Judson's Future Envisioning Workshop – Personnel:

This is the second of three forums this summer. The purposes of this forum are to share information and to brainstorm ideas in preparation of our 10-year strategic planning efforts this fall.

Today's topic is Judson Personnel (our largest budgetary category). The third forum on August 11, will focus on Property (our 2nd largest budgetary category).

Our Judson staff are:

	Employee	Title	Hours per week	Years with Judson	Job Synopsis	Supervisor
Paid Staff:	Travis Norvell	Pastor	40+	12	Leads worship, manage staff, Denominational relationships, Guide the congregation, etc.	Council / Personnel
	Eileen McLaughlin	Office Coordinator	40	12	Manages administrative tasks such as reception, communication (newsletters, bulletins, etc.), finances (bills, etc.) data management, payroll, tax prep support, office supplies, etc.)	Travis
	Carolyn Kolovitz	Spiritual Formation Director	20	4.5	Responsible for creating and implementing intergenerational spiritual programming and practices with special attention given to children and youth.	Travis
	Open (Previously Malak)	Marketing Communication Coordinator	15	-	External Communication to members, friends, neighbors, & future members. Design, implement and manage social media strategies and content (Facebook, Twitter, Instagram). Live-streaming services. Generate marketing materials, etc.	Travis
	Jim Wentink	Organist	10-12	20	Plays piano and organ during Sunday service, Wednesday choir practices & other musical offerings / special events.	Travis
	John De Haan	Music Director	8	18	Leads music planning. Leads the choir for Sunday service and Wednesday practices. Supports special music offerings.	Travis
	Jessica Frederickson	Childcare Provider	1.5-2	0.75	Provides childcare on Sunday mornings for preschool through middle school youth.	Carolyn
Volunteer Staff:	Polly Schrom	Worship Coordinator			Provides lay input in guiding Sunday services and church activities. Finds beautiful poems for Sunday services. Attends staff weekly meetings.	Travis
	Rich Olson	Welcoming & Affirming Outreach Minister			Promotes Judson's core value of open inclusion as he shares his faith experiences in the community.	Travis

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JUDSON
MEMORIAL BAPTIST CHURCH

10 Things to Know about our Employees:

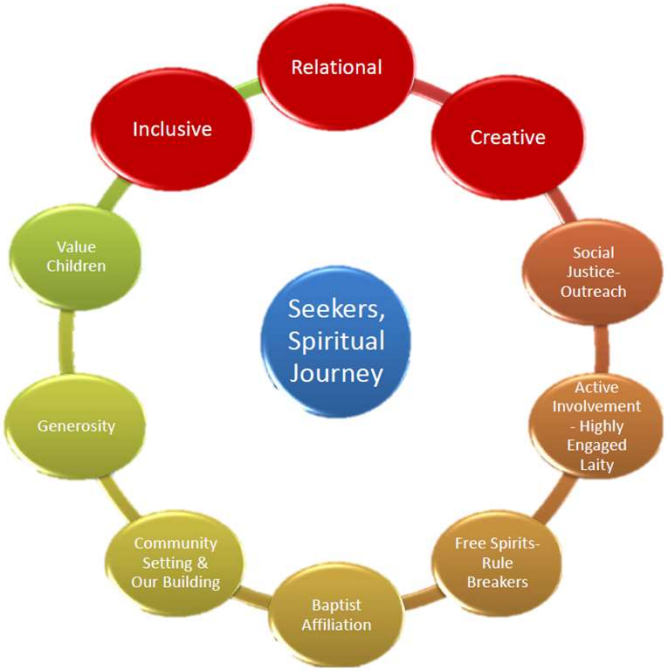
1. The members of the Judson staff are talented, trained, committed, and otherwise equipped to perform their duties. We are blessed to have such qualified staff members.
2. Judson staff members have served in their current capacities for various time periods, ranging from recently hired (Jessica), to 4-5 years (Carolyn), to approximately 20 years (John and Jim).
3. Judson staff members range in age from their mid-twenties to over 65. Some will likely be approaching retirement over the next 5-10 years.
4. Judson staff members are competitively compensated relative to their peers serving other churches.
    - Personnel performs an assessment annually to ensure our staff are compensated on-par with their peers.
5. A congregant-based discussion of Judson's needs against staffing attributes has not been performed in several years.
6. Judson has defined its identity in several ways: mission statements, promise, DNA/core values (see last page). Our staffing should align with our identity.
7. Polly (Worship Coordinator) and Rich (Welcoming & Affirming Outreach Minister) serve as volunteer staff members.
    - Travis has requested we add additional volunteer staff positions: Event Manager, Grant Coordinator, Youth Group Guru, Minister of Hospitality, Coffee Barista, Special Event Food Specialist
8. Judson's current budget indicates that Personnel costs are 62% of our annual budget.
    - For the last two years, the annual pledges haven't fully covered the cost of our Personnel needs leading to deficit budgets.
9. There are presently 7 paid staff. Two are full-time, the remaining 5 are part-time. There are 3 active contract (non-employee) positions; maintenance, custodial and lead soprano.
10. Much of the work of the church is currently performed by non-paid members and volunteers. (Council members, committee members, working groups, music events, choir, flower bed planting / weeding, new website creation, etc.)

