

Minutes from June 3, 2018 Annual Congregational Meeting

1. Meeting called to order by Board President, Erin Hottenstein.

2. Recognition of the marriage of Sean Neil-Baron and Charles Howes and gift from congregation.

3. Chalice Lighting by Gretchen Haley and Sean Neil-Baron, Foothills Ministers In Remembrance and Celebration of Life Names.

4. Business of Conducting this Meeting, Board President, Erin Hottenstein review of Standing Rules of Roberts Rules of Order and motion to be accepted by Ed Beers, motion carried by majority. Presentation of Meeting Agenda; motion to adopt agenda by Ed Beers. The motion carried by verbal assent. Approval of Minute from prior meetings in 2017 - 18; motion by Cheryl Hazlitt. The minutes were approved by verbal assent.

5. President's Report

Review of year with governance changes and other challenges. Overview of move from management to big picture and strategic thinking.

6. Minister's Report

Rev. Gretchen Haley acknowledged outgoing board members, Karen Johnese, Scott Denning and Erin Hottenstein. She spoke about the process of learning to live with sustainable energy rather than adrenaline based on 2016 events and of efforts and community in becoming a Sanctuary church. Finding meaning, purpose, resilience and joy. "This is how we're going to live for a long time, not forever" Increase in attendance in last 2 years moving from a program church to a resource church....what does our mission mean to our community. "What would it mean to transform northern Colorado for UU families?" Small group ministry: Sisterhood groups connections and Gather groups. 20% of our church participates in a small group this church year. We would like to have it at 90%. We are learning how to do it together. Supporting families is part of the effort.

Ministry Milestones

Justice updates. We shared \$58,000 with community partners and provided 29 grants totaling about \$14,000 to families in crisis due to sudden change in immigration status.

Administration changes: Our music director, Chris Reed is moving to Virginia in July., and song leader Hannah Gardner is moving to Ohio. We will hire interim musicians to get through the next year while we begin national search for fulltime Music Director.

In filling in behind Carolyn Myers resignation, we have used a consultant for interim assistance from Pat Mahoney. We will be planning to fill a new church administrator position and hiring a part time staff for ministry (ministerial resident) to help with small group support and training.

7. Stewardship Team

Wake now Our Vision report regarding 10% matching funds to Foothills for all qualifying legacy/estate gifts to FUU.

8. Operating Budget: Scott Denning

Budget information in earlier packet sent out. Review of income for 2018 (\$911,000) Pledges are #1 source of funding, but not enough for church growth. Experimentation on new funding sources with other community resources. Based upon partnerships with others who value our work and mission within northern Colorado. Embedding stewardship in the Life of the Congregation

Expenses: Funding breaks into Operations, Building & Grounds, Lifespan Faith Formation, Worship, Music, Pastoral Care & Leadership. Includes full share with UUA, we website, Administrator, consultants, staff training and lay leader support, music staff for interim, online streaming.

Scott Denning moved to approve budget for 2018 & 2019.

Discussion/questions:

Marty Tharp asked about restricted funds being released of \$54,000/restricted funds (Gretchen explained this was a portion of the \$100,000 gift that was not spent and moved into next years budget.) Gift also allowed us to restore cash reserves to appropriate amount. \$5000 dollars on balance sheet that was sitting on the books. This will be moved into the main budget funds.

Current chart of accounts: working to retool chart to remove “other” in order be more accountable.

Erin Hottenstein called for vote, budget was affirmed and adopted by vocal vote.

9. Governance Committee Report: Jody Anderson

Jody identified changes related to Policy Based Governance including the size and role of the Board of Trustees; Delegation of Operations, Policy Based Guidance, Committee Structure, Nominating & Leadership, Development. These changes went into place this last year. The shift of the Boards role intended to move to discernment and strategic planning. Jody moved to affirm the governance changes made during the last years annual meeting. Erin asked for discussion on this motion. Asked again. Called for vote. Motion carried.

10. Board Candidates for next Term and the Slate of Nominees: Linda Kothera

April Undy – Board 1 year term

Cheryl Hazlitt- Board 2 year term

Glenn Pearson – Board 3 year term

Brendan Mahoney – Board 1 year term

Sue Sullivan – Board 3 year term

Linda Kothera - Nominating, 3 year term

Elisabeth Stanley - 1 year term

Julie Pass – Finance, 3 year term

Question from the floor

Nate Donovan requested information as to why if a motion from committee no second is needed? Parliamentarian clarified that if committee presents a motion, it is considered as if a second is already included.

