

March 2023 Presbytery Personnel Report for Gathering

The Personnel Committee has been busy over the last few months. Here are some of the matters we have discussed, decided, and/or acted upon.

- The committee has undertaken a significant reworking of the presbytery personnel manual. With significant pre-work by Jackie Taylor and Laura Mullen, the committee reviewed every section, rewriting some, and adding others. The draft was then handed off to representatives from Gallagher, Evelius and Jones for their review. We are currently awaiting feedback from them before making final edits.
- The committee adopted a new process for staff performance reviews. The process began in September and (after a few delays) was completed in January. The committee was very pleased with the results of the reviews and feels the presbytery is being very well served by the staff. Further, we were encouraged to hear how much the staff members enjoy working with one another and for the presbytery.
- In June of 2022 the committee received a letter of resignation from Kate Foster (at the time, Director of The Center) and was in communication with the Center Steering Committee about Kate's departure and plans for that position moving forward. It was decided not to immediately rehire but to hold until more clarity could be provided via the Strategic Planning process.
- In January the committee approved Jennifer Barchi's (Associate for Church and Leadership) request to move to part-time. Jackie Taylor worked with Jennifer to pare down the job description to match the new 20-hour per week workload.
- The committee approved Jackie Taylor's request to hire Edwin Lacy as Transitional Strategic Associate for Thriving & Ministry Groups to cover items removed from Jennifer's job description (as well as other items currently needed). In this capacity Edwin will help bridge the gap between current staffing needs and any new needs that arise from the Strategic Plan
- Members of the committee have sat in on Strategic Planning Cabinet Meetings in order to discern what staffing needs may shift and/or arise from the Strategic Plan when it is introduced and implemented

- The committee approved some minor language changes to the job description for the General Presbyter to better reflect the current realities of that position

Respectfully submitted,

Rev. Scott Hoffman, chair

Please direct any questions and/or concerns to pastor.hoffman@cmpecusa.org or 410-997-8011