

# Stewardship & Fundraising

- [Individual Fundraising for Staff Gifts](#)
- [Fundraising for External Organizations on Foothills Premises](#)

# Individual Fundraising for Staff Gifts

At Foothills Unitarian, we are committed to expressing appreciation for our staff in ways that are aligned with our values of equity, transparency, and shared responsibility. All staff members are compensated fairly for their time and talent, in alignment with our compensation philosophy and UUA salary guidelines.

To maintain clarity and integrity in our fundraising practices, **individual fundraising efforts—such as collecting cash or gifts from participants—for staff members are not permitted without prior approval** from the Executive Team or Board of Trustees.

## Why This Matters:

- **Confusing Funding Narratives:** Informal gift collections may imply that staff compensation is dependent on individual generosity rather than on the church's structured and intentional funding through pledges and the operating budget.
- **Undermining Stewardship:** In some programs—such as the music ministry—we've seen participants who do not contribute to the church's general fund but are willing to give to staff-specific gift efforts. This creates an alternate giving channel that draws resources away from the shared stewardship that sustains the entire ministry.
- **Equity and Fairness:** Allowing informal collections for some staff roles and not others introduces inequity and can unintentionally create divisions or perceptions of favoritism.
- **Commitment to Fair Compensation:** Our staffing model is built on ensuring all employees are paid fairly for their work. When participants supplement staff pay through informal gifts, it can unintentionally signal that staff are underpaid or reliant on outside generosity, undermining our commitment to equity and professionalism.

## Appropriate Ways to Show Appreciation:

- Personal notes, cards, or words of thanks are always welcome and meaningful.
- Celebrations organized by participants (without monetary collection) may be appropriate, with staff recognition as part of the program.
- In special circumstances—such as milestone anniversaries or significant personal events—**the Board of Trustees may authorize a formal staff appreciation campaign**, coordinated by the Executive Team to ensure alignment with overall stewardship and communication goals.

# Fundraising for External Organizations on Foothills Premises

To protect the integrity of Foothills Unitarian's fundraising efforts and to avoid confusion regarding the Church's organizational priorities, the following policy applies to any fundraising activities hosted on Foothills property:

## 1. Restrictions on Fundraising by Foothills Ministers and Staff

Current Foothills executive staff, ministers (including affiliated ministers), or other individuals acting in an official ministerial or staff capacity may not solicit funds, promote, or lead fundraising events for external organizations *on-site at Foothills Unitarian*.

- This includes hosting events that may be perceived as fundraisers for another organization, particularly when promoted to or attended by Foothills congregants.
- This restriction exists to prevent confusion or perceived endorsement of external causes above Foothills' own financial priorities, particularly the operating budget and mission-aligned programs.

## 2. Building Use by Congregants for Private Events

Foothills members or friends may rent church space for private events that benefit an external nonprofit organization under the following conditions:

- The event must be clearly designated as a private, non-Foothills-sponsored gathering.
- The event may not include public promotion through Foothills channels (e.g., newsletters, service announcements, bulletin boards).
- No Foothills staff or affiliated ministers may be featured in a fundraising leadership or promotional role (e.g., making a fundraising ask) during the event.
- If the event is expected to be attended primarily by Foothills congregants or is otherwise likely to cause confusion about Foothills' sponsorship or endorsement, it may be considered a conflict of interest and subject to review or denial.

## 3. Event Review and Approval

All external fundraising events hosted at Foothills must be approved in advance by the Director of Finance and Operations and/or Executive Team. Approval will take into account:

- Alignment with Foothills' mission and values

- Potential for confusion or perceived endorsement
- Timing in relation to Foothills' internal fundraising activities
- Use of Foothills-affiliated leadership or performers

## **4. Exceptions**

On rare occasions, the Senior Minister or Director of Finance and Operations may approve a partnership or co-hosted fundraising effort with an external organization when it aligns closely with Foothills' mission and includes clear mutual benefit and transparency.

This policy does not apply to Community MicroGrants, which raise funds for a specifically identified partner in tandem with raising funds for Foothills Unitarian Church.