



Foothills Board of Trustees
Regular Meeting Minutes
Date 6-13-2024

Board Members Present: Beth Adams, Sue Bloomfield, John Hill, Mary Klecan, Linda Kothera, Susan Williams

Absent: Diana Hutchinson, Gretchen Haley, Peter Moore

Others present: Sean Neil-Barron, Walter Nash

The Board was very pleased to have former Board President Walter Nash attend the meeting. The Board is grateful for his service, and wishes him the very best on his journey.

Consent Agenda:

The May Board of Trustees regular minutes were approved without objection. The June Congregational meeting minutes were affirmed without objection.

Regular Agenda:

Congregational Meeting Feedback

The Board discussed the recent congregational meeting.

The feedback received regarding the new format for the June congregational meeting was positive. People were pleased with the intergenerational interactions made possible by sharing a meal together. People felt safe and welcome. The food worked out and everyone who wished to had something to eat. It felt relaxed yet intentional. Several people who were new to the church attended. People felt empowered by the small group format.

Linkage conversations

Sue reported on a linkage meeting she attended with lay leaders of First Unitarian in Denver.

- They discussed the Front Range lay leader meeting that is being planned for Fall 2024 at Foothills.
- Their biggest challenge has been that they are losing members.

- Feel like they are rebuilding. Had lost the ritual of welcoming new members, and are planning to restart those practices.
- They are active with their community partners. Some examples included ballot initiatives, immigration justice, Denver Black Reparation group.
- They haven't done visioning for about 10 years.
- They are planning to have some strategic planning meetings
- Were interested in how the Foothills lay leadership is structured (Board, governance, bylaws)

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Board discussed this years' [Board goals](#)

1. Raise our visibility in the congregation.
Connections with long time members. Board discussed the extent to which efforts have been made to gauge how such members are doing and whether they are feeling connected to the workings of the church. Going forward, the Board will initiate a more consistent schedule of opportunities to meet with congregants.
2. Lay the groundwork to prepare for next iteration of vision
Yes, efforts are underway
3. Link to Sources of Accountability & Authority
We are off to a great start in this ongoing process.
4. Update Board Handbook
Done
5. Committees launched and running effectively
This included a Policy Committee and a Linkage Committee. Yes, both launched and running.
6. Prioritize Future Focus in every board meeting
Yes
7. Complete tri-annual review of Senior Minister - done

General comments from Board members included praise for the workshop presented by Chris Hutchinson about how to come up with the questions we should ask in the visioning process.

The Board then discussed its own [self-monitoring report](#).

The spreadsheet to guide this process was reworked by Beth to add columns for better interaction with the process. The Board mostly discussed the items listed for June. There were some gaps and things not addressed. Beth will create a mid-year check in for Monitoring work to ensure that items don't get pushed to the end of the year.

Some specifics:

- Regarding policy 4.2.4: Has there been an internal review or external HR audit? Board to check with Gretchen in July 2024 regular Board meeting.
- Nominating Committee will meet with Gretchen in July
- Policy and Bylaws
 - Need to bring membership requirements unambiguous between the two documents.
- Mary mentioned the need to clean up the Google Drive and the Basecamp spaces that hold Board documents.

Other procedural items

- Gretchen will schedule a Board Orientation for July or August
- Mary previously asked Board members about their preferences for serving in positions in the Board. She assigned the following at this meeting:
 - Beth A: Vice President
 - Sue B: Treasurer
 - Susan W: Secretary and Linkage Committee
 - Diana H: Policy
 - John H: Nominating Committee
 - Peter M: Restoring Wholeness Committee
 - Mary K: Restoring Wholeness Committee
- Sue B mentioned an item for next year's Board to address. Work needs to be done with regard to salary parity for the ministerial staff.

Ministry Report

No ministry report this month

Checkouts/ What does the congregation need to know?

- New Board positions have been assigned
- A synthesis of the June congregational meeting is coming

The meeting was adjourned at approximately 6:30 pm.

Minutes written and presented by Linda Kothera