

PERSONNEL COMMITTEE REPORT
FOR NOVEMBER 13, 2018, MEETING
(10/11/18)

As you may know, the Personnel and the Budget & Finance Committees hosted a Convocation on Wednesday, October 10, 2018, to explore and reflect upon the staffing model that was presented at the September 15, 2018, meeting of Presbytery. A possible position description was presented of a full-time General Presbyter with an emphasis on connectional and relational functions. The Budget & Finance Committee also had prepared a 2019 staffing budget based on this model. Again, this model was prepared by the Personnel Committee based upon feedback offered at past SPAT convocations.

During the conversations at the October 10 convocation, it became quite apparent that those gathered were not quite yet ready to endorse this model of a full-time general presbyter, with some offering alternative possibilities of part-time shared responsibilities of administrative and relational presbytery functions. Given this conversation, it would be unwise and premature to present this model to the Presbytery for vote at the November 13 meeting.

In addition, there was an idea presented at the October 10 meeting that as the staffing model gets worked on, that we could hire a 10-hour per week part time “Chaplain” to address the connectional and relational concerns of the Presbytery. This Chaplain concept is experimental in nature as we explore new possibilities for the future.

There was some consensus about needing to be in a “holding pattern” while at the same time moving forward with a Chaplain to augment current staff. It was also observed that people within the Presbytery are coming forward with their gifts and time in this time of discovery. Therefore, the Personnel Committee makes the following recommendations:

That the Presbytery through its Coordination Committee form a Staffing Model Task Force comprised of people reflecting and representing all aspects of Presbytery functions. This Task Force will be facilitated by the Vice-Moderator. A presentation of staffing model and position description(s) shall be presented at the March 26, 2019, Presbytery meeting.

That the Presbytery through its Personnel Committee create a position description for a 10-hour per week Chaplain position and immediately commence a search, primarily within the Presbytery.

Finally, we must reiterate that we thankfully and wonderfully continue with our current staff, and the Personnel Team has approved an extension of Bill Henderson’s contract of Temporary Presbyter for six more months.

Respectfully submitted,
Scott DeBlock, Personnel Committee Chair