



Foothills Unitarian

LOVE UNITES US ALL

FOOTHILLS UNITARIAN CHURCH

Notice of Meeting 2019

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Notice of Meeting Annual Congregational Meeting 2019

FOOTHILLS UNITARIAN CHURCH WILL CONVENE ITS ANNUAL MEETING OF ALL MEMBERS ON JUNE 2, 2019 AT 12:30.

Agenda

1. Call to order & chalice lighting
2. In celebration & remembrance
3. Announcement of quorum
4. Approval of standing rules (vote)
5. Approval of minutes from previous congregational meeting (vote)
 - a. June 3, 2018 Congregational Meeting Minutes
 - b. September 30, 2018 Congregational Meeting Minutes
6. President's Report
 - a. Thank you to elected leaders
7. Ministers' Report
 - a. Current Financial Health and Status
 - b. Spiritual and Membership Health
 - c. Impact Report
8. Vote to ordain Kristen Psaki as a Unitarian Universalist Minister
9. Election of the slate of nominees (vote)
10. Approval of July 1 through December 31, 2019, operating budget (vote)
11. Presentation of Building Expansion Plans and Schedule
12. Approval of Capital Fundraising Budget through December 31, 2019 (vote)
13. Closing Words
14. Adjournment

Congregational Meeting Standing Rules

1. Members shall abide by the Foothills Unitarian Church Covenant of Right Relations.
2. No member shall speak more than once in debate on the same question until all members wishing to speak have done so.
3. No member shall speak more than twice in debate on the same question.
4. Comments made in debate shall be limited to a maximum of two minutes.
5. Any motions to amend must be in writing and in the hand of the President before the motion is made from the floor.

Our Covenant of Right Relations

We covenant to build a religious community guided by love and sustained by respectful relationships, which work towards the greater and common good. Believing that building healthy relationships is a spiritual practice, we aim to listen appreciatively, speak with care, express gratitude, honor and value our differences, and assume good intentions. We will communicate directly, honestly and compassionately, particularly when we are in conflict, and we will not

expect to always get our own way. When we feel hurt or when we hurt others, we will try to forgive, make amends and connect in a spirit of love. In celebration of the common purpose that unites us, we will do our best to abide by this covenant.

Minutes from June 3, 2018 Annual Congregational Meeting

1. Meeting called to order by Board President, Erin Hottenstein.

2. Recognition of the marriage of Sean Neil-Baron and Charles Howes and gift from congregation.

3. Chalice Lighting by Gretchen Haley and Sean Neil-Baron, Foothills Ministers
In Remembrance and Celebration of Life Names.

4. Business of Conducting this Meeting, Board President, Erin Hottenstein review of Standing Rules of Roberts Rules of Order and motion to be accepted by Ed Beers, motion carried by majority. Presentation of Meeting Agenda; motion to adopt agenda by Ed Beers. The motion carried by verbal assent. Approval of Minute from prior meetings in 2017 - 18; motion by Cheryl Hazlitt. The minutes were approved by verbal assent.

5. President's Report

Review of year with governance changes and other challenges. Overview of move from management to big picture and strategic thinking.

6. Minister's Report

Rev. Gretchen Haley acknowledged outgoing board members, Karen Johnese, Scott Denning and Erin Hottenstein. She spoke about the process of learning to live with sustainable energy rather than adrenaline based on 2016 events and of efforts and community in becoming a Sanctuary church. Finding meaning, purpose, resilience and joy. "This is how we're going to live for a long time, not forever" Increase in attendance in last 2 years moving from a program church to a resource church...what does our mission mean to our community. "What would it mean to transform northern Colorado for UU families?" Small group ministry: Sisterhood groups connections and Gather groups. 20% of our church participates in a small group this church year. We would like to have it at 90%. We are learning how to do it together. Supporting families is part of the effort.

Ministry Milestones

Justice updates. We shared \$58,000 with community partners and provided 29 grants totaling about \$14,000 to families in crisis due to sudden change in immigration status.

Administration changes: Our music director, Chris Reed is moving to Virginia in July., and song leader Hannah Gardner is moving to Ohio. We will hire interim musicians to get through the next year while we begin national search for fulltime Music Director.

In filling in behind Carolyn Myers resignation, we have used a consultant for interim assistance from Pat Mahoney. We will be planning to fill a new church administrator position and hiring a part time staff for ministry (ministerial resident) to help with small group support and training.

