

**Foothills Board of Trustees  
Meeting Minutes  
Dec 17, 2024**

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

**Absent:** none

**Celebrations**

Gretchen's birthday was celebrated with a cake, good wishes and singing.

**Consent Agenda**

Nov 2024 BoT Minutes approved

**Minister Updates**

Gretchen shared that Foothills, the Drag Christmas performance and performers and Rev. Sean have been targeted online with hateful, harassing comments and video posts. Foothills leadership contacted the UUA for guidance on the matter and were affirmed that our current safety measures were in good shape. The UUA is creating a video message to the Drag performers, along with response and backing from Rev Sean, to extend their message of encouragement and support. Foothills has prioritized the well being of the performers in this matter. Foothills has contacted all people who were in any videos posted to notify them of the situation. The church safety plan has been reviewed and any additional safety considerations for upcoming events are being addressed. Gretchen asked the Board to meet this challenge by showing up, staying engaged and grounding ourselves in the mission of the church to unleash courageous love. Board members committed to reviewing the safety plan.

**General Board Work**

- **Review 12/15/24 Congregational Meeting**

Members felt positive about how the meeting was attended, facilitated and received by members. A quorum was reached, questions were responded to and the proposed Q1 budget was approved. Katie and Mary will be collaborating to compose a follow up letter that will summarize meeting highlights and emphasize how members can help with the \$150,000 budget shortfall.

- **Linkage**

No new meetings to report

**3. Committee Reports**

**Nominating Committee** - Board discussed that new trustees be considered that can fill the roles, talents and skill sets that departing members Diana and Sue have brought to their board work. Gretchen requests that the Nominating Committee provide her with a list of candidate qualifications following their next meeting in January.

**Policy Committee** - Diana shared that the committee is drafting revisions to the Policy Book in order to streamline language and content, make them easier to read and more efficient to monitor.

**Restoring Wholeness Committee** - Rev. Gretchen, Rev. Elaine, Sue Sullivan, Sara Steen, Peter and Mary met to consider moving the Restoring Wholeness Committee from the Board to Ministry. Following discussion and review, they determined that Ministry was where it would best reside. Gretchen further explained how this committee work would be more generally integrated in future training and a preventative approach to possible staff misconduct. Changing the name of the committee would also be a likely outcome of this transition. Current misconduct policy would remain as part of Foothills Board Policies. As the Restoring Wholeness Committee is presently a part of Board policies, a Board vote is required to make this change. Diana moved to vote on this policy change at this meeting. Sue made a motion and Beth seconded the motion. A vote was taken and there was a unanimous Board decision to approve the Restoring Wholeness Committee from the Board to Ministry.

#### **4. January Congregational Small Groups (Linkage)**

Mary led a discussion to discuss and consider logistics for a series of small group linkage sessions. These sessions would emphasize deepening connections and partnership with Foothills in order to work toward our mission and future growth. Possible guiding questions for discussion were generated at the working Board meeting on Dec 3, as part of the Congregational Meeting on Dec 15 and at this official Board meeting:

- What are the church/faith experiences people need?
- What are the tools/framework unique to our church and UU faith?
- How are we called by our faith to show up?
- What are our best strategies to inspire and teach partnership?
- What creates openness and makes people want to keep showing up?
- What is my role in welcoming new people and encouraging partnership?
- How might I strengthen and deepen my own partnership with the mission of Foothills?
- What comes to mind when wrestling with the idea of being a guest or a partner of our church?

Mary will invite Lauren F to the Jan 7 working meeting to collaborate on these sessions. The ideas to offer childcare or a light meal were suggested. Beth proposed including Linkage Committee members Hudson and April to attend as well, in order to gauge and encourage their continued interest in the committee work. They might serve as small group facilitators at these small groups or in other identified roles. Gretchen challenged the Board to consider what demographic groups might be helpful in these sessions. Some ideas were; new members, long-term members, parents, this year's donors and The Grove members. Four sessions - 2 on Sundays, 1 weekday and 1 evening sessions with a light soup supper was agreed upon. Mary will connect with Jenn this week to look at the church calendar, meeting locations, resources and marketing needed to make these sessions available to interested attendees.

#### **Monitoring/Minister's Report**

No formal Minister's Report this month.

#### **What does the congregation need to know?**

Invitations will be extended for the January Congregational Small Groups once all logistics are confirmed. Possible title for these conversational sessions might be *Partnering for Our Future* or something similar.

**The meeting ended with gratefulness and adjourned at 6:40 PM**

**Minutes written and presented by Susan Williams**