous submission by employees of the Corporation of concerns regarding questionable accounting, auditing or other financial matters;
 - 7.2.6.2. Periodically, review and discuss the quality, quantity, substance, and dissemination of financial information provided to the Board of Directors and the Committee, recommending improvements as necessary; and
 - 7.2.6.3. Monitor the investments of the Corporation and develop and recommend to the Board changes to the Corporation's investment and endowment policies as appropriate.

8. APPOINTED OFFICERS AND STAFF

- 8.1. The Board may select paid staff to carry out the duties and responsibilities of the Corporation. The duties and authority as assigned shall be defined

in a written job description. The President shall serve as the supervisor of the paid staff and may delegate Director(s) to serve as the direct supervisor.

- 8.2. The paid staff shall be subject to hire and termination by the Executive Committee.
- 8.3. The Board of Directors will select the manager of the New Life Thrift Shop. The manager of the Thrift Shop is authorized to hire Thrift Shop employees. The Board of Directors will set salaries for Thrift Shop employees and approve the Thrift Shop Budget. The duties and authority as assigned shall be defined in a written job description. The Board of Directors shall select the supervisor of the New Life Thrift Shop Manager.
9. INDEMNIFICATION: The Corporation shall indemnify its Directors and officers to the fullest extent permitted by state and federal law including the payment of related legal expenses.
10. EXONERATION: To the fullest extent permitted by state or federal law, no Director or officer of this Corporation shall be personally liable to the Corporation or its members for damages. Board of Directors members shall not be automatically exonerated in the case of intentional misconduct. No amendment of the Certificate of Incorporation or repeal of any of its provisions shall limit or eliminate the benefits provided to Directors and officers under this provision with respect to any act or omission which occurred prior to such amendment or repeal.
11. COMPENSATION: The Directors of the Corporation shall serve without compensation. Directors may be reimbursed for pre-approved expenses reasonably incurred on behalf of the Corporation.
12. CORPORATE RECORDS: The Corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of the Board of Directors, and all committees, and shall keep at the principal office of the Corporation a record of the names and addresses of the Directors as well as its Certificate of Incorporation, By-Laws, and Board-approved policies. The Corporation shall make available to the public its application to the IRS for tax exempt status, its IRS determination letter, and its three most recently filed IRS Form 990s. Upon written request, all books and records of the Corporation may be inspected by any Director within three (3) business days.
13. SIGNATURE AUTHORITY: All checks, notes, acceptances, and orders for payment of money shall be signed by any individual(s) authorized by the Board as described in the organization's financial policies. All contracts, leases and deeds of any kind shall

be signed by the President, Vice President or any other agent of the Corporation designated by the Board of Directors.

14. FISCAL YEAR: The fiscal year of the Corporation shall run from January 1st to December 31st.
15. AMENDMENTS: These By-Laws may be amended by a two-thirds (2/3) vote of the Members of the Corporation present and entitled to vote at a meeting at which a quorum is present. Any proposed amendment(s) must be submitted to the Members of the Corporation in writing with written notice of the meeting to decide on the proposed amendment(s) at least ten (10) days prior to the meeting date.
16. DISSOLUTION: The Corporation may be dissolved by a two-thirds (2/3) vote of the Directors then serving provided that notice of the proposed dissolution has been submitted to the Directors in writing with written notice of the meeting date to decide on the proposed dissolution at least thirty (30) days prior to the meeting date. In the event of dissolution, the Board shall dispose of all the net assets of the Corporation exclusively to such organization(s) which are organized and operated exclusively for charitable or educational purposes as shall at the time qualify as an exempt organization under section 501(c)(3) of the Internal Revenue Code. Any remaining assets not disposed of by the Board shall be disposed of by the Court in the jurisdiction in which the principal office of the Corporation is then located, exclusively for such purposes or to such organizations.

Adopted by the Members of the Corporation this 10th day of January 2023

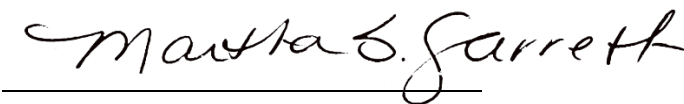


President

1/10/23

Dated

I, the undersigned, being Secretary of the Corporation, hereby certify that the above is a true, complete, and accurate copy of the By-Laws adopted by the Board.



