



Foothills Board of Trustees
Regular Meeting Minutes
Date 10-12-2023

Board Members Present: Beth Adams, Sue Bloomfield, John Hill, Diana Hutchinson, Mary Klecan, Linda Kothera, Walter Nash, Gretchen Haley (ex-officio)

Absent: none

Others present: None

Consent Agenda: The September Board meeting minutes were approved without objection.

Regular Agenda

Board Discussion

Health and Safety

The Board discussed safety at the church with respect to the different responsibilities of Ministry and the Board as outlined by Board policy.

- Discussed a recent disruptive visitor, as well as a construction-related issue
- Decided that wording to policy 2.3 should be added saying that, in partnership, Ministry will inform the Board of situations that impact health and safety, especially of vulnerable populations, with the goal of mitigating risk and living our values.
- Diana agreed to draft a policy update to reflect this clarification

Restoring Wholeness Committee

Walter provided an update on Foothills' ongoing efforts seeking restorative steps in addressing harm caused by its former Music Director

- After some discussion, Foothills decided to wait until after the new building is open to take further steps
- It was noted that the City of Fort Collins has resources aside from mediation that may be appropriate for Foothills to utilize

Linkage workshop with Chris Hutchinson as facilitator

- Board will meet on October 26th to discuss how to come up with a “big question” to ask of our sources of authority and accountability in order to inform our linkage work

Board self monitoring

- Diana initiated a discussion of how to obtain feedback on the Board Handbook
 - Linda agreed to detail duties of the Board Secretary, and to write up and save notes from the Board retreat

Ministry Report

Gretchen reported on Policy 3.2.2 for October’s monitoring work, and talked about efforts to develop a budget for 2024 and employee compensation

- The church will be getting (and financially compensating) a Ministerial Intern in summer 2024
- There are to be almost 11 FTE positions at the church in 2024
- The church will also pay for contract positions for work relating to custodial services, accounting (Your Part Time Controller; YPTC), guest ministers for Sunday services, music, and child care
- Regarding FTE compensation, Gretchen discussed the goal of paying FTE positions at 92% of “midpoint”, a metric based on compensation across other UU churches. Foothills is getting closer to paying employees at that level, but more work needs to be done.
- All FTEs will get a 3% cost of living raise in January 2024
- Gretchen discussed the Executive Team’s work formulating a budget, and commented that the services of YPTC have allowed a greater degree of confidence in efforts to make financial forecasting models for the church
- Gretchen gave a brief building update, mostly with respect to how potential compensation for construction related damages and delays will potentially affect the budget. Also, there was at the time of the Board meeting no firm date when the church would receive the Certificate of Occupancy for the new building space.

The meeting was adjourned at approximately 6:30 pm.

Minutes written and presented by Linda Kothera