



Foothills Board of Trustees
Approved Regular Meeting Minutes
April 21, 2022

Board Members Present: Sue Sullivan, Walter Nash, Andrea Delorey, Richie Nelsen, Linda Kothera, Mary Klecan and Rev. Gretchen Haley (ex-officio)

1. Board discussed appointment of Walter Nash to the position of President-elect. Richie Nelson proposed, Sue Sullivan seconded.
2. Board voted to move \$100,000 of capital campaign money into the operating fund as a temporary cash management tool, to be restored to the capital campaign accounts when this year's income stream allows. Approved unanimously.
3. Board authorized the use of the Federal Employee Retention credit in support of church operations.
4. Ministry Report
 - a. Gretchen spoke of efforts to move the congregation forward towards post-covid times, emphasizing our values and looking toward the future.
 - b. Three candidates were interviewed for the Music Director position. Two will be asked to come onsite. No candidates of color were finalists. It was mentioned that this position will represent a position that brought past trauma to the congregation, and that having a person of color having to shoulder that additional burden may have been a big ask. Also the lack of persons of color as finalists should remind the congregation that we have more work to do to be an anti-racist congregation.
 - c. Finance team. Fundraising update. The decision was made not to hire a paid consultant for the coming stewardship campaign. It will cost less to hire office staff to help with the work and have Jenn Powell be the project manager for fundraising.
 - i. Gretchen talked about making a fundraising book with milestones, mission, vision, stuff folks can point to while getting pledges. Then, meet with 40 or so members who are at the core of providing financial support to the church. Then have those people ripple out to have more meetings, then do a public launch in September. We were advised to "uncomplicate the ask" by focusing on vision.
 - d. Linkage discussion
 - i. Emphasis on connections and relationships, centered around values and vision - "who do we want to be now?", "what does it mean for us to be the church now?". Fundraising is a natural part of this process.

- ii. Discussion about populations we will reach out to beyond currently attending people:
 - 1. People who left
 - 2. People of color
 - 3. People of more diverse backgrounds
- iii. At some point, bring Laura Park in again to talk about next steps, given that we've narrowed down our linkage goals a bit.

7:18 pm, end Ministry report.

- 5. Policy revisions
 - a. Board discussed and voted on word changes in the policy book. Need to follow up with appropriate monitoring framework.
 - i. Global delegation to Senior Minister
 - ii. Sr. Minister compensation
 - iii. Conflict of Interest
 - iv. Professional codes of conduct
 - v. Archives - document retention policies
- 6. Board discussed the current state of Leadership Development process
 - a. Gretchen and Jenn Powell will do an abbreviated LD team orientation/training for the people coming onto the Board
- 7. Board discussed Bylaws changes, specifically how to present the final document
 - a. Present as a finished piece, emphasizing being able to now move on.
- 8. End at 8 pm

Minutes written and presented by Linda Kothera