Secretary

1/10/23

Dated

Proposed LRAC Bylaws Updates
To be considered at the January Meeting

1. Committee Quorum and Make-up. Due to the small size of some committees, and the necessity to establish a quorum, the Board of Directors (BoD) believes that the Bylaws should define committee quorums. The BoD also believes that although committee members are not required to be from Members of the Corporation congregations, every effort should be made to encourage the make-up of the committees to emphasize participation of those members. Section 7.1 of the bylaws is recommended for change as follows:

- 7.1 Committee Structure and Organization

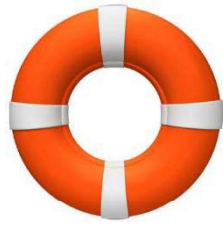
- 7.1.1 Committee Chairs shall be appointed for 2 years. No Chair shall serve more than two (2) consecutive terms in the same office.
- 7.1.2 Committee meetings require the participation of the BoD approved committee chair and 50% of the members plus one. In the case of a committee of less than three members a quorum is attained with the presence of the committee chair.
- 7.1.3 Committee chairs shall promote committee participants from Members of the Corporation congregations, with a non-binding goal of 50% of such members on their committees.

2. LRAC Geographic Area. LRAC membership is currently limited to congregations in the Cape Henlopen school district. LRAC's ministry has expanded to include some activities within Sussex County that stray slightly beyond the confines of the Cape Henlopen School District. In order to reflect this change, recommend the following update to the bylaws.

3. MEMBERS OF THE CORPORATION: Membership is open to congregations in Sussex County, Delaware, with emphasis on the Cape Henlopen school district area, who share a passion to live out their faith in God by caring for our neighbors in need. The Members of the Corporation will approve all applications for membership, after recommendation by the Board of Directors.

3. Bylaws Typographic Corrections:

- Sections 6.5 & 6.6 currently reference section 6.8 (Action without Meeting) this is an error. They should reference 6.7 (Telephone and Electronic Participation). Change recommended.
- Section 6.8 was indented an extra tab. Change to fix spacing.



**LEWES-REHOBOTH
ASSOCIATION
OF CONGREGATIONS**

Board of Directors Application for 2024

Date 12/15/2023

Name Karen M. Dettwyler

Residence 21269 Catalina Circle

Address Rehoboth Beach, DE 19971

Home Phone 302-727-5584

E-mail kmsdettwyler@hotmail.com

Cell Phone 302-388-2146

Employer

Name Retired RN

Your title _____

Address _____

Work Phone _____

E-mail _____

Type of business or organization _____

Primary service(s) and area/population served _____

Member of Congregation (Name of Congregation: St. Peter's Episcopal Church)

Preferred Method of Contact: Cellphone Home phone E-mail: kmsdettwyler@hotmail.com

Please list your present and past service on boards, committees, and volunteer experience (business, civic, community, fraternal, political, professional, recreational, religious, social).

Organization	Role/Title	Dates of Service
Board Member Epilepsy Foundation of DE	Board Member Epilepsy Foundation of DE	11/1/1996
	Board Member Epilepsy Foundation of DE	4/30/07
	Board Member Sojourner's Place	02/02/08
	Board Member Sojourner's Place	04/20/09

Education/Training/Certificates

Primarily nursing related continuing education

Primarily nursing related continuing education

Primarily nursing related continuing education

Optional – Have you received any awards or honors that you’d like to mention?

Yes. I received a Community Award from the Jefferson Foundation in 2005

How do you feel the **Lewes Rehoboth Association of Congregations** would benefit from your involvement on the Board?

I am presently volunteering as Civic Engagement and Outreach chairperson for the Village Improvement Association of Rehoboth Beach, which is a 5013C organization. Their mission is to raise money through a variety of activities, and then donate it to various charities, schools, for scholarships and community service organizations in the Rehoboth/Lewes area. I volunteer at Cape Henlopen Food Basket, and assist with providing meals to CRC and Code Purple this winter. I worked as Nurse Case Manager the last decade of my career, so I have a good understanding of the various needs and complexities of dealing with individuals with medical, social and psychological challenges. My volunteer work is an extension of my efforts to truly live out my Christian faith.

