

## Staff-Parish Relations Committee

Church Council Report

January 2015

We have reached the halfway mark in our year of discernment. During the past six months we have filled music, Christian education, youth and congregation care positions on an interim basis, as well as a temporary planning/support position. The purpose of hiring great staff into interim roles is to ensure that the necessary work gets done while we determine the most effective roles and responsibilities required/desired to meet CUMC needs. That determination includes what knowledge/skills/abilities, how much time, and what compensation packages are optimal. Our goal is to complete this work and fill all positions with permanent staff within the next several months.

A staff evaluation form is in place and a draft process documented. This process provides for ongoing feedback and input between lay staff and supervisor and is goal- and results-oriented. The work of finalizing the Employee Guidebook and documenting CUMC employment policies and processes is a top priority for early 2015.

Our candidates for ministry are moving forward in their journeys. After recommendation by SPRC at the Church Conference as declared candidates, CUMC members Tyler Ward and Nikki Young will meet with the District Committee on Ordained Ministry (DCOM) in January and continue on the path to ordination. Anitta Milloro was affirmed by the DCOM in November, moving her from declared candidate to certified candidate in her journey toward ordination. Anitta wrote thanking both SPRC and the community of CUMC for our support in her process. This December, Pastor Sarah completed her Ordination Papers and is on track to meet with the Board of Ordained Ministry in February for ordination at the next Annual Conference.

Thank you to the trustees for supporting both paid and volunteer staff with the reconfiguration of office space over the holidays. The new layout facilitates collaboration, enhances safety, and provides necessary privacy for the work of CUMC.

Please let me know if you have any questions. I can be reached at home at 630-369-3296 or by email at [sprc.chair@communityunitedmethodist.org](mailto:sprc.chair@communityunitedmethodist.org).

Betsy Roche, chair