



Foothills Board of Trustees Meeting Monthly Meeting Minutes Approved November 21, 2019

Board Members in Attendance: Cheryl Hazlitt, Brendan Mahoney, Sue Sullivan, Sara Steen, Debbie Gentry, Joan Woodbury, Glenn Peterson. Rev. Gretchen Haley (ex-officio board member) (Because she was ill, she did not enter the meeting until 7:00pm and left at approximately 8:15).

Meeting convened at 7pm.

Brendan Mahoney requested removing the Finance Committee and Cheryl Hazlitt requested removing the Governance Committee reports from the consent agenda. **Joan Woodbury moved to approve the consent agenda** items (consisting of the nominating and personnel reports, the restoring wholeness task force, endowment and Rev. Gretchen Haley's senior minister evaluation and draft minutes from the October 17, 2019 board meeting.) **The motion passed.**

Discussion of the finance committee report consisted of a minor question from Brendan Mahoney of a perceived difference between the finance handbook, sections 1-4 that he saw 6 to 8 months ago, and the current handbook, sections 1-4. Sara Steen surmised that church administrator, Jeffrey Mizell, had been adding information into those sections. It was suggested that Brendan Mahoney contact Rev. Gretchen Haley to verify.

Discussion of the governance committee consisted of Cheryl Hazlitt's concern that a policy was drafted last spring which included terms for Rev. Haley's compensation and that no vote appeared to have been recorded. She was concerned that the amount of compensation noted in Rev. Haley's Letter of Call might be different from the policy drafted last spring. It was determined that this would be addressed later in the **Items for Approval** section on board policy regarding Rev. Haley's compensation.

Sue Sullivan moved to approve the governance and finance committee reports. Motion passed.

Approval Items:

1) New Board Policy Regarding Senior Minister Compensation. Sara Steen noted that since there is no policy regarding Rev. Haley's compensation in the Board Policy Handbook, the governance committee had been charged with developing a policy. In reviewing the policy they developed, it was edited to state: **"Annually, as part of the budget process, the senior minister's compensation and benefits will be reviewed by the board. Data information**

from the UUA on comparable compensation regionally adjusted will be a primary source of information”.

Cheryl Hazlitt moved to accept the revised version of the policy regarding the Senior Minister’s compensation. The motion passed.

2) Minister’s Report including the 2020 Budget.

a) Rev. Haley delivered her monthly report on the 2020 budget. Rev. Haley presented an update on the Capital Campaign reporting things were going well and reminded board members to do 5 to 10 visits on behalf of the Campaign.

b) Rev. Haley reported a goal for 2020 and 2021 was to present a flat budget because of the ongoing Capital Campaign.

c) In accordance with board monitoring, she also reviewed policies 3.3.6, Health and Safety, and found that the policy was in compliance. **Policy 3.4, Care for Material Resources, was discussed with Rev. Haley requesting the board include guidelines on the board’s role in having building rentals, i.e., who can use the facility, and also include a statement on the importance of those renters sharing our values.**

d) At the Board’s urging, Rev. Gretchen Haley agreed to a raise in salary in the amount of \$2,500 starting in July, 2020, with an annualized increase of \$5,000.

Glenn Pearson moved to approve the 2020 budget as amended. Motion passed.

Visioning Implementation from Ministry: In light of time constraints and the fact that Rev. Haley’s health was compromised, the board decided that **Visioning would be discussed for 15 minutes only tonight without a motion to approve and would be revisited in January.**

Rev. Gretchen reported the following staff members would be responsible for the following Vision Statements:

Senior Minister, Rev. Gretchen Haley: Vision Statement #7, *“We do the work to make Unitarian Universalism accessible to all in Northern Colorado”*

Associate Minister, Sean Neil-Barron: Vision Statement #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”*

Assistant Minister for Beloved Community, Kristen Psaki: Vision Statement #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”*

Elder's meeting: Discussed hosting two elder meetings with Glenn Pearson holding a December luncheon meeting of elders at the church and Cheryl Hazlitt hosting a January, 2020, dinner at her home. Both Glenn and Cheryl, with Joan Woodbury assisting, would begin to put logistics in place for those two meetings. Rev. Haley then provided an overview of a conversation she had with Nancy Bowen about elders aging out of congregations and new "pillars of the church" coming in. According to Nancy, the elders aging out were now considered as "mentors". Nancy also mentioned that because these elders at one time had a great deal of power and agency, they were now expressing their frustration that this was changing at this period in their lives. Nancy mentioned that it was important these elders have a sense of control and voice and that thought needed to be given to members of the congregation that appeared to be the emerging pillars. Rev. Haley expressed that positive programming needed to be developed for these elders and to remember that the values they found in their years at Foothills needed to be present in the values of the church now and that the church should "lead" through this shift rather than being "reactive". **Rev. Haley asked that the board play a role in responding to this shift.**

Planning for December 8th congregational meeting: It was agreed that the agenda for the December 8, 2019 congregational meeting would consist of approving the 2020/2021 budget and a vote to co-ordain Christopher Watkins Lamb.

Board Needs for 2020/2021: Nominating committee agenda request: Cheryl Hazlitt, the identified board liaison for this committee, reported that at present, the board will need to fill three positions for 2020 with herself, Joan Woodbury and Sara Steen rotating off. Also one position on the Endowment Committee would need to be filled.

Cheryl stated she would post both the board needs as well as the needs of the endowment committee one week before the December, 2019 board meeting. It would then be reviewed by the board at the December meeting and submitted to the Leadership Development Committee after the meeting. No vote was taken.

Brendan Mahoney moved to adjourn the meeting at 8:45. Motion passed.