Skills, experience and interests (Please check all that apply)

- Finance, accounting
- Personnel, human resources
- Administration, management
- Nonprofit experience
- Community service
- Policy development
- Program evaluation
- Public relations, communications
- Education, instruction
- Special events
- Grant writing
- Fundraising Outreach, advocacy
- Other _____
- Other _____

Please list any groups, organizations, or businesses that you could serve as a liaison to on behalf of **Lewes Rehoboth Association of Churches.**

VIA of Rehoboth Beach

Please provide some brief biographical information we might share on our website introducing Board Members:

I am a retired RN, who had 41 years of experience in a variety of settings. My husband and I raised two sons, one of whom had a physical and intellectual disability, which opened my eyes to the struggles of those in our world who have these problems. I did educational programs on seizure recognition/first aid to firefighters, education and nursing majors, daycare providers, as a volunteer with the Epilepsy Foundation of Delaware. I also chaired their major fundraiser twice. I served two years on Sojourners' Place board, co-chairing their annual fundraiser. I enjoy walking, yoga, playing piano and spending time with my family.

Please Return Application to: Rev. Dr.

Bo Gordy-Stith, Board President

bgordy-stith@epworth.faith



LEWES-REHOBOTH ASSOCIATION OF CONGREGATIONS

Board of Directors Application for 2024

Date 12/13/23

Name Rev. Theodore E. Olson

Residence 26153 Tuscany Drive

Address Millsboro, Delaware 19966

Home Phone 302-663-9172

E-mail ftrted79@gmail.com

Cell Phone 302-559-4924

Employer

Name St. Peter's Episcopal Church

Your title Associate Priest

Address 211 Mulberry St., Lewes, Delaware 19958

Work Phone 302-645-8479

E-mail ftrted79@gmail.com

Type of business or organization Church

Primary service(s) and area/population served Parishioners and Visitors

Member of Congregation (Name of Congregation: _____)

Preferred Method of Contact: Cellphone Home phone E-mail: ftrted79@gmail.com

Please list your present and past service on boards, committees, and volunteer experience (business, civic, community, fraternal, political, professional, recreational, religious, social).

Organization	Role/Title	Dates of Service
<u>See below</u>	<u>See below</u>	
	<u>See below</u>	

Education/Training/Certificates

M. Div.; Licentiate in Canon Law; M.S (Pastoral Care and Counseling), National Certified Counselor, training in Spiritual Direction

M. Div.; Licentiate in Canon Law; M.S (Pastoral Care and Counseling), National Certified Counselor, training in Spiritual Direction

M. Div.; Licentiate in Canon Law; M.S (Pastoral Care and Counseling), National Certified Counselor, training in Spiritual Direction

Optional – Have you received any awards or honors that you’d like to mention?

How do you feel the **Lewes Rehoboth Association of Congregations** would benefit from your involvement on the Board?

I hope that I can bring the following: my experience in ministry, a belief that people of faith are credible in society to the degree that we adhere Lord’s “to do list” as outlined in Matthew 25, strong communication and organizational skills.

Skills, experience and interests (Please check all that apply)

- Finance, accounting
- Personnel, human resources
- Administration, management
- Nonprofit experience
- Community service
- Policy development
- Program evaluation
- Public relations, communications
- Education, instruction
- Special events
- Grant writing
- Fundraising Outreach, advocacy
- Other _____
- Other _____

Please list any groups, organizations, or businesses that you could serve as a liaison to on behalf of **Lewes Rehoboth Association of Churches**.

Local Episcopal churches, Elks

Please provide some brief biographical information we might share on our website introducing Board Members:

I am a Delaware native. I was ordained as a Roman Catholic priest in 1979.

I ministered in parishes in New Castle County and served as a canon lawyer in the RC diocese.

I left active ministry in order to pursue work as a drug and alcohol and as a mental health counselor. When we moved to Delaware I sought and received recognition as a priest in the Episcopal Church.