7. Stewardship Team

Wake now Our Vision report regarding 10% matching funds to Foothills for all qualifying legacy/estate gifts to FUU.

8. Operating Budget: Scott Denning

Budget information in earlier packet sent out. Review of income for 2018 (\$911,000)
Pledges are #1 source of funding, but not enough for church growth. Experimentation on new funding sources with other community resources. Based upon partnerships with others who value our work and mission within northern Colorado. Embedding stewardship in the Life of the Congregation

Expenses: Funding breaks into Operations, Building & Grounds, Lifespan Faith Formation, Worship, Music, Pastoral Care & Leadership. Includes full share with UUA, we website, Administrator, consultants, staff training and lay leader support, music staff for interim, online streaming.

Scott Denning moved to approve budget for 2018 & 2019.

Discussion/questions:

Marty Tharp asked about restricted funds being released of \$54,000/restricted funds (Gretchen explained this was a portion of the \$100,000 gift that was not spent and moved into next years budget.) Gift also allowed us to restore cash reserves to appropriate amount. \$5000 dollars on balance sheet that was sitting on the books. This will be moved into the main budget funds. Current chart of accounts: working to retool chart to remove “other” in order be more accountable.

Erin Hottenstein called for vote, budget was affirmed and adopted by vocal vote.

9. Governance Committee Report: Jody Anderson

Jody identified changes related to Policy Based Governance including the size and role of the Board of Trustees; Delegation of Operations, Policy Based Guidance, Committee Structure, Nominating & Leadership, Development. These changes went into place this last year. The shift of the Boards role intended to move to discernment and strategic planning. Jody moved to affirm the governance changes made during the last years annual meeting. Erin asked for discussion on this motion. Asked again. Called for vote. Motion carried.

10. Board Candidates for next Term and the Slate of Nominees: Linda Kothera

April Undy – Board 1 year term

Cheryl Hazlitt- Board 2 year term

Glenn Pearson – Board 3 year term

Brendan Mahoney – Board 1 year term

Sue Sullivan – Board 3 year term

Linda Kothera - Nominating, 3 year term

Elisabeth Stanley - 1 year term

Julie Pass – Finance, 3 year term

Question from the floor

Nate Donovan requested information as to why if a motion from committee no second is needed? Parliamentarian clarified that if committee presents a motion, it is considered as if a second is already included.

Erin Hottenstein called for nominations from the floor. None were submitted. Call for a vote by Erin Hottenstein. Voice vote carried, with unanimous approval.

11. Space Committee Update: Sara Steen,

Review of process and Journey Into Space. Sara address the process of determining our Space Requirements and need for various expanded committees.

Key Findings: We need to expand to a 400 seat sanctuary, double size of our Religious Education Building, social hall, kitchen and office suites. We desire to minimize environmental impact, embed green considerations/sustainably, maintain connection to outdoors, create flexible spaces that can be easily adapted to different uses.

Location Recommendation: The decision criteria included cost, missions of climate justice, social justice needs, future expansion ability, transportation options. This information can all be viewed on the Space Journey information on the church website.

How to get involved: committee needs; Space Committee meetings, Tues, 12:30 – 2:30

Space Related Questions & Answers:

Ann Molison: Visual idea of expectations to walk away with. Sara replied no illustrations at this point, but need to move out into the spaces surrounding us. We don't know what it will look like.

Regan O'Keefe: cost for elevator, desire for accessibility will be part of plan.

Susan Skok: solutions for parking? Sara: possibilities for surrounding land that we might lease, buy or secure parking options. Increased use of public transportation.

Ken Tharp: Design to include protection against tornados? For ongoing programs. FFH was mentioned.

John Mahoney: Brendan's dad. Dollar amounts we can afford to stay here versus moving.

Charlotte Bassenbaum: Plans to integrate site and gender inclusive restrooms. Sanctuary church into plan

Woman in blue jacket: Need for accessibility parking for those with special needs.

Tim Clouse: How did we get sanctuary capacity of 400. Gretchen: Looked at long range data provided by a member, looked at estimated future growth and likelihood of seeing a neighborhood church in n Colorado (Windsor?). UU churches nationwide with average attendance. 5 churches in country with attendance over 700. Largest is 1200. We don't want to get bigger than that.

Andrea Busbum: Lives in north FC. If its possible to include in budget and use of technology for satellite locations. Sean is all over it.

Chris Holland: 1) have you included the memorial garden in your plans? (it will be included)
2) Will church have a commercial certified kitchen?

