



**Foothills Board of Trustees
Approved Regular Meeting Minutes
April 15, 2021**

APPROVED: May 13, 2021

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

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

Consent Agenda

Sara moved to approve the consent agenda consisting of the minutes of the March 25, 2021 regular board meeting and the revised BIPOC Alliance Sponsorship agreement minus the Certification of nominees for the 2020-2021. Motion passed.

Regular Agenda

General Board Work

Item #1 - Items pulled from the Consent Agenda

Pulled from the consent agenda was Item #3, Certification of nominees for the 2020-2021 Board of Trustees. After some discussion, it was decided that the board would review on basecamp recommendations from the nominating committee to leave two endowment seats open this year and also review that the board policies had been followed in assembling this year's slate of nominees.

The board affirmed the nominating committee's recommendation to leave two endowment seats open this year and affirmed that the board policies had been followed with regard to the committee's process in assembling this year's slate of nominees for congregational vote.

Item #2 - Planning the packet materials for the May 23, 2021 Congregational Meeting

After some discussion, it was decided that the following would be on the May 23, 2021 Annual Congregational Meeting agenda:

Approval of minutes from three congregational meetings:

the June 14, 2020 Annual Congregational Meeting

the November 15, 2020 Congregational Meeting on the 2021 Budget Approval

the February 21, 2021 Special Congregational Meeting revised Phase 1 Building Project

The President's Report

Thank you to outgoing committee and board members

An update on the board's major goals and the Bylaws Revision project

The Senior Minister's Report including information from the 2020 Financial Report and an update on the building expansion project

A vote on adopting the Eighth Principle in our congregation

A vote on the resolution in support of Improved Medicare for All

A vote on the election of the slate of nominees

It was decided that the meeting would begin online at 10:15 after the 9:00 online service.

Debbie notified the board that she would be on vacation during the congregational meeting but would complete the notes upon her return. Andrea volunteered to keep the record on who brought the motions up for a vote.

Monitoring:

Item #1 - Minister's Report

Rev. Gretchen reviewed the results of the recent staff survey applauding Katie Watkins for doing a great job in formulating the survey and that the staff results of the survey were positive. She indicated there was some confusion on what to do in the case of misconduct and felt that staff education was needed on this newly revised policy. She also recommended that as a future board goal, an update was needed on the church's Covenant of Right Relations. Rev. Gretchen mentioned that as the final design on the building was completed, there would likely be additional fundraising required and when the actual figures were available, she would discuss this with the board. Finally, Rev. Gretchen reported that new policies for gathering outdoors were being reviewed and that the UUA had just issued new guidance. She said that both she and Rev. Sean felt our community was highly vaccinated and that being outdoors posed a low risk for covid infection. She said that ministry was in the process of formulating systems that would handle the capacity for outside gatherings. She also mentioned that ministry was leaning toward continuing the 9:00am online service and then following that service, having only one in-person service. If the 6 feet between each person rule were followed, at our current capacity, only 40 people would be allowed in the building at one time.

Annual Board Goal oriented work:

Item #1 - Continued Revisions to Policy book Section 3.4 - Care of Material Resources

The board continued its discussion of changes and proposed updates to Section 3 of the policy book (Guidance and Limitations), specifically Section 3.4, Care of Material Resources.

Doug moved to approve Section 3.4 of the policy book as revised. Motion passed.

Item #2 - Bylaws Revision: Article 4 and part of Article 5

The board discussed a variety of changes and proposed updates to the church bylaws, specifically, Article 4 (Governance Policy), and part of Article 5 (Officers and the Board of Trustees). The changes, which continue to be collaboratively developed with the Governance Committee will go before the entire congregation for a vote tentatively scheduled in November. These changes are intended to update our bylaws for the current size and governance structure of our congregation, and to ensure clear lines of authority and accountability between the board of trustees and the congregation.

Item #3 - Brief discussion of Discerning Sources of Accountability and Authority

Rev. Gretchen mentioned that she felt it would be a really fruitful process for us to do some small group conversations across the church about who we think our sources of accountability and authority are and not limit that to just a board conversation. She felt that contacting Laura Parks would be beneficial in giving us an overview on the question of sources of accountability and authority. Ministry could then make Laura's report available to bring people into some shared discernment about where we get our authority to be the church and to whom we are accountable. From those conversations, the board could discuss and then come back to the congregation with the results. Glenn felt that this could be a vital part of the church's first year's Eighth Principle work. Sara added that this could also be a visioning process between our original visioning and the next time visioning needs to be done. Rev. Gretchen said she felt these small group conversations would be organized as a ministry project and led by the ministers. She also felt the board members needed to participate in these small groups but then the data would be brought to the full board for discernment. Sara added that this could be something offered to existing small groups along with a discussion structure. Rev. Gretchen felt the discussions should start with each individual asking themselves these questions and then expand outward to the church.

Communications

Sue mentioned that she had a conversation with Debbie who agreed to send out a "save the date" notice for the upcoming Annual Congregational Meeting on May 23, 2021. Rev. Gretchen noted that within the "Save the Date" notice, there needed to be a reminder that people who

wished to vote had to be an active member of the church at least 30 days prior to the meeting. Sue said that she would include the discussion of policy and bylaw revisions in her President's Report that would be read at the upcoming congregational meeting.

Meeting adjourned at 8:35PM

**Minutes written and presented by
Debbie Gentry,
Board Secretary**