I have a license as a Licensed Professional Counselor in Mental Health. I am a CoChair of Racial Justice and Reconciliation Commission of the Episcopal Church in Delaware. I am also an advisor with the diocesan Disciplinary Board. My spouse, the Rev. Jack D. Anderson and I currently live in Millsboro.

Please Return Application to: Rev. Dr.

Bo Gordy-Stith, Board President

bgordy-stith@epworth.faith



Board of Directors Application for 2024

Date December 15, 2024

Name James C. Reed

Residence 115 Whisperwood Lance

Address Rehoboth Beach DE 19971

Home Phone _____

E-mail jamescreed@verizon.net

Cell Phone 302-381-0438

Employer

Name James C. Reed, P.A.

Your title attorney at law, owner, President

Address 19266 Coastal Hwy. Unit 4, PMB 57, Rehoboth Beach DE 19971-6117

Work Phone 302-227-2477

E-mail _____

Type of business or organization law office

Primary service(s) and area/population served Sussex County

Member of Congregation (Name of Congregation: Westminster Presbyterian Church)

Preferred Method of Contact: Cellphone Home phone E-mail: jamescreed@verizon.net

Please list your present and past service on boards, committees, and volunteer experience (business, civic, community, fraternal, political, professional, recreational, religious, social).

Organization	Role/Title	Dates of Service
<u>Westminster Presby, Session</u>	<u>Westminster Presby, Session</u>	
<u>Westminster PC, Finance Comm.</u>	<u>Westminster Presby, Session</u>	
<u>Scoutmaster, Boy Scouts</u>	<u>Rehoboth Beach</u>	
<u>Lewes Rehboth Rotary</u>	<u>Rehoboth Beach</u>	

Education/Training/Certificates

Juris Doctor, law; BS - math, minor in government; math teacher, hotel manager

Juris Doctor, law; BS - math, minor in government; math teacher, hotel manager

Juris Doctor, law; BS - math, minor in government; math teacher, hotel manager

Optional – Have you received any awards or honors that you’d like to mention?
5 star rating by his bankruptcy clients

How do you feel the **Lewes Rehoboth Association of Congregations** would benefit from your involvement on the Board?

I think that I could help out with finances.

I am very interested in the homeless, and would like to assess what they need to try to provide it.

LRAC may get some benefit from my experience as a lawyer.

I think LRAC could benefit from evaluating what its funding achieves and spending it where it produces the most benefit.

I have experience with personal budgeting for my bankruptcy clients and organizational budgeting for my church.

Skills, experience and interests (Please check all that apply)

- Finance, accounting
- Personnel, human resources
- Administration, management
- Nonprofit experience
- Community service
- Policy development
- Program evaluation
- Public relations, communications
- Education, instruction
- Special events
- Grant writing
- Fundraising Outreach, advocacy
- Other _____
- Other _____

Please list any groups, organizations, or businesses that you could serve as a liaison to on behalf of **Lewes Rehoboth Association of Churches.**

homeless shelters

Fund raising for an LRAC homeless shelter?

Please provide some brief biographical information we might share on our website introducing Board Members:

Jim has 40 years experience as an attorney, most recently working with bankruptcy clients. He has served on the governing board (Session) and Finance (still on the committee), Stewardship, Mission, Outreach Committees of Wesminster Presbyterian Church in Rehoboth Beach. He has taught mathematics in Delmar Junior Senior High School, managed a motel, been a Scoutmaster for the former Boy Scout troop in Rehoboth Beach, and used to belong to the Lewes Rehoboth Rotary Club.

Please Return Application to: Rev. Dr.

Bo Gordy-Stith, Board President

bgordy-stith@epworth.faith



DECEMBER, 2023

NLTS had a great month in sales, with 25 total shopping days.

Total income for the month of December in sales \$98,962.98

Baltimore Truck \$953.12, Scrap Metal \$445.65 & Jewelry \$3,827.00 add that all up and it makes our grand total for the month of December \$104,188.75

Capital Campaign \$141.22

The Final Record-Breaking numbers for the end of the year are- in sales \$1,203,415.76, Total Baltimore truck \$10,281.32, Total Scrap \$3,466.91, & Total Jewelry \$39,363.0, Vouchers \$1,160.00 Misc other \$31.68 add these amazing numbers together and the number according to my ledger is \$1,257,718.67

The budget for 2023 was \$1,020,000

We EXCEEDED the 2023 Budget by \$237,718.67

Total Capital Campaign for the year 1.953.92

This is a result of all the time, dedication, and hard work put into the New Life Thrift Shop! We're Blessed to have such amazing volunteers.