Jim Smith: thanks to the committee! Did the plan include the 3 houses that are on this footprint? 3 houses along Constitution? WE have our eye on those, cost about 1.2 million to do that.

Lyndy Latta: What to do during the construction? We don't have that yet? Literally just made this decision a week ago? Maybe rent space from schools? Rent from other churches, and meet elsewhere? Possibilities.

What were the factors that made it the right decision to stay here? Relative cost of 2- 3 million dollar difference. Capital campaign experts estimate we can raise ~ 2.1 million, get a mortgage,

= 4.2 million. Ability to stay in FC , hard to find 5 acre property in FC. Mission issues of climate justice, social justice,

Shirley white: Development of parking lot at Summitview, and idea of shuttling. Summitview is adding a tree. Shuttling people is an option with surrounding parking lots

Steve Undy: Parking and permitting required and neighborhood reactions to parking?

Last time we spoke with city situation was different.

Pat Kelly Owen: Loves signs along the street? Will we make permanent? Lets make it so! Adds to our visibility and recognitions within the community.

12. Closing remarks: Ed Beers, new incoming President

Thanks to Board members retiring, ministers and staff, appreciation to members and past leaders and their input and feedback. Grateful to all people that serve on committees and groups that keep this church going and participating. Its what we do to conduct church business, your involvement and participation that determines your effectiveness and participation. WE want to hear from you!

13. Meeting adjourned at 1:09.

Minutes from September 30, 2018 Congregational Meeting

Welcome and chalice lighting - Margie Wagner

Ann Mollison motions to accept the standing rules, Glenn Pearson seconded, motion passed, standing rules adopted.

Authorize Line of Credit

Brendan Mahoney motioned to approve line of credit. He provided information as to the intent of this line of credit.

Discussion:

Fran Wilson: \$75,000 – rare circumstances when this would be used?

Answer: Only used if payroll shortage of funds.

Scott Denning: In favor of the resolution, gives further explanation

Marty Tharp: Concern for cost of interest for line of credit; need to budget that funds are held in reserve and included as part of budget process. Objects that it lessens pressure for funds needed to manage church operations.

Regan O’Keefe: What does this represent as part of our overall budget.

Answer: Less than 10% of overall budget

Jerry Hanley: Similar issues in history of church, church was given loans by members to pay bills, done by small and medium sized businesses; this provides a safety point. (interest is required, but a minor expense).

John Tippet: Question? Expenditure to pay, this would be paid only if reserves are expended.

Answer: Yes

Sue Taylor: Architecture and future building costs. Would this be used to pay these costs? Would this line of credit be used?

Answer: This is not for building budget, but as a financial tool for budget management.

Steve Tenbrink: 2 churches he was in previously; had money in reserves.

Someone suggests doing monthly reduction from checking account.

Former treasurer speaks in favor of line of credit.

Answer: No, this is for extreme future circumstances.

Bob Taylor: Do we have reserves set aside that are invested, not invested; set aside from working budget. Current capital fund?

Answer: Yes, there is a reserve of about \$75,000

Jim Smith: Borrowing of money from congregants in the past.

Jeff Barnes: Good safeguard in needs for cash over the life of the fiscal year.

Need to include some interest expense in budget

Mary Louise Gerek: does not think borrowing from congregants is good fiscal policy

Curtis Mays: suggestions for changing pledge amounts

Karen Harder calls for question, Peg Morrison seconded

Motion to call question passed.

Amendment made by Brendan for authorized line of credit: motion passed; 2 opposed

Motion to Approve Bylaw Change for Internal Associate Call

Joan Woodbury: Made the motion to amend current bylaws to add “A Search Committee is not required when an Assistant Minister currently employed by Foothills is considered for calling as Associate Minister.” Joan outlined the distinction between Assistant to Associate Minister and need for change in bylaws. Today’s vote is to focus on change in bylaws.

Discussion:

· Daniel Blum: Proposed bylaw do not clear up all the ambiguity. Item #2 needs clarification in language; can he propose an amendment to modify the language in item 2?

· Makes a motion to amend bylaws to have additional sentence to read: Article IX, Section 3: A. 2: “A Search Committee is not required when an Assistant Minister currently employed by Foothills is considered for calling as Associate Minister. When a search committee is not required pursuant to Article IX. Section 3: A. 1. then the Board of Trustees **shall** recommend the Assistant Minister currently employed by Foothills to the Congregation for calling as an Associate Minister.”

