

STAFF PARISH RELATIONS COMMITTEE MEETING

December 13, 2016

Attending:

Harris Atkins
Clarine Goodleaf
Dorothy Bennett
David Lutz
Renee Kroese
Brad Beeman
Jean Rummel

The December 13, 2016 meeting of the Staff Parish Relations Committee was called to order by Chairman Harris Atkins, and Brad opened the meeting with prayer.

In the pastor's report, Brad noted that there have been some continuing divisions within the congregation, mostly related to the contentious presidential election. However, there have been many good things happening this month, including the children's program on the 11th, the very successful UMW bake and craft sale, the children's fun time on the 10th, and a well-attended YAHS Christmas dinner and program. There have been positive contacts with the families of the preschool children.

Brad reported that he sometimes feels very tired and overwhelmed between dealing with some family matters and all the business and pastoral care within the church. He has made a couple of contacts with possible candidates for the approved position of part-time pastoral care minister, and one in particular appears to be a good fit for him and for our congregation. An interview will be scheduled with the SPRC at some point after Christmas. It is anticipated that this position will be filled as of July 1, 2017.

Following discussion re the Second Service Music Director, it was decided that this position should be split out so that the bell choir has their own director. Pam Johnson has been serving as interim Bell Choir Director and has indicated that she would like to continue in that position. David made a motion that we offer the position of Bell Choir Director to Pam Johnson, Renee seconded the motion, and it was approved unanimously. A salary has been recommended based on ten months of the year, including one performance and four rehearsals per month. That salary will be deducted from the approved 2017 budget for the 2nd Service Music Director.

As for the 2nd Service Music Director position, the search is continuing for the right person. The SPRC has been told that two different people will be applying, and they are waiting for those resumes and applications.

The search for a qualified part-time youth director continues. Preferred attributes include a person who is mature and grounded, but who can relate to the youth of the church and grow the program. It was noted that there are a number of openings for this type of position right now, and it is anticipated that we might not find a good candidate until the summer of 2017. Harris will extend the deadline in the help wanted ad currently running.

With respect to the proposed full-time Associate Pastor position, Brad feels that the CLT should be responsible for determining what this job would entail. He would suggest that the CLT create a task force to look at the hopes for the position, how the person would do outreach and create a sense of community within our church.

Harris presented a list of questions from the Finance Committee regarding staff salaries, raises, bonuses, and expected dates when staff changes will be implemented. After discussion, it was recommended that staff should begin receiving their pay increases as of January 1, 2017, but that year-end bonuses should be on hold until after the Finance Committee completes the records on the 2016 budget. David made a motion to that effect, Dorothy seconded the motion, and it was approved unanimously. Harris will notify the Finance Committee and Marie, the treasurer, of the decision.

In discussing bonuses, it was noted that Jen Hoerber has greatly exceeded expectations for her position by taking on the youth program in addition to her duties as Children and Family Director. The SPRC feels that she is entitled to some compensation for all the extra hours and effort she has put into the programs. The committee questioned whether it would be better to provide bonuses or temporarily increase her salary until additional staff is hired. Brad and Dorothy Bennett, as Jen's liaison, will meet with Jen to see which she would prefer. In the meantime, David made a motion that we give her a bonus before the end of this year, Dorothy seconded the motion, and it was approved unanimously.

This was the last SPRC meeting for Harris and Clarine. They were thanked for their contributions to the committee. David Lutz will now take over as chairman of the SPRC.

Submitted by Clarine Goodleaf