

The Presbytery's Manual requires a Staff Rationale to be created by the Personnel Committee and approved by the Presbytery Council. The over-riding concern of the Personnel Committee at that time was to align staff with the vision of the Presbytery. With a new Vision and Ministry Plan, a new Staff Design is required.

Furthermore, the Manual requires that the Presbytery will vote on changes to Position Descriptions for those positions which are elected by the Presbytery. The Council is empowered to act upon changes in the Position Descriptions for all other positions.

There are several realities which informed the Personnel Committee:

1. The new Vision and Plan for Ministry requires a different staffing pattern that has been in place for the past decade.
2. The financial resources of the Presbytery are shrinking. Congregations are giving less and the Presbytery's Endowed Funds have been under pressure.
3. In 2013 the General Assembly will no longer participate in what is called Partnership Funds which currently provide about \$59,000 for Presbytery staff.
4. That we are in a period of experimentation and flux as we move from the past into the future. Therefore, many of the positions are by definition transitional in nature and that the Presbytery will evolve during the two year period until we revisit the staff rationale in early 2013 to determine what staff resources will be necessary going forward. All positions not elected by the Presbytery will be for one year terms in order to provide flexibility during this period.
5. During the past two years we have allowed positions to go unfilled or be filled on a shortened time period to permit us to move in a new direction as our Vision and Plan for Ministry requires.
6. It may initially require more not less staff to implement the Plan for Ministry and staffing patterns may well decrease once the transition is completed.

The Personnel Committee continues to operate with the goal of having staff costs paid by the Presbytery's endowments, per capita funds, and General Assembly partnership funds. The exception has been the Director of Public Policy. During this transitional period, it may be necessary and possible to use some Presbytery Funds to support staff.

If you have any questions or concerns, feel free to talk with any of us on the Personnel Committee.

Dorothy Boulton, Sue Lowcock Harris,
Ken Lewis, Jan Spigler, Tim Stern, Jim Williams

Tim Stern - Chair
Peter Nord - Staff

Presbytery of Baltimore Staff Rationale 2012 - 2013

Vision	Position	Responsibilities and Out Comes	Annualized Cost
Spiritual Leaders Developed	Associate for Spiritual Leader Development	Commission on Spiritual Leader Development Commission on Thriving, Reconciling Congregations Staff two Ministry Groups Teams: Ministry of Elders, Ministry of Deacons, Teaching Elder Support, Christian Formation, CPM	\$85,000
Thriving Congregations Developed	Associate for Thriving, Reconciling Congregations	Commission on Thriving, Reconciling Congregations Staff two Ministry Groups Teams: Congregational Assessment,	\$95,000
Wider Community Transformed through Reconciliation	Associate for Reconciliation	Commission on Thriving, Reconciling Congregations Staff two Ministry Groups Teams: Mission Partnership, Reconciliation, Shared Witness, SDOP	\$87,000
	Director of Congregational Involvement in Public Policy	Team: Shared Witness Interface: Commission on Thriving Reconciling Congregations	\$25,000
	Hunger Action Enabler	Interface: Commission on Thriving Reconciling Congregations	\$ 5,000
Enhance God's Community	Stated Clerk	Gathered Meeting Task Force, Council, Property & Loan	\$30,000
	Associate Stated Clerk	Provide technical support for Gathered Meetings Back up Stated Clerk	\$ 3,000
Provide infrastructure to support the Vision and the Plan for Ministry	General Presbyter	Lead the Presbytery to embody its Vision and Plan for Ministry Commission on Presbytery Administration and Shared Witness Council, Trustees, Personnel, Nominating, COM Teams: Gathered Meeting, Finance/Funding	\$150,000
	Director of Communications	Sharing Vision Becoming Reality Team: Communication Staff Support: Commission on Thriving, Reconciling Congregations	\$65,000
	Director of Presbytery Events and Services	Planning Gathered Meeting logistics and providing Staff Support: Commission on Presbytery Administration and Shared Witness and Gathered Meeting Task Force	\$57,000
	Director of Finance	Support: Trustees, Finance/Funding, Property and Loan	\$72,000
	Data Management Contract Worker(s)	Maintain data base, manage statistical reports, changes in terms of call, and publication of directory	\$20,000
			\$694,000