Motion was seconded:

Discussion:

Amendment to amendment: “shall to may”

Voting on changing “shall” to “may” passed

Amendment to the amendment – motion carried

Original Proposed amendment called to question:

Discussion:

Ken Tharp voiced his objection to the amendment

Marty Tharp: Voiced her desire to do a wider search for all ministerial positions, including previous search for senior minister, sees no reason to limit our choices

Maria Logsdon: feels this gives too much power to the board/allows control

Jerry Hanley: Response to Marty – a point of discussion, if a national search is done in conjunction with a current minister, is that fair to the process.

Lenny Scovel – It is in the congregation’s discernment of who we call because it gives clear leeway for the board

Joan clarifies this effort is to discern if this is the right minister for the congregation at this point.

Mary Pridgeon – This sets a precedent to have or not have a search committee.

Ann Mollison – Our ministers could easily be grabbed away from us.

Karen Johnese called for the question: Vote passed.

Amendment changed to be accepted.

Passed motion: “A Search Committee is not required when an Assistant Minister currently employed by Foothills is considered for calling as Associate Minister. When a search committee is not required pursuant to Article IX. Section 3: A. 1. then the Board of Trustees **may** recommend the Assistant Minister currently employed by Foothills to the Congregation for calling as an Associate Minister.”

Announcement of Architect Selection

Karen Johnese introduction and space team committee members

History and background

What Happens Next: Visioning process; what is it we are about. Timeline of events

Urged to read space team newsletter

Presentation by Architect - Peter Ewers/Ewers Architecture

Closing & Adjournment

Reports from Board Committees

Governance Committee Report

Governance Committee

April Undy, BOT Liaison

Brian Woodruff, Chair

Larry Watson

Sarah Parrish

Tim Pearson

Completed terms this year:

Jody Anderson

Suzanne Skok

The Committee assists the Board in focusing on its governance role, reviews Board Policies, conducts policy research, and suggests new policies and/or changes to existing policies at the request of the board. This year the focus has been on creating and documenting a workflow that allows efficient and trackable processes for changing the Policy Book. Examples of other work include adding a marijuana policy, a vaping policy, and a glossary to the Policy Book.

Finance Committee Report

BOT Treasurer - Brendan Mahoney

Committee Member - Jay Ham

Committee Member - Daniel Blum

Finance committee has been assembled and is comprised of Brendan Mahoney board treasurer, and members Jay Ham and Daniel Blum. The finance committee is working on an audit of the Finance

Handbook to verify compliance with board policies. The committee is working out a schedule to successfully achieve the monitoring and oversight required.

Personnel Committee Report

Cheryl Hazlitt
Teresa Morgan

During this year, the Personnel Committee has accomplished the following:

Reviewed and updated the charter for this committee.

The Board Liaison addressed the change in status for Sean Neil-Baron from a contract employee to a called minister and Letter of Agreement for his call. This was approved at the April 2019 board meeting and included updates following new UUA guidelines.

The Board Liaison is currently reviewing and updating the Letter of Agreement for Gretchen Haley during her sabbatical in order to bring it into more current alignment with UUA guidelines. This will be completed upon her return from sabbatical.

Restoring Wholeness Task Force Report

Debbie Gentry
Herb Orrell
Sally Harris

Mary Louise Gerek
Glenn Pearson
Sara Steen

As part of its ongoing work to develop and maintain a healthy culture at Foothills, the Board created the Restoring Wholeness Task Force. The Task Force began its work in April, 2019, with a focus on the following tasks:

- Assessing the current system and culture to identify both healthy and unhealthy aspects of Foothills that impact the safety and integrity of our community.
- Assessing the current situation to identify any healing work that still needs to happen in the wake of our misconduct disclosures over the past two years.
- Assembling recommendations for the board and ministry of ways to enhance our system and culture to prevent future misconduct.
- Reviewing existing policies about misconduct and making recommended changes to the Board.

Endowment Committee Report

The Endowment Committee Report will be posted as a blog to the Foothills Website when it is completed by the committee. Please check the website periodically, or contact the Foothills Office regarding this report.

Reports from Committees of the Congregation

Nominating Committee

Linda Kothera
Glenn Pearson

Elizabeth Stanley
Adam Henk

The Nominating Committee started the year identifying best practices for ensuring qualified candidates for elected positions. This included editing job descriptions and identifying specific skills required as current members completed their terms. Job descriptions were completed and approved by the Board for all elected positions (five total positions).

