

# Appendix A: Glossary and Definitions

- Congregants: Includes all participants, members and regular attendees of the Foothills Unitarian Church.
- Employee: Any person who has been hired by the Foothills Unitarian Church.
- Religious Professional: Generally, this is a designation that includes those who have received advanced training and/or certification in their field, particularly as it relates to Church leadership. In our staff team it includes the ministers, the Director of Faith Formation and the Music Director.
- Member: Any person who has signed the membership book at the Foothills Unitarian Church.
- Head of Staff: The person responsible for supervising the staff team and is either the direct supervisor or the supervisor's supervisor for every person on staff.
- Senior Minister: The called minister who is designated per Board policy to act as Head of Staff for both paid and volunteer staff.
- Church: The members, friends, community and institution of the Foothills Unitarian Church.
- Clergy: Any professional, fellowshiped ministers employed by the Foothills Unitarian Church.
- Volunteer Staff: Any non-paid person who helps to make things happen at Foothills.

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