



**Foothills Board of Trustees**  
**Approved Regular Monthly Meeting Minutes**  
**January 21, 2021**

**Approved February 18, 2021**

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

**Guest:** Katie Watkins, Director of Finance and Operations, joined the meeting to convene the Executive Session which began at 6:35pm and then left the meeting when it ended at 8:00pm.

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

**Consent Agenda**

The Consent Agenda consisted of the Housing Allowance for Rev. Sean Neil-Barron, the Housing Allowance for Rev. Gretchen Haley, the Housing Allowance for Rev. Elaine Aron-Tenbrink and the Minutes from the December 17, 2020 Regular Board Meeting. **Brendan moved to approve the Consent Agenda as it stands. Motion passed.**

**Regular Agenda**

**Monitoring**

*Item 1 - Ministry Report*

Rev. Gretchen expressed her desire that the board take on a more official role in approving the church's sources of accountability and authority and suggested there be an official document of accountability partners. Doug added the document could be open-ended and would acknowledge the groups listed as the church's sources of accountability. Sara added the church could have a general statement embedded in the policy book with a list in the appendix of the groups the church currently considered to meet the criteria of sources of accountability and authority. Rev. Gretchen added that the board could meet with each group and advise that the church was considering their group as a partner of accountability and a source of authority in fulfilling the church's mission. She offered to help with this project. Sue suggested the board incorporate that work into the schedule over the next five months.

Rev. Gretchen provided an update on the building project and that Katie and the ministry teams were working on finance strategies and that February 21, 2021 would be a good date for a congregational meeting. She added that by tomorrow, she hoped to present the board with a complete package of drawings and costs. Sue agreed to write up a draft meeting notice for the board to discuss.

### **The board received the ministry report.**

#### **Item 2 - Executive Session to discuss benefits and compensation audit**

The board members and Katie Watkins entered Executive Session at 6:35pm to discuss issues of employee compensation and benefits and ended Executive Session at 8:00pm. After the Executive Session ended, Sue mentioned that going forward it would be helpful to have language in the board policies to assist the board in making future decisions. Specifically:

- What values should inform the decisions the board makes
- How to weigh the fiduciary duty the board holds
- How the board determines if something is within their authority to take action

Sue said she would write up a more detailed summary of thoughts and questions to consider tomorrow and post in basecamp.

### **Annual Board Goal Oriented Work**

#### **Item 1 - Bylaws revision process update and discussion of first two Articles**

Sue informed the board that the Unitarian Universalist Association has standard components that need to be included in all bylaws and that these components were identified by the governance committee for review. The committee proposed that each month they would review one section of the church's bylaws and present their recommendations and options to the board. Sue mentioned that the committee had been asked to attend to the less complex revisions leaving the board to engage with the larger, more complex questions such as should the church have more than one category of members or which committees should be named in the bylaws and which in the board policy book. To start, the committee had recommended revisions to Article I and Article II for the board to review.

Sue noted that Article I is a statement of the current, legal name of the church, i.e., Foothills Unitarian Church. As it stands now, the current name is followed by a list of past legal names. After some discussion it was decided that for the sake of clarity and brevity, only the current legal name of the church would be listed and the other names would be removed from Article I and included in the historical record of the church. Sara questioned why the church did not include the "Universalist" portion in the name of the church with Rev. Gretchen responding that the Unitarians and Universalists merged in 1968 and at that time in Fort Collins, the concept of "Unitarian Universalist" did not exist. She said that although the church is part of the Unitarian

Universalist Association, the church name never included the “Universalist” part and perhaps at some point in the future, there could be discussions about adding that part to the official church name.

Sue noted that Article II is a statement of the purpose of the church and that currently the church statement included in its purpose the seven principles, freedom from the pulpit and the sources of our living tradition. She mentioned that the governance committee had found a UU church whose statement of purpose was very brief and concise. Sara added that by adopting a brief statement of purpose, the bylaws would not have to be changed when the mission or principles of the church changed. After some discussion it was agreed that Article II would state: *The purpose of this church is to promote Unitarian Universalist principles through the shared vision, values and mission.* Sue agreed to send that statement back to the governance committee along with some additional narrative and direction.

### Item 2 - Restoring Wholeness archival updating procedural discussion.

Sue reiterated the board’s agreement that the senior minister and the board president would make decisions about substantive updates or additions to the Restoring Wholeness timeline. The board would then be notified and no vote would be needed to approve those updates or additions. With regard to this, Sue said that she and Rev. Gretchen decided that a letter previously received from Ryan Marvel would be included in the timeline and also in the appendix.

Rev. Gretchen also noted that the misconduct policy would need to state what the board’s authority would be as it pertains to misconduct and that any new instance of misconduct would come to the board. Sara agreed to make those changes as she updated Section 3 of the board policy book.

### Item 3 - Anti-racism linkage plan for the remainder of the 2021 board year

Glenn and Andrea suggested the board meet one hour per month to discuss four to five chapters of “My Grandmother’s Hands” and that they would lead those discussions. Glenn mentioned that the purpose in coming together was not to comprehensively go over each chapter but instead to experience this material together. Between monthly sessions, either he or Andrea would post a question taken from the study guide on basecamp for board members to consider, to journal about on their own and/or to give a response. Sue mentioned that if people chose to journal, this would be considered an internal process and kept private. Sue added that this was some of the most important work the board could do in awakening to the realities of systemic racism. It was decided that a regular meeting time for these anti-racism discussion meetings would be determined at our next meeting.

**The meeting was adjourned at 8:53pm**

Minutes written and presented by

Debbie Gentry, Board Secretary