The Leadership Development Team provided an excellent list of candidates to the Nominating Committee and they selected a slate of candidates based on the job descriptions, specific needs of the Board and other needs of the church. Past members of the Nominating Committee noted that the improved process was a significant improvement for our larger church membership. Please note that there is one vacancy on the Endowment Committee that we recommend be left open. In consultation with the Leadership Development Team and the Board of Trustees, we believe that the focus this next year will be on the capital campaign, and thus the work of the Endowment Committee will be on hold the entire year. We do not believe that nominating someone is needed or helpful. Current Endowment Committee members are aware of our recommendation to not nominate a new member.

Slate of Nominees for Elected Leadership in 2019-2020

Nominees for the Board of Trustees

Past Board of Trustees (2018-2019)

Ed Beers, President
Sara Steen, Vice President
Glenn Pearson
Cheryl Hazlitt
Brendan Mahoney
April Undy
Sara Steen

Board of Trustees (2019-2020) Continuing

Glenn Pearson (2nd of 3-year term)
Cheryl Hazlitt (2nd of 2-year term)

Nominated for President for One Year Term

Sara Steen

Nominated for President – Elect for Three Year Term

Sue Sullivan

Re-Nominated for a Two-Year Term

Brendan Mahoney

Nominated for Three-Year Term

Debbie Gentry

Nominated for a One-Year Term

Joan Woodbury

Sara Steen

Nominated for One-Year term

Sara grew up at Foothills in the 70s and 80s and joined as an adult in 2017. Her husband, Dug, and youngest daughter Ali (12) are also part of the church (as are her parents, Ben and Anne Manvel), and older daughters Katie (25) and Meg (19) pop in when they are in town. She has participated in the church in many ways, including past service on the space committee, governance committee, rummage sale leadership team, and pastoral care team, and she currently serves as Vice President of the Board, and is on the Sanctuary Everywhere core team and the Restoring Wholeness task force.



Sue Sullivan

Nominated for Three-Year term

I have been a newspaper reporter, university spokeswoman, massage therapist, and homeschooling parent. I am currently serving as secretary of the Foothills Unitarian Board of Trustees.

My husband, Steve Sedam, and I joined our first Unitarian church in Riverside shortly after our oldest was born 20 years ago. We helped start a small Unitarian fellowship in Temecula, California, when we moved there in the early 2000s.

When we moved to Colorado in 2007, a major reason we chose Fort Collins was our excitement to join this vibrant Unitarian congregation. My involvement in the life and work of this congregation includes several years as an RE teacher, being a member of the Committee on Shared Ministry, and joining the board of trustees in the summer of 2018. I first sought out a Unitarian church for my children, or so I thought. I wanted a progressive, intelligent, compassionate community to raise my children in. It is only as my involvement as a lay leader at Foothills has deepened that I have realized that this spiritual community has fed my own life in countless ways over the past decade -- rooting me deeply in a wise, comforting, hope-filled, energizing spiritual community.



Brendan Mahoney

Re-Nominated for a Two-Year Term

While I was not raised in any church, I was lucky enough to have been raised with UU values not even knowing it. I have learned more than I ever expected having been on the board as Treasurer this year. In past years I have been able to help with 3 villages through One Village One Family. I served on the Stewardship committee and was on the Branding Team.

My wife Hannah and I enjoy being a part of the Foothills community from teaching RE to attending Buckhorn. Outside of church we manage a busy life as well. The time we spend raising our Kelly is most important and most gratifying. I am broker owner of At Home Realty and have been serving northern Colorado as a Realtor for over 12 years. We love to travel and spend time outdoors. We love the Fort Collins community and give back at every opportunity we can.

Debbie Gentry

Nominated for a Three-Year Term

Debbie is a Licensed Clinical Social Worker (LCSW) in private practice here in Fort Collins where she specializes in helping couples deepen their connection, especially through difficult times. Debbie holds a Master of Social Work degree from the University of Texas and a post-graduate clinical license.



Prior to moving to Houston, Texas, Debbie lived for three years in Costa Rica where she learned Spanish and taught English to adults in a small fishing village along the Pacific Coast. Upon returning to the states, she worked for a non-profit as the Director of Family Services, Clinical Therapist in a psychiatric hospital, a Medical Social Worker working with hospice patients and their families, and then finally opening up her own practice.

