



**Foothills Board of Trustees Meeting  
Approved Monthly Meeting Minutes  
09-17-2020**

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

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

## **Consent Agenda**

**Doug moved to approve the Consent Agenda. This consisted of minutes from the August 20, 2020 board meeting minutes. The vote was unanimous. Motion passed.**

## **Regular Agenda**

### **General Action Items**

#### *Approval of Policy Book Revisions, Section One*

**Glenn moved to approve the Foothills Policy book revisions, Section One. The vote was unanimous. Motion passed.**

### **Monitoring**

#### *Item 1 - Senior Minister's Report*

Rev. Gretchen reported that she had talked with church member, Scott Denning, who is writing the narrative for the Restoring Wholeness Task Force. Scott expects to have the narrative ready for the board to review before the November 15<sup>th</sup> Congregational meeting. The board agreed to have a special board meeting between the October 15<sup>th</sup> regular board meeting and the November 15<sup>th</sup> Congregational meeting to review the narrative in order to share it with the congregation at the November meeting.

Rev. Gretchen reported that she and Katie Watkins were reviewing the capital campaign pledges and other financial oversight issues as well as the completion of the financial audit through August. She reported Katie has been a wonderful addition to the staff and that church financials appear positive. Rev. Gretchen indicated she would have those reports ready at the October board meeting.

Rev. Gretchen noted that currently, Family Housing Network has one family living in the church. FHN has established that they will have one staff person onsite during the time the family is awake. Foothills is currently talking with FHN about paying the church utilities.

Rev. Gretchen noted that she is acquiring new legal representation for the church's intellectual property and to help with copyright issues.

Rev. Gretchen met with the members involved in the history project and they are pleased to be making progress. Sue indicated she is in the process of finding additional board minutes from years past for the history project.

### **The board received the Senior Minister's Report.**

#### **Item 2 - Ends/Vision Interpretation from Ministry**

Rev. Gretchen reviewed the 2021 Foothills Vision Interpretation. She requested the board review the Vision Statements and then advise if the board sees these Interpretations as reasonable. When the board is finished with their review, ministry will move forward with setting the budget and will bring the budget to the October board meeting. The board agreed to continue our detailed review of the Vision Interpretation document online over the following week. At the conclusion of this review, the board approved the ministry's Interpretation of our seven Vision Statements.

### **Annual Board Goal-oriented work**

#### **Item 1 - Restoring Wholeness: Misconduct policy questions from the Policy Committee**

Sara reviewed the questions that the Governance Committee had addressed in response to the Board's request for clarification on the current Misconduct policy:

The Board agreed that there was no need for the Governance Committee to do additional research on other misconduct policies that the Board originally asked of them.

In response to the question of when a report of misconduct needed to be reported to the board - the board designated a 30 day window for notification. The exception would be when the alleged misconduct represented an active safety risk to the congregation. If this occurred, disclosure would occur in less than a 30 day notification.

In response to the question of should the senior minister have the flexibility of reporting misconduct to the board president rather than to the entire board - Rev. Gretchen stated that she felt reporting the initial misconduct to only the board president was prudent and then reporting it to the entire board within 30 days.

In regard to Congregational Healing - Sara said that she would draft a couple of questions to be addressed about Congregational Healing for Rev. Gretchen to review.

In response to the question about Ministerial Sustainability - the language written would stay the same, i.e., Ministers shall provide a plan for sustainable ministry to the Board annually and religious professionals shall be members of their professional associations and abide by their policies. There was no discussion about where the policy of Ministerial Sustainability would reside in the Policy Book.

Debbie brought up the question that the Governance Committee had asked about how the church would respond to the victim(s) of misconduct. Sara replied that she would make a note to consider adding language about the victim(s) in the Care For Members section of the Policy Book.

There was a brief discussion about how to inform the congregation of updates to our policy book with Doug mentioning the idea of having a schedule of release dates for policy updates. Sara added that she felt a quarterly release would be appropriate.

### *Item 2 - Update from the Linkage Committee on the board's anti-racism work*

Glenn led the update on the board's anti-racism work stating the Linkage Committee had received feedback from two separate churches and Laura Parks and would be meeting with Rev. Gretchen on Friday. After the Friday meeting he said that the committee would be providing "next steps" within the next two weeks and would post those on basecamp. He also reported that a facilitator would be hired to do Intercultural Competency training. Rev. Gretchen added that their meeting on Friday would be about how to place this anti-racism work into a linkage frame and would be ideal if Glenn and Andrea could bring this back to the board in October. She mentioned that there would likely be budget implications around this work and those would be incorporated into the budget.

Sue mentioned the work of dividing the list that was developed last year of our potential sources of accountability and authority into categories. Sara added that she felt specific categories would be helpful at first to allow the board to better understand why each organization or community was placed in those various categories and then later these categories could be expanded. Doug suggested we “tease” out categories in this list and draw circles around those names that fit together. Sue suggested we bring in Laura Parks to help us talk through our linkage plan.

## **Check-out**

Sue will draft a blog post of what needs to be shared with the congregation from this board meeting and post it on basecamp.

Before the meeting ended, Gretchen affirmed that the church would be proceeding with the building of the new sanctuary.

## **Adjournment**

**After a brief check-out of what was on each person’s heart, the meeting adjourned at 8:30PM.**

Minutes written and presented by  
Debbie Gentry,  
Board Secretary