

Items from Staff-Parish

- As directed by Church Council, the Staff Parish Committee has commenced with plans to hire a part-time Christian Education Director within the current budget. We have worked with the CE committee to create a job description and have started searching for candidates. We have also started investigating ways to pay for this position in 2014 without either increasing our budget or severely affecting current programs.
- We have advertised for and are actively looking for qualified candidates to fill in our Office Administrator position that will be vacant as of January 2014. We expect to begin interviewing in the next couple of weeks.
- We have completed an initial draft of our Employee Handbook and it is being reviewed by the committee. After that we will also ask Finance Committee to comment on it as it strongly relates to their procedures and the audits they have brought to Church Council's attention. We expect to have this completed and in place for January 2014.
- We have almost completed a full set of job descriptions for our staff, thanks to the generous help of Sally Hines.
- In conjunction with Al Brunsting (Stewardship) and Brenda DeGeer (Finance) we have studied whether CUMC's staff expenses are higher or lower than comparable institutions. We found that:
 - The ratio of staff expenses to total expenses is about 50%; this is exactly in line with averages from similar non-church institutions (educational, hospital and for-profit agencies)
 - That same ratio (50%) is reported by church tax and finance advice sites as being at least what most churches pay.
 - When compared to the trend for other churches in our conference, our ratio of staff expenses to Average Worship Attendance was almost exactly average.
 - Our goal is not to be "an average church", so we do not feel that these numbers should be taken as a reason to do nothing, but over the last year it has been stated several times that CUMC has a high rate of staff expenses. These three separate analyses indicate that, in fact, that is not true, and our current budget for staff is a reasonable one.