Here at Foothills, Debbie has served on the Foothills hospitality team, and has also helped lead a weekly Gather Group. Most recently, Debbie joined the Task Force for Restoring Wholeness and will begin leading workshops in the church on how to have “Safe Conversations”. She is currently a member of the Senior Sisterhood Heart to Heart Group. Although Debbie has considered herself a Unitarian Universalist for many years, this May, Debbie will complete the first year of Wellspring training--an experience which has significantly deepened her understanding and faith in Unitarian Universalism, and challenged her to put faith into action within the Foothills community and beyond.

Debbie is a “bonus” mom to Herb’s two grown children and together they have two cats, Teddie Bear and Cowboy Boodha. Debbie is currently exploring her artistic voice in mixed media and acrylic painting where she has totally taken over one room of their home with art supplies.

Joan Woodbury

Nominated for a One-Year Term

My family started attending Foothills in 2005. My husband and I became members while our two children (now 20 and 17) searched for canned goods on Easter, went on the 9th grade trip and worked as counselors at the summer camp. I grew up in western Montana but have lived most of my life in Colorado. I am an attorney with Colorado Legal Services. I love to read, run and ski fast.



Continuing Nomination Committee Members:

Linda Kothera

Nominees for the Nomination Committee

Elizabeth Stanley

Re-Nominated for a One-Year term

Elizabeth Stanley has been a Unitarian Universalist for more than 55 years, and joined Foothills Unitarian soon after moving from Dubai to Fort Collins in August 2010. She has served on the Board of Trustees and the Governance Task Force and is a member of the choir and the Senior Sisterhood Heart-to-Heart group. She is currently completing a one-year term on the Nominating Committee. She serves as co-chair of the Foothills Chapter of UUJME (Unitarian Universalists for Justice in the Middle East), volunteers for Faith Family Hospitality, and has participated in many Foothills programs and activities. Outside of church, you might see her as a volunteer with Fort Collins Natural Areas, the Fort Collins International Center, the Lincoln Center, or out on a hike or bicycle ride with her camera.

Michelle Venus

Nominated for a Three-Year term

Michelle Venus is a writer living and working in a little bungalow in Old Town with a barky dog and a cranky (but cuddly) cat. Her two kids are grown and have flown the coop; she is feathering her empty nest with lots of art and the furniture of her choice. Michelle was secretary of the Board of Trustees and has sat on the boards of various art agencies. Serving and being a part of the Foothills UU community and mission is meaningful and fulfilling.

Continuing Endowment Committee Members:

Jenny Miller

Julie Pass

Nominees for the Endowment Committee to Re-nominate

Jennifer Crane

Re-Nominated for a three year term

Chuck Fletcher

Re-Nominated for a three year term

Visioning Task Force Report

In the fall of 2018, the Board of Trustees coordinated a huge visioning effort -- we held 23 workshops and listened to more than 350 friends and members of Foothills as you shared your stories of what being in beloved community as Foothills Unitarian Church has meant to you and how you hope we will grow in the years ahead.

Out of those conversations, we distilled core values and our bold vision statements to guide us over the next 5-7 years.

In conjunction with the mission statement we adopted in October of 2016, these values and vision statements will give the ministry guidance as they do the work of unleashing courageous love in Northern Colorado and beyond in the coming years.

The ministry -- which includes the ministers, the staff, and all the congregants who do the work of this church -- will use the values as guideposts and the vision statements as end points to aim for in the work that we do together.

These values and vision statements were approved by the Board in December 2018 and presented to the congregation in January. Since then, staff and those who serve on the various committees, teams, task forces, and ministries of Foothills have been discussing what excites them and what challenges them about each of these statements, and what's the work we would need to do to make this real.

In the fall, the Ministry will present back to the Board of Trustees its final interpretation of these vision statements and how we will monitor progress in each of them. At that point, we should have a clear 1-2 year action plan and monitoring strategies.

Our Core Values

These core values were chosen to evoke the unique personality of this congregation and the timeless qualities that we want to embody in all that we do.

Joyful resilience - We are able to move through the inevitable difficult experiences that life delivers with good humor and grace, staying connected in healthy relationship with each other.

Collective courage - We do brave things together and inspire each other to individual acts of moral courage.

Deepening belonging - We are committed to being in beloved community with each other and to doing the inner work of knowing and believing in our own worth and dignity.

Transcendent wonder - We value powerful experiences that prompt us to become fully present in a transformative way, and we experience those both individually and as a committed faith community.