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Springboard Questions for small group discussions:

1. What from the "10 Things" list jumps out at you, and why?
2. How does our present staffing pattern serve us well today, and where is it lacking? (How does it align with our mission and values, and where may it be out of alignment?)
3. Over the next 5-10 years, how may our staffing pattern be similar and different;
    - If our congregation grows, what are our staffing needs?
    - If our congregation size holds steady, what are our staffing needs?
    - If our congregation shrinks, what are our staffing needs?
4. What's the right blend between paid staff and volunteer staff positions?
5. What ideas do you have for filling Travis' request for volunteer staff positions from inside Judson, or even from outside Judson?
6. What other ideas / comments do your have related to Personnel?



Judson's Future Envisioning Workshop – Personnel:

Judson Identity Statements:

Judson Mission Statement—From Judson Constitution, Article V

"The mission of Judson church is to live out the unconditional love of God by loving our neighbors and all creation as ourselves."

Judson Mission Statement—Expanded

"The mission of Judson Church is to live out the unconditional love of God by loving our neighbors and all creation as ourselves. We welcome the gifts and participation of all persons, regardless of age, gender identity, gender expression, health, race, sexual orientation, differing abilities, religious or ethnic background, or economic circumstances."

Judson Vision Statement—From Judson Constitution, Article III

"Judson Church is a spiritually grounded community united in providing sanctuary for all who enter. We open ourselves to the healing and transforming power of God's love as we follow the life of Jesus: honoring our deepest differences, seeking justice and mercy, discovering and implementing our gifts, and nurturing our children."

Judson's Vision for Children and Youth

"The children and youth of Judson Church will experience the love of God within our faith community, Here, the Christian story will take on meaning and relevance for their lives so that they become persons of faith: biblically literate, prayerful, seekers of justice, and equipped to reflect on moral decisions in light of faith."

Judson's Promise—Approved by council 11/2/21

"Bring your Hopes. Bring your Doubts. Feed your Soul."

Judson's Core Values, DNA

- *"Judson's intentional recognition and practice of our collectively articulated DNA, i.e., the creative, relational, and inclusive nature of our belief system and community. These three characteristics lead us to understand art as a spiritual expression and give us courage to take creative risks, help us believe in the power of God in community (both locally and globally), and practice respect and generosity to all to enter our doors. Judson's open and affirming perspective, its commitment to justice for all people, and its respect for the earth all flow from our collective DNA."*
- *"As a church, we stay true to our eleven characteristics that are part of our DNA, traits that are 'in our genes.' The three primary traits are: Inclusive, Relational, Creative. The other eight are also significant in describing and defining our faith community." (Seekers / Spiritual Journey; Social Justice—Outreach; Active involvement—Highly Engaged Laity; Value Children; Baptist Denominational Affiliation; Building; Generosity; Rule Breakers—Free Spirits). See 2008 graphic and "Strengths & Challenges."*

Judson's Core Values, as emphasized in 2023-2024

Hospitality, Social Justice, Deep Spirituality, Joy