We're living up to our slogan "The Best Thrift Shop by the Beach" I'm so proud of all the volunteers, their ability to work together as a team and enjoy the shop makes it a breath of fresh air. I truly believe in all our volunteers, and I truly appreciate their kindness, honesty, dedication, and ability to get one project after another done. I also take great pride in our customer service and willingness to help our customer with their needs, also by being helpful, appreciative, and thankful to all the wonderful people that donate to our shop.

Going forward into 2024 we will continue the commitment to work hard, and to achieve the goals set forth - one day at a time. We will continue to be grateful and compassionate, to our donors, and to our customers. I want everyone's experience at The New Life Thrift Shop, to be a great experience for everyone whether it's volunteering, shopping or donating.

Success for me is realizing a dream through continuous efforts and resilience. I look forward to great opportunities, overcoming challenges, never giving up, and doing the best job I can do.

Throughout the month of December Sales:

In December we offered many sales, and also had a wonderful selection of Christmas items to choose from - Christmas Tree's, Christmas tree stands, Christmas Linens and Christmas clothes. (Our shoppers love buying Christmas items at our shop, not only in December but all

year long). All month we had Scarves, and Framed Artwork & Picture Frames 50% Off, and Shoes 50% off every Wednesday & Friday. Plus, our daily sales, that are on our Sales Calendar.

NLTS Work team Sunday:

We did a work team Sunday, on Dec. 10th, with a handful of volunteers, helping put out all things Christmas. This is a much-needed extra work day at our shop, as we're able to take care of getting all the Christmas items out of storage from our pole barn. FYI – it was a long time in the making to get the pole barn done, but it sure has been nice having all that extra storage.

Volunteering

We are looking for one or two people that could help out on Tuesday's from 9:00 a.m. to approximately 3:00 p.m. This would be volunteering to help out with the delivery and pick-up of furniture. If you know of anyone that might consider doing this, please ask them to call me at the shop 302-644-0171. This is a very important part of our business at NLTS, as we need to keep our sales floor and warehouse full of furniture items that we can sell.

NLTS 2024 Christmas Party:

I have reserved the date for our next Christmas party for December 8th, 2024 at the Big Fish Restaurant. The volunteers enjoy the atmosphere and the food, and they have been very accommodating.

Donations

Donations throughout 2023, were super, we are very fortunate to have a great group of loyal donators.

Customer Appreciation Basket:

NLTS offered its 2nd drawing for a customer appreciation basket. A sign was posted thanking all of our customers for shopping with us throughout the year. They could enter to win a "Christmas Beach Basket" full of nautical Christmas items. No purchase was necessary, one entry per customer and they didn't need to be present to win, we drew the winner on December 15th so they would have time to enjoy the basket. We had a total of 365 entries, and the winners' picture was posted on our Facebook page with several volunteers presenting the basket to our customer.

Advertising /Facebook

The December Sales Calendar Event, was boosted on Facebook.

Performance for this Post: Post Impressions 7,651 - People Reached 6,115 and Engagements 1,440.

Please ask your family and friends to "Like us on Facebook" just search "New Life Thrift Shop" Lewes, DE. Please if you or anyone you know, shops at "Redner's Supermarket" save your receipts and drop them off at the shop, as we save the receipts for their rewards program for non-profit organizations.

