



Foothills Board of Trustees Meeting Approved Special Meeting Minutes

June 30, 2020

Board Members in Attendance: Sara Steen, Sue Sullivan, Glenn Pearson, Debbie Gentry, Brendan Mahoney, Doug Powell, Andrea Delorey and Rev. Gretchen Haley (ex-officio member).

Online meeting convened at 6:00PM via Zoom with a virtual chalice lighting and check-in.

Items for Review

Item #1: Minister's Report:

Rev. Gretchen presented the minister's report which referenced the information presented at the annual meeting on the impact Foothills is having as the Pandemic continues. She also provided information on the current staff transitions which included hiring a Director of Finance and Operations and also a Marketing Manager; eliminating the Office Assistant, Choir Director and Family Ministry Assistant positions; Rev. Kristen Psaki's departure August 31, 2020; Rev. Elaine Tenbrink's employment beginning August 1, 2020; and bringing Amy Gage, Program Coordinator, to full time. Rev. Gretchen noted that she had decided to raise the staff's compensation before raising her own compensation so that each team member felt valued and had a sense of security in the midst of the layoffs. She also mentioned that at this point, with the elimination of these positions and hiring new staff, the budget was basically even.

Rev. Gretchen also discussed the BIPOC (Black, Indigenous People of Color) Alliance's request that Foothills enter into an agreement to become BIPOC's fiscal sponsor. She noted that the BIPOC Alliance was formed when an emergence of like leaders in the city made a choice to come together in a coalition to explicitly address racism and white supremacy in Larimer County. Rev. Gretchen explained that the partnership would give Foothills oversight of the Alliance's finances without having any oversight of the vision, mission or management of the Alliance itself. The Alliance would then be responsible for complying with Foothills' 501c3 status for any funds they used that were managed by Foothills. The Agreement also included a clause that the board and staff would identify a path forward to dismantle white supremacy within us and within our institution as a church. That commitment was incorporated into the agreement. After some discussion, the board agreed to review the document more thoroughly and discuss it online on Basecamp over the following week. At the end of that week, the board voted online to approve the agreement and will revisit it before October 1, 2020 for potential revisions.

Items for Discussion

Item #1 Evaluate Board/Senior Minister Partnership:

Sara reviewed board policy 4.3.2 which mandated that on an annual basis, the Senior Minister and the Board would together review their partnership and their effectiveness in their respective roles. This was accomplished by each board member providing feedback to Rev. Gretchen and Rev. Gretchen providing feedback to the board. Both board members and Rev. Gretchen noted and agreed that this year, the board moved forward in understanding policy based governance.

Item #2: Restoring Wholeness Work

The board turned to a draft timeline of ministerial misconduct and related boundary violations, editing individual events, adding several pieces to the timeline and agreeing that it would be better to remove any contextualizing and other narrative elements. Sue agreed to return to the board with a “just the facts” version of the timeline on Basecamp in the next week or two. That timeline, once given final approval by the board, would be the basis for the narratives to come. The board agreed to ask former board presidents Jenn Powell, Erin Hottenstein and Ed Beers to review the timeline for accuracy and completeness. The board also discussed the shortest version of the narrative and although they came to consensus on its content but felt that approving all of the narratives in one package made sense.

The meeting was adjourned at 8:30PM.

Minutes written and presented by
Debbie Gentry
Board Secretary