

## Packet for Annual Congregational Meeting

June 3, 2018, 11:30 a.m.



In advance of the meeting, a more thorough packet was sent to all members. This packet can be accessed at this link:

<https://mailchi.mp/foothillsuu/2018-notice-of-meeting>

Contents of this Packet:

1. Final Meeting Agenda
2. Foothills' Covenant of Right Relations
3. Proposed Standing Rules
4. Sanctuary Vote Meeting Notes (not previously available)
5. 2018-19 Budget Summary
6. Governance Motion
7. Nominated Slate
8. Engagement Report (not previously available)

A few copies of the following are also available in hard copy for those who would like to have these in hard copy:

1. The full proposed budget for 2018-19
2. The full packet sent out in advance

**Annual Congregational Meeting Agenda  
June 3, 2018**



1. Call to order & chalice lighting
2. In celebration & remembrance
3. Announcement of quorum
4. Approval of standing rules (vote)
5. Approval of minutes from previous congregational meetings (vote)
  - a. Annual meeting – June 4, 2017
  - b. Special meeting on sanctuary – August 27, 2017
6. President's Report
7. Ministers' Report
8. Stewardship Team Invitation
9. Approval of the 2018-19 Operating Budget (vote)
10. Governance Committee Report
11. Affirmation of 2017 Votes on Policy-Based Governance (vote)
12. Election of Slate of Nominees (vote)
13. Space Committee Report
14. Closing remarks & adjournment



**Foothills Covenant of Right Relations (formalized in January 2015)**

We covenant to build a religious community guided by love and sustained by respectful relationships

which work towards the greater and common good.

Believing that building healthy relationships is a spiritual practice,

we aim to listen appreciatively, speak with care, express gratitude, honor and value our differences, and assume good intentions.

We will communicate directly, honestly and compassionately, particularly when we are in conflict, and we will not expect to always get our own way.

When we feel hurt or when we hurt others, we will try to forgive, make amends and connect in a spirit of love.

In celebration of the common purpose that unites us, we will do our best to abide by this covenant.

## **Proposed Standing Rules**

1. Members shall abide by the Foothills Unitarian Church Covenant of Right Relations.
2. No member shall speak more than once in debate on the same question until all members wishing to speak have done so.
3. No member shall speak more than twice in debate on the same question.
4. Comments made in debate shall be limited to a maximum of two minutes.
5. Any motions to amend must be in writing and in the hand of the President before the motion is made from the floor.

## Special Congregational Meeting

August 27, 2017

### Draft Minutes



11:35 AM — Meeting called to order by Erin Hottenstein, President of the Board of Trustees.

**Chalice lighting** – Conducted by Rev. Gretchen Haley, Senior Minister, and Rev. Sean Neil-Barron, Assistant Minister.

**Meeting Process** – Erin Hottenstein reviewed the meeting’s agenda and bylaw requirements regarding voting on issues of “Moral or Social Concern.” A vote of 75% in favor is required to adopt the resolution.

**Standing Rules** – Ed Beers moved to adopt the standing rules, which were offered in printed form to all in attendance. These are rules, he said, that have been used by the congregation at past meetings and which seemed to have helped facilitate said meetings. Nick Marconi seconded the motion and the motion carried.

**Sanctuary Team Presentation** – The Sanctuary Team presented their work to meeting attendees. In overview, the team reviewed the history of Foothills UU participation in immigration issues, practical needs of what becoming a sanctuary church would require, and the relationships and partnerships that have developed through the process and through whom Foothills UU would receive help in this endeavor, if the congregation adopted today’s proposed resolution.

**Q&A** – The floor was opened for questions and answers. There was a variety regarding many different aspects of the proposal.

**Motion on Voting Procedure** - Margie Wagner moved to change voting from a public process, whereby voters hold up a red voting card, to a write-in ballot. Ellen Richie seconded. The motion passed.

**Debate** – The floor was opened to any who wished to share their opinion on the proposed resolution – for or against. Sixteen people shared their thoughts and their contributions to the conversation were gratefully received. Michael, a youth leader, shared that a group of youth voted on the resolution in their own separate gathering; the tally was 10/10 in favor of the resolution. Conversation concluded and the debate floor was closed when no more wished to speak.

