

3.1 Board-Executive Leadership Linkage

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3.1.1 Board–Senior Minister Relationship

The Board and Senior Minister shall maintain a collaborative, covenantal partnership grounded in trust, mutual accountability, and shared commitment to the Mission, Values, and Vision of Foothills Unitarian Church.

Accordingly:

1. Only decisions of the Board as a whole are binding on the Senior Minister.
2. The Board and Senior Minister jointly engage the congregation to define Mission, Values, and Vision.
3. The Senior Minister annually presents a Vision Interpretation aligned with the Ends, to be approved by the Board prior to budget adoption.
4. The Senior Minister informs the Board of major shifts in operations, staffing, finances, safety, or public visibility.
5. The Board and Senior Minister partner on content and communications related to Congregational meetings.
6. The senior minister may recommend honorary or special covenantal status (such as Community Minister or Minister Emeritus/Emerita) to the Board for approval. These designations affirm a clear covenantal relationship and support ongoing alignment in any continued involvement with the Church and its mission.
7. The Senior Minister provides timely counsel on relevant developments within the denomination, region, and community.

3.1.2 Senior Minister Compensation

The Board shall ensure that the Senior Minister's compensation is fair, competitive, and aligned with UUA salary guidelines.

Accordingly:

1. The Board reviews and determines the Senior Minister's compensation annually in conjunction with the budget process.
2. Compensation decisions shall account for experience, tenure, cost of living, and internal parity.