Our Bold Vision

We the members of Foothills Unitarian Church commit to create and sustain a healthy, vibrant religious community where:

1. Foothills is at the center of the lives of its people, providing abundant opportunities for relationships across differences that provide joy, care, and belonging for all.
2. We are actively engaged in a process of lifelong spiritual deepening that allows us to live lives of meaning and purpose in a world that needs our Unitarian Universalism.
3. We understand that being part of Foothills requires us to give abundantly of our time, and this deepening involvement helps us to identify and grow our individual gifts.
4. We each give generously of our financial resources in ways that foster deep ownership of the impactful work we support.
5. We recognize and dismantle prejudice and oppression in all their forms including within ourselves, allowing us to be more effective and trusted partners to marginalized communities in Northern Colorado and beyond.
6. Foothills is the leader in Northern Colorado in developing sustainable, innovative, intersectional approaches to caring for our earth and its people to ensure a greater flourishing of all life.
7. We do the work to make Unitarian Universalism accessible to all in Northern Colorado.

REVENUE AND OTHER SUPPORT	July-Dec Proposed Budget	July-Dec 2018 Actuals	<i>Additional (Decrease) Budgeted Income</i>
Pledges	\$ 388,030	\$354,529	\$ 37,501
Share the Plate	45,000	\$44,043	957
Donations - Unrestricted	27,500	\$23,713	1,687
Donations - Restricted	48,000	\$8,053	39,947
Fundraisers	3,300	\$30,925	(27,625)
Special Events	-		
Grants	-	\$1,500	(1,500)
Program Fees	18,799	\$19,935	(1,136)
Facility Rental	5,000	\$1,320	2,980
Product Sales	200	\$786	(586)
Other Income	3,630	\$5,657	(2,027)
Release of Restricted Funds	3,500	\$62,504	(59,004)
Release of Reserve Funds	\$106,097	-	106,097
Total Revenue and Other Support	\$542,959	\$552,965	(8,806)

**This major increase represents \$48k secured from WNOV campaign*

**This income will come from a major donation expected in June*

EXPENSES and TRANSFERS	July-Dec Proposed Budget	July-Dec 2018 Actuals	<i>Additional (Decrease) Budgeted Expense</i>
Worship	57,498	\$53,211	4,287
Adult Ministries	88,862	72,559	16,303
Family Ministries	99,955	90,010	9,945
Community Outreach	25,330	31,574	(6,244)
Stewardship & Finance	71,739	21,217	50,522
Leadership	30,976	37,423	(6,447)
Pastoral Care	1,373	0	1,373
Administration	166,752	196,720	(29,968)
Debt Service (Payoff Total)	106,097	-	106,097

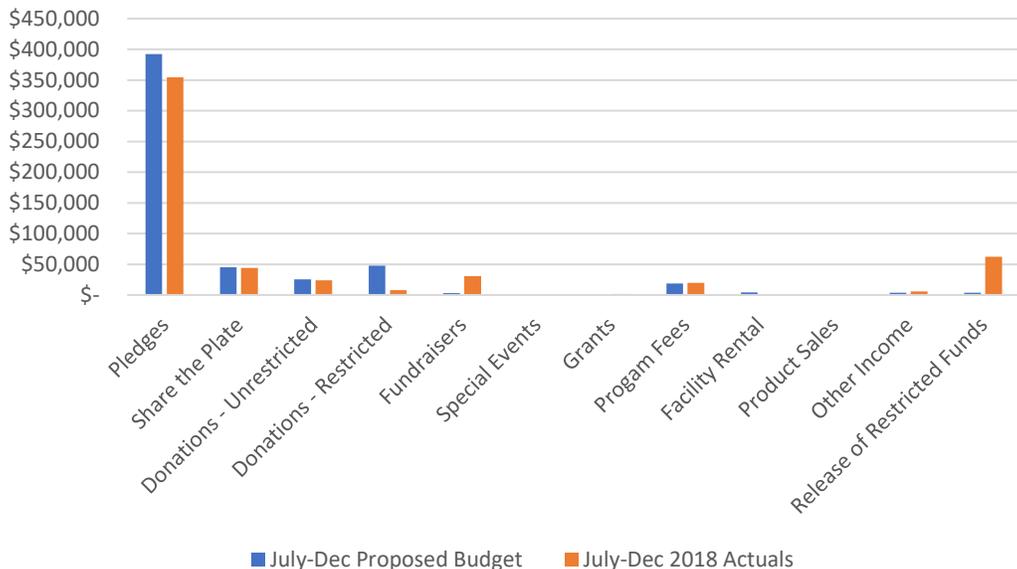
**This major increase is the transfer of WNOV funds to restricted account*