**Move to Adopt the Resolution** – Daniel Covey moved that Foothills Unitarian adopt the following resolution:

With our policies and procedures in place, as well as the established Guidelines and Limitations set by the Board of Trustees, the Foothills Unitarian Church affirms the following statement:

As people of faith and conscience, we pledge to resist any policies that target and/or deport millions of undocumented immigrants and discriminate against marginalized communities. We will open up our congregation and community as a sanctuary space and accompany our immigrant neighbors in their journey for justice and safety. We will work alongside our friends, families, and neighbors to ensure the dignity and human rights of all people. We hereby designate ourselves as a Sanctuary Congregation, aligning ourselves with the traditions and practices of the New Sanctuary Movement and affirming our willingness to receive a guest seeking sanctuary into our congregation and to provide hospitality support for them during their stay.

No second was needed because a committee brought the motion forward.

**Resumption of Voting** – Erin Hottenstein instructed voting members to write on the red voting cards provided:

- “Yes,” if they voted for the Foothills Unitarian Church to become a sanctuary church, and
- “No,” if they did not want the Church to become a sanctuary church

Ballot cards were collected. The meeting recessed to allow tallying to take place.

**Results** – Erin Hottenstein reconvened the meeting and announced the following tally:

- Abstaining – 3
- No – 10
- Yes – 152

The motion passed with 92% of the votes.

**Adjournment** - The meeting was adjourned at 12:44 PM.

Meeting notes submitted by Sara Edwards, Board Secretary.

Proposed Budget 2018-19 Summary

Line	Name	2017-18 Budget	2017-18 Estimate	%	2018-19 Budget	%	Amount Change	% Increase Over Estimate
<b>INCOME</b>								
1	Pledges	659,600	659,600	78.90%	684,820	75.09%	25,220	3.82%
2	Share the Plate (Net)	27,500	35,000	4.19%	48,100	5.27%	13,100	37.43%
3	Donations	23,000	38,000	4.55%	74,500	8.17%	36,500	96.05%
4	Fundraisers (Net)	30,600	28,000	3.35%	32,500	3.56%	4,500	16.07%
5	Programs (Net)	1,900	1,900	0.23%	900	0.10%	(1,000)	-52.63%
6	Investment Income	4,000	6,200	0.74%	5,640	0.62%	(560)	-9.03%
7	Sales	11,000	12,800	1.53%	10,840	1.19%	(1,960)	-15.31%
8	Release of Restricted Funds	2,500	54,500	6.52%	54,646	5.99%	146	0.27%
9	<b>TOTAL INCOME</b>	<b>760,100</b>	<b>836,000</b>	<b>100.00%</b>	<b>911,946</b>	<b>100.00%</b>	<b>75,946</b>	<b>9.08%</b>
<b>EXPENSES</b>								
10	Administration	248,954	288,890	34.56%	293,055	32.14%	4,165	1.44%
11	Building	74,136	77,000	9.21%	81,992	8.99%	4,992	6.48%
12	Lifespan Faith Formation	139,925	143,025	17.11%	163,328	17.91%	20,303	14.20%
13	Worship and Music	276,680	276,680	33.10%	303,716	33.30%	27,036	9.77%
14	Other	20,405	50,405	6.03%	69,855	7.66%	19,450	38.59%
15	<b>TOTAL EXPENSES</b>	<b>760,100</b>	<b>836,000</b>	<b>100.00%</b>	<b>911,946</b>	<b>100.00%</b>	<b>75,946</b>	<b>9.08%</b>

**Governance Motion**

I move to affirm the governance changes the congregation made last year during the annual meeting.



## **Nominated Slate of Candidates for Elected Positions**

### **Nominees for Board of Trustees**

#### **Glenn Pearson - Nominated for a Three Year Term**

I followed a well-worn path for some to Unitarianism being a lifelong non-religious person until Denise and I had children. We loved raising our kids in this wonderful Foothills community teaching them to respect all races and faiths, to cherish the earth, to fight for social justice, and so much more (including Buckhorn!). I came for children, but I fell in love with our church and Unitarian Universalism, and it has been almost fifteen years since my first visit to Foothills. A cornerstone of UUism for me is service. Currently I am an enthusiastic member of our shared ministries team and our future space committee, but over the years I have volunteered in other parts of our church including teaching RE. My regular job is in health care, and one passion for me in serving the greater community is doing advocacy work for universal health insurance. As far as diversions, I have many interests and never enough time!

#### **Brendan Mahoney - Nominated for a Three Year Term**

I am a somewhat new UU, having joined the church just over 3 years ago. While I was not raised in any church, I was lucky enough to have been raised with UU values not even knowing it. Since joining the church I have been able to help with 3 villages (one village one family). I served on the the Stewardship committee and have been on the Branding Team. My wife Hannah and I enjoy the Sunday services and our little boy has been going to the RE building since before he could walk. We love spending a summer weekend at Buckhorn with church friends.