Erin Hottenstein called for nominations from the floor. None were submitted. Call for a vote by Erin Hottenstein. Voice vote carried, with unanimous approval.

11. Space Committee Update: Sara Steen,

Review of process and Journey Into Space. Sara address the process of determining our Space Requirements and need for various expanded committees.

Key Findings: We need to expand to a 400 seat sanctuary, double size of our Religious Education Building, social hall, kitchen and office suites. We desire to minimize environmental impact, embed green considerations/sustainably, maintain connection to outdoors, create flexible spaces that can be easily adapted to different uses.

Location Recommendation: The decision criteria included cost, missions of climate justice, social justice needs, future expansion ability, transportation options. This information can all be viewed on the Space Journey information on the church website.

How to get involved: committee needs; Space Committee meetings, Tues, 12:30 – 2:30

Space Related Questions & Answers:

Ann Molison: Visual idea of expectations to walk away with. Sara replied no illustrations at this point, but need to move out into the spaces surrounding us. We don't know what it will look like.

Regan O'Keefe: cost for elevator, desire for accessibility will be part of plan.

Susan Skok: solutions for parking? Sara: possibilities for surrounding land that we might lease, buy or secure parking options. Increased use of public transportation.

Ken Tharp: Design to include protection against tornados? For ongoing programs. FFH was mentioned.

John Mahoney: Brendan's dad. Dollar amounts we can afford to stay here versus moving.

Charlotte Bassenbaum: Plans to integrate site and gender inclusive restrooms. Sanctuary church into plan

Woman in blue jacket: Need for accessibility parking for those with special needs.

Tim Clouse: How did we get sanctuary capacity of 400. Gretchen: Looked at long range data provided by a member, looked at estimated future growth and likelihood of seeing a neighborhood church in n Colorado (Windsor?). UU churches nationwide with average attendance. 5 churches in country with attendance over 700. Largest is 1200. We don't want to get bigger than that.

Andrea Busbum: Lives in north FC. If its possible to include in budget and use of technology for satellite locations. Sean is all over it.

Chris Holland: 1) have you included the memorial garden in your plans? (it will be included)
2) Will church have a commercial certified kitchen?

Jim Smith: thanks to the committee! Did the plan include the 3 houses that are on this footprint? 3 houses along Constitution? WE have our eye on those, cost about 1.2 million to do that.

Lyndy Latta: What to do during the construction? We don't have that yet? Literally just made this decision a week ago? Maybe rent space from schools? Rent from other churches, and meet elsewhere? Possibilities.

What were the factors that made it the right decision to stay here? Relative cost of 2- 3 million dollar difference. Capital campaign experts estimate we can raise ~ 2.1 million, get a mortgage, = 4.2 million. Ability to stay in FC , hard to find 5 acre property in FC. Mission issues of climate justice, social justice,

Shirley white: Development of parking lot at Summitview, and idea of shuttling. Summitview is adding a tree. Shuttling people is an option with surrounding parking lots

Steve Undy: Parking and permitting required and neighborhood reactions to parking?

Last time we spoke with city situation was different.

Pat Kelly Owen: Loves signs along the street? Will we make permanent? Lets make it so! Adds to our visibility and recognitions within the community.

12. Closing remarks: Ed Beers, new incoming President

Thanks to Board members retiring, ministers and staff, appreciation to members and past leaders and their input and feedback. Grateful to all people that serve on committees and groups that keep this church going and participating. Its what we do to conduct church business, your involvement and participation that determines your effectiveness and participation. WE want to hear from you!

13. Meeting adjourned at 1:09.

Minutes from September 30, 2018 Congregational Meeting

Welcome and chalice lighting - Margie Wagner

Ann Mollison motions to accept the standing rules, Glenn Pearson seconded, motion passed, standing rules adopted.

Authorize Line of Credit

Brendan Mahoney motioned to approve line of credit. He provided information as to the intent of this line of credit.

