

Foothills Board of Trustees
Official Meeting Minutes
Nov 19, 2024

Board Members Present: Mary K., Beth M., Diana H., Sue B., John H., Susan W and Rev. Gretchen

Absent: Peter M.

Celebrations

Mary arranged for a flower arrangement that was given to Katie W. It was shared in gratitude for her tireless efforts to support the Foothills finances, pledge drive and budget report and proposal. She, along with ministers and staff, handled unforeseen facilities challenges in a proactive, solution-oriented way - particularly recent plumbing issues.

Consent Agenda

Oct BoT Minutes approved (note: no official Sept 2024 BoT meeting)

General Board Work

Budget Proposal

The 2025-26 budget proposal was reviewed to clarify additional Bot member questions around discrepancy between mortgage and member loan amounts and decisions that went into proposed staff salary increases.

Gretchen stated that a mini capital campaign (in the \$200,000 range) next year would support staying on track with Foothills' 5 year financial plan. Regarding salary increases for ministers, Gretchen feels strongly that the right time for this action will be when member pledging and giving increases at a rate that aligns with the cost of living. She is supportive of minister salary increases and would like to see this addressed again in the future.

The 2025-26 budget proposal was affirmed - with an understanding that there will be a few minor adjustments prior to Dec Congregational Meeting.

Beth made the motion to affirm and Susan provided a second.

Linkage

Beth and Diana met with Clay Frickey, Fort Collins Planning Manager. Highlights included sharing the city vision, the importance of light rail service to Denver/Front Range, stressing the need for "Third Spaces" for people to gather and the prediction that in 40 years, Greeley will grow into a place of greater affluence and diversity.

Diana has scheduled a January meeting with City Managers of Windsor and Timnath.

Susan will be meeting in Nov with 2 members from Windsor interested in joining Foothills and would like to ask questions and share thoughts.

Sue has completed meetings with the Inquirers Group.

Committee Reports

Nominating Committee - John shared updates and brought some questions to the Board to move their work along. It was confirmed that Diana H and Sue B will be completing their terms at the end of the current year. Gretchen confirmed the Nominating Committee will provide a report

with two qualified candidates to be nominated at the June Congregational meeting. The Board was asked to identify specific skill sets that would compliment the current group. An outline of Board member qualifications can be found in the Policy Handbook. John shared that the next meeting would include these considerations and be focusing on the scope of the nominating process ahead.

Policy Committee - Diana shared that next meeting would include more input for the Policy Book. Archives and record retention policy needs to be updated and Mary will be assisting the committee with that.

Restoring Wholeness Committee - Gretchen made a proposal that the Restoring Wholeness Committee be moved from the Board to Ministry. This will be revisited at an upcoming Board meeting.

Monitoring/Minister's Report

Gretchen provided staff updates: (As of the writing of these minutes, all the following staffing information has been shared with the congregation.)

- Cheyenne has resigned their position as intern minister, sharing that this was not the right time to move into a large church internship as the present time. Gretchen is currently discerning how to adjust this full 1.0 FTE, with special consideration to her upcoming sabbatical.
- Benjamin Hansen has been hired as choir director and is “happy and enthusiastic” to take on this role and has committed through the end of May 2025. (10-11 hours per week) At that time, there will be a check-in to determine his continuation.
- Sophia Miller has agreed to stay on as Music Director (34 hours per week) and will largely work remotely, with one in-person visit per month. She is hoping she can be in Fort Collins for the entire summer.

What does the congregation need to know?

- Staffing updates
- Budget proposal will be shared at the Dec 12 Brown Bag Lunch discussion and on Dec 15 at the Congregational Meeting (dates updated post meeting)
- Board has received interest from members that regular communication is appreciated. Next steps with this will be on the agenda for the next working Board meeting.

The meeting ended with gratefulness and adjourned at 6:30 PM

Minutes written and presented by Susan Williams