Outside of church we manage a busy life as well. The time we spend raising our boy Kelly is most important and most gratifying. I am broker owner of At Home Realty and have been serving northern Colorado as a Realtor for over 11 years. We love to travel and spend time outdoors. We love the Fort Collins community and give back at every opportunity we can.

#### **Sue Sullivan - Nominated for a Three Year Term**

I'm Sue Sullivan, and I've been a member of Foothills since 2007. We joined our first UU congregation in Riverside, California, when our oldest was born in 1999, in search of an intelligent, compassionate, creative, and progressive village to raise her in. After moving to the nearby evangelical capital of California a few years later, we helped found a small UU fellowship there, with support from UU ministers in surrounding areas. When we were looking for a place to live in Colorado, Foothills' large and vibrant community sealed the deal on Fort Collins for us.

After careers in newspaper reporting, university public relations, and massage therapy (my right brain was feeling neglected), I decided to parent and home-school full-time. I taught RE for several years when our two children were younger and in the last two years I have served on the Committee on Shared Ministry and this year on the Music Visioning task force. As my intensive parenting years are winding to a close, I am ready and happy to contribute more deeply to the strong, intelligent, generous, empathetic, vibrant, and unique faith community that is Foothills.

### **Cheryl Hazlitt - Nominated for a Three Year Term**

I've been an interim Board member since November 2017 stepping in to fill a vacancy. Prior to this, I served on the Personnel Committee and worked to rewrite the employee guidelines handbook in 2016/17. I have served as an RE teacher as well as an adult sponsor on the 9th grade trip. Choir has been an important part of my church experience at Foothills. I participated in One Village One Family, and was changed by that experience, and serving as a coordinator for the Mobile Food Bank has been extremely rewarding. The auctions are a fun time when I have emcee'ed and been able to connect with other church members on outings.

I grew up the daughter of a Methodist minister and understand what being a church nerd means. That experience gives me a different viewpoint as a Board member. I remained a Friend for a very long time at Foothills but became a member when I felt sure that I could call this a church home. I've been incredibly proud of the actions we have taken in the last few years in establishing a new church governance model; providing sanctuary; having 2 ministers to serve our growing congregation; and becoming a visible leader in Fort Collins for social justice and action. If love is the spirit of this church and service is its law, then as a board member, I am tasked to provide leadership that maintains those characteristics and a vision that will keep this church in love and service beyond my time here. I continue to be amazed and grateful for the good-hearted and sincere people that persist in trying to do the right thing, and give thanks for the contributions each one of you bring to this time and place.

### **April Undy - Nominated for a One Year Term**

April Undy has been involved with Foothills Unitarian Church for over 18 yrs. She has a B.S. in Environmental Engineering, has homeschooled her 3 children, and is a 5 yr survivor of stage III breast cancer. She was happy to teach in R.E. nearly every year until her election to the Board of Trustees in 2016. April joined the church choir in 2006, started Song Circle 2008, and was in the Madrigal group until 2012. In 2009 she was hired as the R.E. Music Assistant at Foothills, a position she held for 2 years. She is trained as an O.W.L. teacher for grades 7-9 and 10-12. April became a member of Foothills after teaching her oldest's pre-school and kindergarten R.E. classes. Finding herself teaching R.E. yet again, she thought "You know what? I belong here!"

## **Nominees for the Nominating Committee**

### **Linda Kothera**

Linda Kothera has been a member of Foothills since 2006. She works as a molecular biologist for the Centers for Disease Control and Prevention (CDC) here in Fort Collins, studying insecticide resistance in mosquitoes. She's the proud mom of Zach, who is a junior at Poudre High School, and dog-mom to doodle Sally. She enjoys making things like shoes and sweaters, gardening, board games, and enjoying the outdoors. She looks forward to serving on the Nominating Committee in this exciting time of growth and progress in the church.

### **Elizabeth Stanley**

Elizabeth Stanley has been a Unitarian Universalist for more than 55 years, and joined Foothills Unitarian soon after moving from Dubai to Fort Collins in August 2010. She has served on the Board of Trustees and the Governance Task Force and is a member of the choir and the Senior Sisterhood Heart-to-Heart group. She serves as co-chair of the Foothills Chapter of UUJME (Unitarian Universalists for Justice in the Middle East), volunteers for Faith Family Hospitality, and has participated in many Foothills programs and activities. Outside of church, you might see her as a volunteer with Fort Collins Natural Areas, the Fort Collins International Center, the Lincoln Center, or out on a hike or bicycle ride with her camera.

