

## Staff-Parish Relations Committee

With a number of staff roles open, CUMC is blessed to be in a position to rethink our organizational structure. In order to open ourselves to the possibilities, SPRC is seeking input from the congregation through forums. At these forums, we are learning about the hopes and dreams of the congregation and what staff and/or volunteer roles and responsibilities need to be covered in order to accomplish the Church's mission. Once the forums are completed in mid-May, we will extract themes, outline our process, and establish goals and timelines for filling those roles. During this time of discernment, currently defined roles have been filled with interim staff and/or volunteers, while we continue to be responsive to those who express interest in employment at CUMC.

SPRC is also working to establish and document clear and consistent employment practices. Hiring, onboarding, standards of conduct, performance evaluation, compensation, and termination are included in the soon-to-be-finalized Employee Guidebook. SPRC will work with our Pastors and staff to ensure smooth implementation of these practices.

Plans for farewell gatherings for Mary Jacobs and Nick Gianassi are underway.

Betsy Roche, Interim Chair