

April 2022 Session in Review

Session of Grace Commons Church, Boulder, Colorado, met April 12, 2022. Rev Randy Bare was the moderator.

Tim led a devotion using a portion of an article, “True Leadership is a Loving Sacrifice.” Jesus is the ultimate servant leader. The article shared the contrasts of Jesus as he identified with the lowly and did not seek earthly adulation. By following Jesus, leaders must do what they call others to do—leading by example.

Session approved the minutes and ministry reports from Session, Deacons, Trustees, Governance, MESH, and Racial Justice Ministry. Session received the March Covenant Partner report which indicates we have 1057 covenant partners as of March 31, 2022.

Glenn Bean provided a review of the responses to the most recent congregational survey. A reminder that the survey goes out to 1/6th of the congregation every 2 months. This survey had some additional questions asking the congregation about recent intergenerational experiences, their confidence in their equipping to be a disciple or make disciples, and whether or not they pledge to the annual budget. Highlights regarding the results – 60% had not had a recent intergenerational experience at Grace Commons, less than 50% felt equipped to be a disciple or equipped to make disciples, and almost 77% pledged. With the formation of the Mission Study Team this summer, there may be an interest in a broader survey to the congregation.

The officer nominating committee, aka T.E.D. is hard at work and have identified 20+ potential candidates for the offices of trustee, elder and deacon. Following interviews with all candidates, they will be putting together a slate of candidates for Session to review at their June meeting. T.E.D. must also provide members at large for the T.E.D. team. The slate will be approved by the congregation at a meeting in mid-summer.

Greg Parr presented a review of the recent stewardship campaign. We have approximately 2/3s the number of pledges for Ministry Year 2023 than we had in 2019—which is the last time we held an official stewardship campaign. 1/3 of our revenue comes from unpledged income.

In response to recent staff departures, Randy, Dean Stull and Braden Mark met to review our governance practices and proposed areas for improvements which include:

- **Personnel Management Practices such as a consistent Performance Review Process, Accountability and Intentional/planned professional and personal training/growth**
- **Internal leadership from the Head of Staff including Improved accountability to Session and Improved staff oversight accountability to Head of Staff**
- **Clear, concise, up to date governance such as Committee charters and an Organizational chart**

Dean and Braden will reach out other church and other organizations for best practices. This transition period provides opportunities to “practice” and get our processes in order.

The Trustees continue to review and update their charter which will be submitted to Session for approval. As part of the charter review, Session has the opportunity to delegate to Trustees work that might traditionally or by ECO polity belong to Session such as the development of the budget.

Session plus the leadership of the Trustees and Deacons will be gathering for a workshop on April 30 to consider the structural health of Grace Commons. This is an important next step in determining our health and in beginning the search for our next Head Pastor.

In addition to the workshop, a Mission Study Team needs to be formed to create our Church Profile which will be used by the Pastoral Nominating Committee. The elders for the Class of 2022 will meet and bring a recommendations to Session in May for the Mission Study Team.

The May Session meeting will also include a review of the tools offered by ECO and the estimated costs associated with the various choices.

Session moved the meeting to executive session to discuss recommendations from the Personnel Committee.

Randy adjourned the meeting at 9:20pm with the singing of the Doxology.