Discussion:

Fran Wilson: \$75,000 – rare circumstances when this would be used?

Answer: Only used if payroll shortage of funds.

Scott Denning: In favor of the resolution, gives further explanation

Marty Tharp: Concern for cost of interest for line of credit; need to budget that funds are held in reserve and included as part of budget process. Objects that it lessens pressure for funds needed to manage church operations.

Regan O’Keefe: What does this represent as part of our overall budget.

Answer: Less than 10% of overall budget

Jerry Hanley: Similar issues in history of church, church was given loans by members to pay bills, done by small and medium sized businesses; this provides a safety point. (interest is required, but a minor expense).

John Tippet: Question? Expenditure to pay, this would be paid only if reserves are expended.

Answer: Yes

Sue Taylor: Architecture and future building costs. Would this be used to pay these costs? Would this line of credit be used?

Answer: This is not for building budget, but as a financial tool for budget management.

Steve Tenbrink: 2 churches he was in previously; had money in reserves.

Someone suggests doing monthly reduction from checking account.

Former treasurer speaks in favor of line of credit.

Answer: No, this is for extreme future circumstances.

Bob Taylor: Do we have reserves set aside that are invested, not invested; set aside from working budget. Current capital fund?

Answer: Yes, there is a reserve of about \$75,000

Jim Smith: Borrowing of money from congregants in the past.

Jeff Barnes: Good safeguard in needs for cash over the life of the fiscal year.

Need to include some interest expense in budget

Mary Louise Gerek: does not think borrowing from congregants is good fiscal policy

Curtis Mays: suggestions for changing pledge amounts

Karen Harder calls for question, Peg Morrison seconded

Motion to call question passed.

Amendment made by Brendan for authorized line of credit: motion passed; 2 opposed

Motion to Approve Bylaw Change for Internal Associate Call

Joan Woodbury: Made the motion to amend current bylaws to add “A Search Committee is not required when an Assistant Minister currently employed by Foothills is considered for calling as Associate Minister.” Joan outlined the distinction between Assistant to Associate Minister and need for change in bylaws. Today’s vote is to focus on change in bylaws.

Discussion:

- Daniel Blum: Proposed bylaw do not clear up all the ambiguity. Item #2 needs clarification in language; can he propose an amendment to modify the language in item 2?
 - Makes a motion to amend bylaws to have additional sentence to read: Article IX, Section 3: A. 2: “A Search Committee is not required when an Assistant Minister currently employed by Foothills is considered for calling as Associate Minister. When a search committee is not required pursuant to Article IX. Section 3: A. 1. then the Board of Trustees **shall** recommend the Assistant Minister currently employed by Foothills to the Congregation for calling as an Associate Minister.”
- Motion was seconded:

Discussion:

Amendment to amendment: “shall to may”

Voting on changing “shall” to “may” passed

Amendment to the amendment – motion carried

Original Proposed amendment called to question:

Discussion:

Ken Tharp voiced his objection to the amendment

Marty Tharp: Voiced her desire to do a wider search for all ministerial positions, including previous search for senior minister, sees no reason to limit our choices

Maria Logsdon: feels this gives too much power to the board/allows control

Jerry Hanley: Response to Marty – a point of discussion, if a national search is done in conjunction with a current minister, is that fair to the process.

Lenny Scovel – It is in the congregation’s discernment of who we call because it gives clear leeway for the board

Joan clarifies this effort is to discern if this is the right minister for the congregation at this point.

Mary Pridgeon – This sets a precedent to have or not have a search committee.

Ann Mollison – Our ministers could easily be grabbed away from us.

Karen Johnese called for the question: Vote passed.

Amendment changed to be accepted.

Passed motion: “A Search Committee is not required when an Assistant Minister currently employed by Foothills is considered for calling as Associate Minister. When a search committee is not required pursuant to Article IX. Section 3: A. 1. then the Board of Trustees **may** recommend the Assistant Minister currently employed by Foothills to the Congregation for calling as an Associate Minister.”

Announcement of Architect Selection

Karen Johnese introduction and space team committee members

History and background

What Happens Next: Visioning process; what is it we are about. Timeline of events

Urged to read space team newsletter

Presentation by Architect - Peter Ewers/Ewers Architecture

Closing & Adjournment