



**Foothills Board of Trustees
Regular Meeting Minutes
January 5, 2023**

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

Absent: Walter Nash

Consent Agenda

The December Board of Trustees meeting minutes were approved without objection

Regular Agenda/Goal oriented work

Linkage Update

Board discussed recent progress made with linkage efforts, including the idea to partner with the church's Intersection Team, which is composed of the following justice-related teams at Foothills:

Sanctuary Everywhere

Food Bank

Faith Family Hospitality

Climate Justice

Racial Justice (this group may merge with immigration justice efforts)

Global and Peace

Reproductive

LGBTQ

These groups will identify 1-2 core community partners, and arrange a meeting with them, someone from Ministry and a Board Member. The topic of the meeting will be a discussion of how Foothills can be an effective community partner. The partners will be identified as Share the Plate recipients.

This effort will be overseen by a Coordinating Council whose tasks will also include trying to find intersections and determine priorities.

The meetings will inform future activities of the various justice groups, and ultimately inform the content of Foothills' next vision statement.

These efforts will be connected to celebrations of Foothills' 125 year anniversary, and will include an emphasis on what our next vision statement will include (such that the visioning process is iterative).

Approximate timeline: January-April 2023 to have initial partner conversations.

Board noted that church values inform our justice work, and that the church website should be updated to reflect these efforts.

End 6:23

Monitoring

Employee Handbook

Andrea Delorey and Linda Kothera reported on efforts to finalize the alignment of the Employee Handbook with Board policies. This work has been completed and suggestions for changes submitted to Katie Watkins.

Bylaws Revision

Sue Bloomfield reported on efforts to finalize Bylaws revisions, including how the committee will introduce the changes and updated document to the congregation. This will take the form of a "key edits" document. Plans also include a small number of town hall-style meetings, with at least one occurring online. People involved include Sue Sullivan and Doug Powell. Timeline is to hold information sessions in March-April, in time for the congregation to vote on the issue at the Spring congregational meeting.

The Board then listened to and discussed some of the key edits, including changes to the Endowment Committee, and making a more solid connection between membership and financial support of the church.

Board decided to hold a "third Thursday" meeting to finalize messaging regarding the Bylaws revisions.

7:02 end

Ministry Report

Gretchen reported on efforts by Foothills to assist in meeting the basic needs of a group of migrants arriving from Venezuela. Significant donations of money, supplies and time were donated by Foothills members and staff. The experience illuminated ways the Fort Collins community can respond more effectively when another group arrives and needs assistance.

Gretchen also provided an update on giving, and indicated she thought the budget would end up in negative territory. However, engagement numbers are good. Lots of people coming to services and involved in small groups.

Board discussed efforts still needed to monitor that the Board is interpreting policy in a reasonable way.

Board discussed the ways in which people are pledging and how the recent pledge campaign is defining who wants to be involved with the church going forward after the pandemic. There are 52 new pledging units, which is very good.

Gretchen gave an update on member financed loans. An agreement is being finalized with a lawyer and the solicitation will be sent out around January 23, 2023.

End 7:46

Board discussed adding Joan Woodbury as a 7th Board member through the end of the church year to fill the remainder of Richie Nelsen's position for this year (one year remaining). Motion was made and approved. April Undy will serve as a Linkage Liaison.

Board discussed vacancies in elected positions for the coming church year. Needs include: one three year term Board member who is president-elect; a three year Trustee position to replace Mary K; a one year Trustee position to fill the remainder of Richie Nelsen's term; and a two year Trustee position.

The meeting was adjourned at 8:13

Minutes written and presented by Linda Kothera