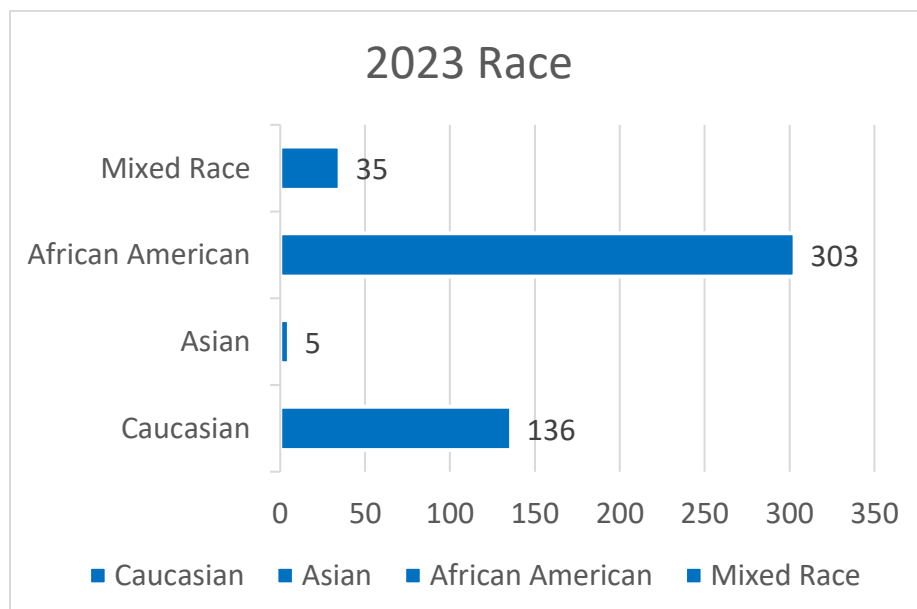
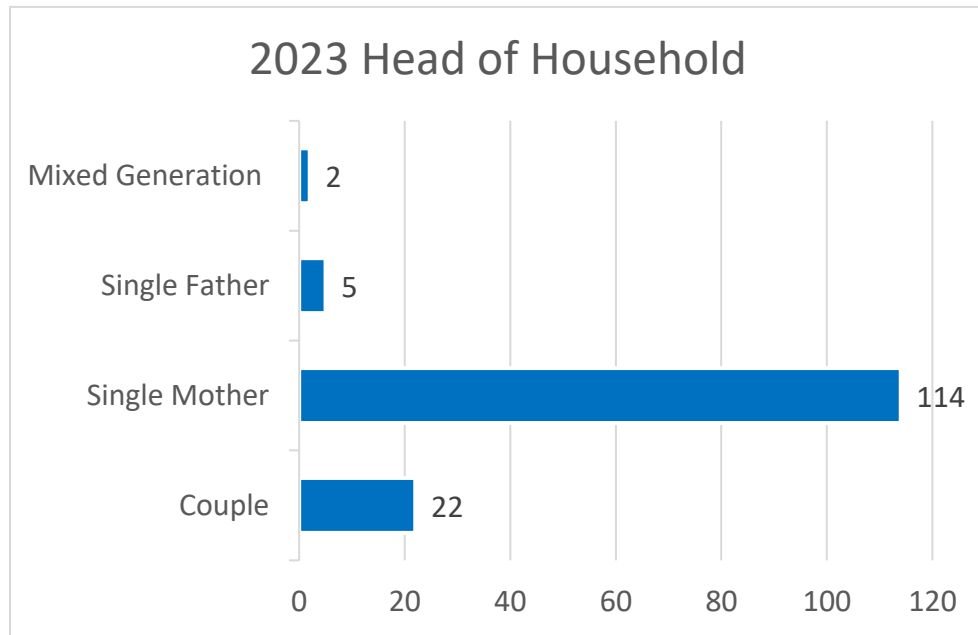
Thank you,