## **Nominees for the Endowment Committee**

### **Julie Pass**

I moved to Kansas City from England with my husband and 3 children in 1992. We lived there for 18 years. We followed our eldest son to Fort Collins in 2010 and absolutely love it here. I enjoy the outdoor life style and spend many hours walking our dog, running and hiking on the trails. We have 4 grandchildren now - 3 in town and one in St Louis. I started coming to Foothills about 5 years ago and immediately felt at home. I have since become involved with Faith Family Hospitality and the One Village One Family Program through Homeless Gear. I also help homeless people to apply for benefits at the Murphy Center. I have thoroughly enjoyed serving at the Welcome Table and ushering on Sunday mornings. It's a wonderful way to get to know many of our members.

I would be delighted to serve on the Endowment Committee. I have years of experience helping to run my husband's dental office and I have served as the treasurer of the Fort Collins Running Club and treasurer of our neighborhood HOA. It is so inspiring to be a part of a progressive and caring community like Foothills. I am truly amazed by our achievements within the church and far beyond into the local community.

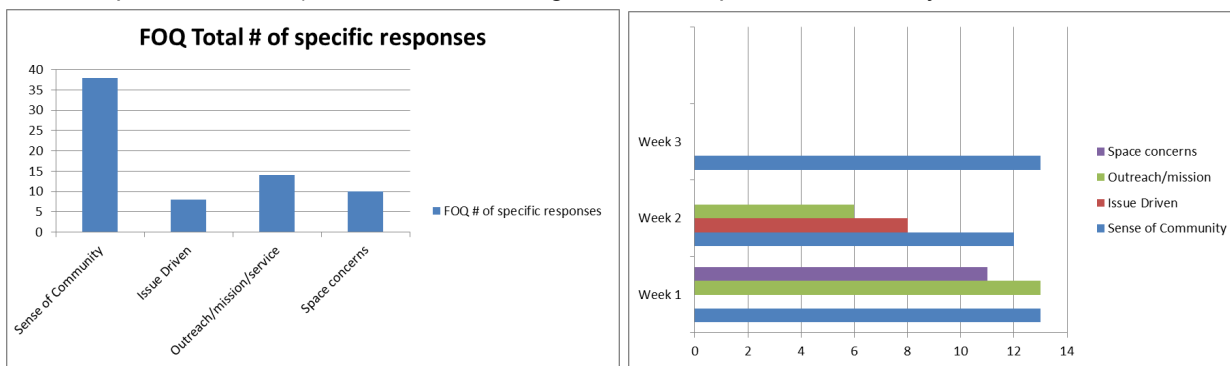
## Board Engagement Report (not previously available)

In order to discern the vision of the congregation, and assess the impact of our ministry as it relates to the fulfillment of our mission, the Board is committed to regular dialogue with the congregation's stakeholders. In the first half of the year, this engagement was focused on our future-oriented questions - which helped the Board clarify next steps for our congregation's vision. The second half of the year was focused on small-group meetings to ensure a broad range of feedback and engagement from a variety of members. Here are more details on these opportunities.

### First half of the year: July - August 2017

Our engagement with our future-oriented questions yielded a total of 48 respondents with 76 individual messages or statements. The main themes that surfaced from these participants included:

- Relationships/Community
- Issue Driven concerns (social/environmental justice...)
- Outreach/service/mission focus
- Space concerns (blend of "new building needs" to importance of beauty/nature elements in our spaces)



### Second half of the year: January - May 2018

The Board hosted monthly meetings with small groups during the second half of the year. During this time we met and engaged with approximately 316 individuals. The groups, numbers attended and issues of concern are identified below.

Month	# of Participants	Issues Discussed
January	13 members 1 minister Total: 14	New exciting energy in church Higher profile in the community Changing patterns of financial giving Space concerns & capital campaign needs New governance model in place
February	5 members, 2 board, 1 minister Total: 8	Expansion into more social justice very appealing Growth of church community, pace of change, plans for future expansion Plans for more community outreach 2 ministers, possibility of hiring a 3rd Clarification between Board work and Ministry work (governance)
March	8 members, 2 board, 1 minister Total: 11	Significance of small groups and classes for spiritual growth Issues of distance from southeast FC, Windsor & Timnath for members Staffing changes/updates Digital memberships & outreach
April: Senior Potluck	Approx 30	Space concerns and questions Plans for staffing, care of ministerial staff
May: Series of meetings, various sizes	Approx 250	Information meetings and processing small group sessions Changes in addressing with new governance policies put into place Moving forward: Restoring Wholeness Task force creation