**This major expense will be covered by our major donation in October, 2019*

Total Expenses & Transfers	542,485	\$502,714	39,771
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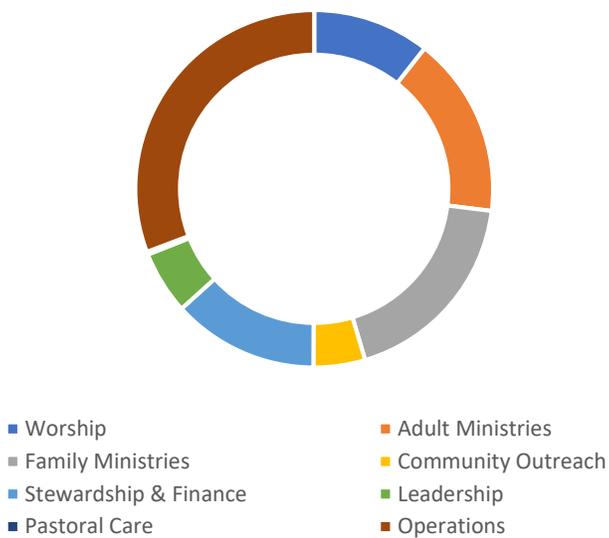
NET INCREASE (DECREASE) IN NET ASSETS	\$1,674
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July - December Income Budget

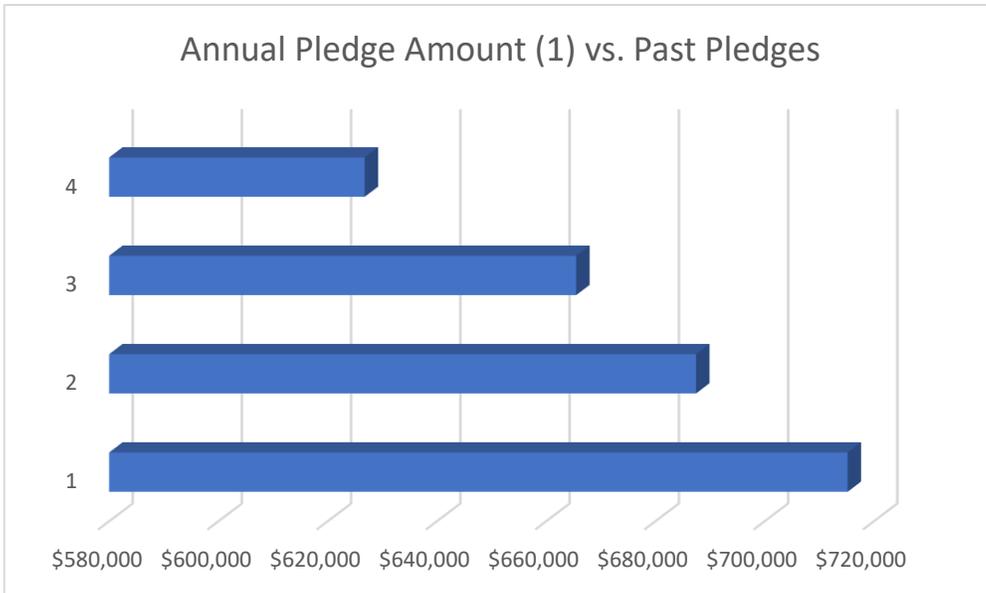


*The decrease in release of restricted funds accounts for last year's scheduled release of the anonymous \$100k donation

Budget by Area of Spending vs. 2018 Actual Expense



*As stated above, the increase in Stewardship & Finance Budget is due to transfer of WNOV funds to restricted account, not an increase in stewardship operations spending



Total Giving by Quartile		Total Amount
25%	300	17710
50%	720	56960
75%	1680	\$145,001
		\$495,532

Capital Fundraising Budget July - December, 2019	
REVENUE AND OTHER SUPPORT	July-Dec Proposed Budget
Restricted Funds as of 7/1/2019	\$83,874
Anticipated Release of Restricted Funds	\$30,126
Total Revenue	\$114,000
EXPENSES and TRANSFERS	
Food	\$4,000
Operating Supplies and Materials	\$4,000
Professional Fees - Consulting	\$106,000
Total Expenses	\$114,000

*Includes fees for Capital Campaign Consultant, and required civil engineering, soil, and asbestos surveys

