

## Staff-Parish Relations Committee

### Church Council Report

October 2016

Since our August report to the Church Council, SPRC's work has included the following:

1. Hosting a good-bye and thank you reception for Nikki Young, CUMC summer seminary intern.
2. Continuing recruiting for qualified candidates for the Women's Ensemble Director position. Exploring interim plan with Chris Garofalo directing until permanent person hired.
3. Requesting College Outreach exploration by the Evangelism committee.
4. Beginning work with the Trustees on a Parsonage Handbook to support our clergy and CUMC in this shared responsibility.
5. Ensuring compliance with the new FLSA Wage and Hour rules by the December 1, 2016 effective date.
6. Adopting new guidelines for the staff liaison program as a method to encourage, strengthen, nurture, support, and respect the pastor(s), staff, and their families.
7. Initiating implementation plans for an online Safe Sanctuaries training for employees.
8. Creating a revised CUMC Annual Review Discussion Process for implementation this year.
9. Participating in the Community in Action event. SPRC provided a survey for attendees to complete to ascertain which of our 17 BOD-enumerated duties are valued most by our congregation. The duties receiving the most "votes" were:
  - a. To support pastors and staff both practically and financially in their pursuit of continuing education, work-life balance, and spiritual renewal;
  - b. To encourage, strengthen, nurture, support, and respect the pastors and staff and their families;
  - c. To counsel with the pastors on matters related to the effectiveness of ministry, pastor's health and self-care, and relationships with the congregation;
  - d. To promote unity in the church; and
  - e. To counsel pastors and staff on prioritizing gifts, skills, and time along with prioritizing demands and effectiveness of ministry and mission of the congregation.
10. Continuing discernment regarding current CUMC open positions. SPRC is charged with hearing the congregation's needs and determining how paid staff can best serve the mission of the Church;
11. Keeping a focus on the relations part of our responsibilities.

We look forward to continuing our support of clergy, staff, and the congregation.

Betsy Roche, chair