Andrea Caswell, NTLs Manager - Respectively Submitted: 1/7/24

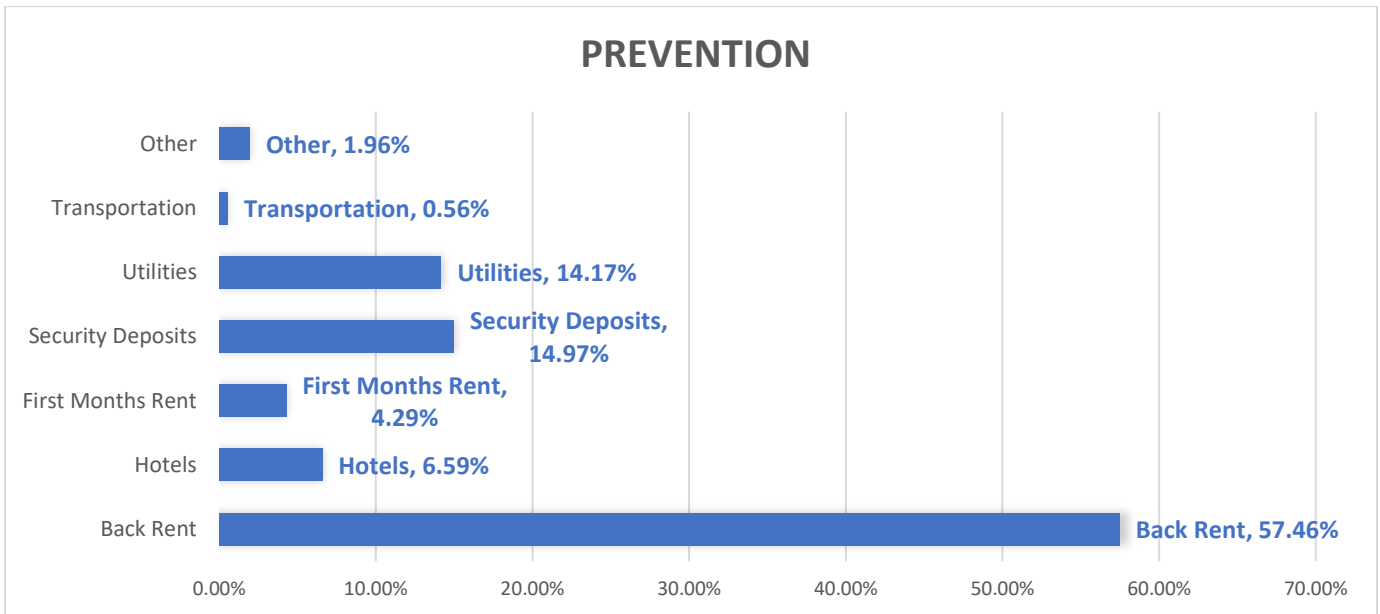


I am pleased to submit this 4th quarter report to the Lewes Rehoboth Association of Congregations, in appreciation of the grant award of \$50,000, awarded in November 2022, in support of operations.

Since its inception, the FPSDE Prevention Program has assisted 602 individuals in 173 families. Families assisted consisted of 211 adults and 391 children. For the Calendar year 2023, FPSDE has assisted 143 families with 170 adults and 313 children year to date.



FPSDE has spent a total of \$76,828.54 in 2023 to ensure that families remain housed. The average family received \$537.26 in assistance or \$245.46 per child. In 2023, Prevention funds were spent on paying back rent, utility shut-offs, first month's rent and security deposits, and a well repair.



Highlights of the Prevention Program so far this year:

- Thirty-two of the 143 families assisted received support for a security deposit or first month's rent. The majority of those families were moving from a hotel or other non-ideal situation into their own apartments, and/or into income-base buildings, meaning that their rent is affordable and sustainable.
- FPSDE has partnered with an increasing number of other service providers to reduce our overall "per family average expense" from \$1,143 per family to \$537.26 per family. The reduction per family has resulted in our ability to serve more families with less money and leverage our assistance dollars to secure other assistance for families.
- 88% of the families assisted were working at least part-time or had disability income.

The FPSDE Prevention Program has given families hope when they need it the most. The LRAC Donation of \$50,000 has been tremendous in assisting us to provide these services. Above all, we have kept families together, safely housed, without having to experience the trauma of homelessness, because every child deserves a home.

With Sincere Appreciation,

Carolyn Ames Kelly, LMSW

Executive Director



Know the Impact of your Donation - 2023

143

The number of families that have been assisted in 2023 to avoid homelessness.



313/170

The number of children/adults who won't know the trauma of homelessness.

20

The number of families assisted in December 2023.



\$537.24

The average spent per family to prevent homelessness in 2023.

\$245.45

The average spent per child to prevent homelessness in 2023.



For more information or to donate, visit www.familypromisesouthernde.org