



**Foothills Board of Trustees Meeting  
Approved Monthly Meeting Minutes  
April 18, 2019**

**Board Members in Attendance:** Ed Beers, Cheryl Hazlitt, Brendan Mahoney, Glenn Pearson, Sue Sullivan, Sara Steen, April Undy, and Rev. Gretchen Haley as ex-officio board member.

**Also in attendance:** Rev. Sean Neil-Barron, and Karen Johnese and Peg MacMorris, representing the Building Expansion Team.

Meeting convened at 7 pm.

Sara Steen requested removing the Nominating Committee (already on the agenda as a separate discussion item) and Governance Committee reports from the consent agenda. **Glenn Pearson moved to approve the remaining consent agenda** items (consisting of draft minutes from the March 28 meeting, Rev. Sean Neil-Barron's Letter of Agreement following his Call to Associate Minister of Foothills, the monthly Personnel Committee report, and a summary of potential roles of the Governance Committee.)

**Cheryl Hazlitt seconded. Motion passed.**

Discussion of the Governance Committee report included identifying a need for further discussion on Slack about the role of the governance committee in training new board members, and discussion of whether we can identify what values (presumably diversity, perhaps others) we want to direct Ministry to give consideration to in the policy book's stipulation in section 3.2.3.1 that the senior minister strive to develop a "reasonable pool of candidates" for each open staff position, so that the policy book's guidance to ministry is clearer. **April Undy moved to accept the Governance Committee report. Glenn seconded. Motion passed.**

Karen Johnese and Peg MacMorris, representing the Building Expansion Team, presented the preliminary design schematics from Ewers Architecture, noting that it takes into account Foothills' space needs for 20 to 30 years in the future, maximizing reuse and repurposing of the current facilities, and is designed to be net-zero (using no more energy than it produces using alternative energy technologies). **Glenn Pearson moved to approve the preliminary schematic design** (also known as the 50 percent

schematic design). **Cheryl Hazlitt seconded. Motion passed.**

After Karen Johnese and Peg MacMorris finished their presentation and left, the board discussed the possible need for revisions to the Charge to the (formerly Space, now) Building Expansion Team, based on recommendations from Gretchen Haley that we might want to insert additional points where board approval would be wanted or needed (e.g., for the board to approve “initial and final design plans” instead of just “design plan,” “the board shall affirm the financial package to be voted on by the congregation,” and “the board shall approve the total goal for the capital campaign.”) **Glenn Pearson moved and Brendan Mahoney seconded to amend the Charge to the Building Expansion Team as discussed. Motion passed.** The board also agreed to develop a more detailed monitoring plan for the Building Expansion Team, ideally through a discussion on Slack.

**Glenn Pearson moved and Brendan Mahoney seconded a motion to affirm the Capital Campaign budget for 2019.** The board is required to affirm the budget prior to it being voted on by the congregation as a whole at its June 2, 2019 Annual Congregational Meeting. **Motion passed.**

**Cheryl Hazlitt moved and Glenn Pearson seconded a motion to affirm Foothills’ Operating Budget for July to December 2019, as presented by the ministry,** in preparation for a vote of the entire congregation June 2. **Motion passed.**

The board discussed the church’s only outstanding debt -- bonds issued to current and previous Foothills’ members to pay for various capital improvements over the last 20 years. In the past, previous boards have chosen to roll over what was initially meant to be five-year bonds, continuing to pay interest and some principal back to bondholders. On the advice of our capital campaign consultant, the board was in unanimous agreement that we need to pay off this debt before beginning our capital campaign in the fall. A team of board members was identified to work with church administrator Jeffrey Mizell to determine various options for doing so.

The board then received the recommendations from the Nominating Committee to fill upcoming vacancies in the board and its elected committees. **Cheryl Hazlitt moved and April Undy seconded that the board affirmed that appropriate policies and procedures were followed by the Nominating Committee in the assembling of this slate of candidates,** which will be presented to the congregation for its formal and final vote at the June 2 annual meeting. **Motion passed.**

**Cheryl Hazlitt made a motion and Glenn Pearson seconded to approve as written the proposed process for amending board policies. Motion passed.**

Sue Sullivan agreed to finalize changes to the introduction to the policy book and let April know when it is ready to be referred to the Governance Committee for final review to ensure it conforms to existing policy style and standards.

After a discussion of governance committee policy suggestions regarding vaping, smoking, and marijuana usage on campus, **April moved to direct the governance committee to develop Alternatives 0 (adding vaping to the smoking ban) and 1 (adding a new section: 3.3.6.3 Marijuana: Using marijuana in any way -- smoking, eating, or vaping -- is not allowed on Church property at any time, consistent with colorado law on marijuana use in public places) into final policy language for the board to approve. Sara Steen seconded. Motion passed.**

The board discussed and agreed to revise the charge to the Restoring Wholeness Task Force so as to allow more than one board member to serve on the task force, and we agreed to give Sara Steen and Glenn Pearson the authority to share information on past ministerial misconduct with other members of the task force as they deem necessary and using their discretion.

Sara Steen and Cheryl Hazlitt agreed to work to develop a preliminary list of the Board's Sources of Accountability and Accountability (also known as moral ownership, though this phrase is problematic for some), using notes from the recent zoom call with Laura Park.

Cheryl Hazlitt agreed to ask Scott Denning to chair an ordination task force for Kristen Psaki, and if he agrees, to ask him to recruit Anne Fisher, Faye McDonald, and Brian Woodruff.

After reviewing the report back from the membership task force, whom the board had charged with reviewing policies for keeping membership rolls updated, the board affirmed the research done and the proposed board policies and staff procedure changes. The board agreed to refer the report and its recommendations to the governance committee for review and to write up new board policy incorporating these new procedures for removing inactive members and the path for returning to membership.

The board affirmed, under its self-monitoring schedule, that we feel we are in

compliance with the board covenant, as adopted in August 2018.

April Undy presented her process observer report and the meeting was adjourned at 10:24 pm.

Minutes written and presented by  
Sue Sullivan  
Board Secretary