

## **PERSONNEL COMMITTEE REPORT**

The Personnel Committee is moving forward with implementing the staffing plan as approved by the Presbytery. Our next position to fill is that of our Communications Specialist. This person will be in charge of our administrative needs as well as our communication needs within and among the Presbytery. Because this position will not contain all of the tasks held by our previous Communications Staff (Kim Deal), the Personnel Committee would like feedback on the priorities for communication that must be included in the perimeters of the new position. Therefore, Rev Reilly will be hosting a feedback session at the Stillwater United Church on Thursday, March 26 beginning at 6pm\*. The purpose of the gathering is solely to hear the communication priorities of the members of the Presbytery. If you are unable to attend this meeting for any reason, you can share your thoughts directly with Reilly by emailing [reilly@pniecchurch.org](mailto:reilly@pniecchurch.org)

\*If the way be clear. Will confirm before the Presbytery meets.

The Personnel Committee met with Beth Illingworth to review the Presbytery Chaplain position. This position started in April 2019. Every conversation is completely confidential, and no personal or identifying information is shared with any committee, presbyter, or other staff member (except for any information that would require mandatory reporting by law). The chaplain reported a total of 98 engagements with minister members (43 in person meetings, 30 phone calls, and 25 text exchanges). All conversations were under 2 hours (53 were under thirty minutes, 12 were up thirty minutes to an hour, 22 were from an hour to two hours). Each conversation may cover a variety of topics; however, the chaplain picked just one general topic per conversation to record for tracking usage trends for the presbytery body (while maintaining confidentiality).

### **Top 4 Confidential Discussion Topics**

Health/Illness	35 conversations
Grief/Death	13 conversations
Self-Care	12 conversations
Stress	9 conversations

### **FOR ACTION:**

The Personnel Committee recommends that Beth Illingworth be increased to 14 hours per week, with an hourly rate of \$27.91. This is more in line with the PCUSA compensation guidelines based on Rev. Illingworth's experience. This is within the approved budget of the Personnel Committee for all staff compensation.

Respectfully,

AC Reilly, Chris Garrison, John Barclay, Kate Kotfilla, and Kevin Dwyer with consultation from Bill Henderson