



**Foothills Board of Trustees
Regular Meeting Minutes
Date 11-3-22**

Board Members Present: Sue Bloomfield, Andrea Delorey, Diana Hutchinson, Linda Kothera, Walter Nash, Gretchen Haley (ex-officio Board member)

Others present: Katie Watkins, director of Finance and Operations

Consent Agenda

October Draft Board meeting minutes. A motion was made to approve the minutes as written. Motion approved.

Regular Agenda

Monitoring. Andrea and Diana reported that they met to discuss Board self-monitoring, with updates to be presented at a future Board meeting.

Monitoring. Andrea and Linda met to work on aligning the employee handbook with board policies. Progress has been made and the work should be finished by the January Board meeting.

Annual Board Goal Oriented Work

Linkage update. Andrea, Walter and Linda reported back to the Board from their meeting as the Linkage committee. Board discussed several directions that could be pursued to engage our sources of authority and accountability outside of the congregation. Understanding that this work informs the visioning process that happens every 7 years, the Board considered ways to learn about the changing ways people engage with church, challenges/opportunities encountered, and who to talk to to expand our vision.

Ministry Report

Budget Report. Gretchen and Katie presented slides on the progress to date with establishing a budget, and provided an update on progress of the pledge drive.

The budget reflects an increased demand for care and engagement, but currently without a commensurate level of pledging. It was noted that staffing levels are just now

back to pre-pandemic levels. Plans to present and pass a six-month budget at the December congregational meeting were discussed.

Staff compensation was reviewed, and it was noted that work remains in paying some staff members at an amount near the middle of the range for similar positions, as per data collected by the UUA. Cost of living adjustments are forthcoming for most senior staff.

Income data from various sources were also reviewed.

Board discussed emerging details about the upcoming construction loan, whose interest rate has increased substantially due to rate increases by the U.S. Federal Reserve. The construction timeline is such that plans are currently to engage the loan in January or February 2023. Work is ongoing to understand the full effect these rates will have on our mortgage payment, and the various options we have to minimize their impact. Gretchen and Katie informed the Board of an upcoming meeting to engage a small group of congregants in discussing possible solutions.

Regarding the pledge drive, Gretchen noted that a small group of congregants are organizing pledge data and keeping track of when members have been contacted regarding the drive. The Board gratefully acknowledged the work done in this area.

Building update. No building update aside from budget discussions this month.

Restoring Wholeness work. No restoring wholeness work discussed this month.

What does the congregation need to know?

Board will vote to affirm a budget at the December 11th congregational meeting, which will take place online at 1 pm.

Pledge drive ends December 1st and all members are encouraged to get their pledges in by then.

The meeting was adjourned at 8:35 pm

Minutes written and presented by Linda Kothera