



## **Session Agenda**

March 21, 2024 / 7:00 pm / Bells' House

**Attendees:** Doug Gebhard, John Creasy, Renee Prymus, Kevin Bell, Heather List, Lauren Burdette, Teresa Yoder

*Excused:* Ben Shelly and Niquelle Abdul-Malak

**7:00 - Meeting opened in prayer.**

Doug Gebhard, Moderator

**Quorum Declared**

**Reflection & Meditation**

Doug Gebhard

**Clerk's Report**

Renee Prymus, Clerk of Session

Motion to approve the minutes from Feb. 15, 2024, Session meeting.

Approved.

Motion to move Akirah Wyatt from Active Covenant Partner to Affiliate Covenant Partner.

Approved.

Discussion of holding an "Open Door 101" to invite more Covenant Partners.

**Interim Ministry Report**

Doug Gebhard

Doug, John, and Chad are in discussion to move the Open Door office to Valley View Church. Session is in agreement.

In light of our March listening session about the mission, vision, and logo of the Open Door, Session made the decision to pull the celtic knot logo from our marketing materials. During our discernment process in preparing the materials to call a new pastor, we will consider creating a new logo.

**Co-Pastor's Report**

John Creasy

- Garfield Community Farm
- Wild Indigo Key Performance Indicators Review – things are shaping up well.
- Mission Team reforming; first meeting is after Easter.

**Deacons' Report**

Working on a Benevolence policy.

## **Teams' Reports**

**Children's Ministry Team and Personnel Team** put forth a job description for a Director of Children and Youth Ministries.

Discussion: in light of the financial report this week, we cannot vote on this position yet.  
No vote.

**Personnel Team** motions for Doug to receive 1 week of Personal Retreat PTO, commiserate with John's retreat PTO.

Discussion: Doug says it's not necessary and is touched by the sentiment, but with 4 weeks vacation and 2 weeks study leave, he does not need Personal Retreat PTO.  
No vote.

**Personnel Team** motions for Part-Time staff to receive PTO. PTO would include 2x weekly hours, ex: work 15 hours/week, receive 30 hours of PTO for your first year, PTO is given at the beginning of each year, or start date, and is use-it-or-lose-it. Beginning January after a full year worked, 5 hours is added to PTO for the year, up to 4x the weekly hours. Ex: someone who works 15 hours/week could earn up to 60 hours/year of PTO. Sick time is not limited, however, more than 3 consecutive days needs to be discussed.

Approved.

**The Nominating Committee** – Lauren Burdette, Steph Bell, and Ben Collier – will serve as the Open Door's "Space Force," discerning our need for a permanent space (or not). They are planning a survey for the congregation, the results of which will be shared in our May Session meeting.

**Spiritual Formation** will schedule a Covenant Partner Members Class in collaboration with the pastors. Summer plans include encouraging volunteering (like Farm) and socializing (regular hangouts).

**Worship Design** opened a discussion about how to ensure coffee & supplies are filled. John orders compostable cups. Heather List supplies/monitors communion.

Decision was made to stop regularly ordering donuts after Easter Sunday. Invite people to bring goodies to share for fellowship time and the practice of eating (and giving!) before the service.

Discussion of eliminating the physical offering container and promoting e-giving?

Decision was made to continue offering a physical container and to include a line in the bulletin for visitors that describes the process and offers a QR code. Elders will check each week and be responsible.

**The Finance Team's** report demonstrated that Open Door giving has been on the decline for the past four years, which tracks with overall post-pandemic membership and giving trends in churches. Open Door is not an exception to these trends.

Discussion of giving as a spiritual practice that we do not talk about often at the Open Door, regularly asking and establishing an expectation alongside membership. We need to be more explicit.

Discussion of a membership or hospitality committee, which is a common practice in other churches. This committee recruits new members, assimilating and nurturing them into the congregation—and also periodically reviews expectations for members. Observation that the Spiritual Formation team and Deacons currently both have aspects of that in their goals. Potential resource: “The Spirituality of Fundraising” by Henri Nouwen.

Decision was made to have a “family meeting” about Open Door finances after Easter, using Ben’s financial report slides.

#### **New Business**

Discussion of the “one-slider” report method for Session. Decision was made to try the “one-sliders” for April’s meeting.

#### **Announcements**

- Next meeting: April 18, 2024

**Session adjourned at 9:11 with a Closing Prayer.**