

Dear Friends:

Recently, Trinity contracted with Seawright & Associates, an outside management consulting firm, to complete a human resources audit. As an outcome of that audit, we received a recommended action plan from them in early November.

An important item in the action plan was a proposed restructuring of the administration and finance function for the church. After reviewing the proposal, while also taking into consideration the recent resignation of a staff member in that area, the Staff-Parish Relations Team has determined that now is the right time to move forward with this restructuring.

The new structure will include at least two full-time positions and possibly a third part-time position. The lead position in this area will be a Director of Human Resources and Operations, who will have oversight of HR, Finance, Facilities, and Communications. The other full-time position will be a Comptroller. If needed, an additional part-time support person in the area of finance and contributions will be hired. We have spoken with pastors from other Florida United Methodist churches of comparable size and scope to Trinity, and this new structure is more in line with these similar churches than our current structure.

This work of restructuring ensures that, going forward, we have a lead staff person in the operations, administration and finance area who is both knowledgeable and experienced in the area of human resources and can take on more staff supervision. It also right-sizes our staff focused on accounting and finance responsibilities for both the present and foreseeable future. With a significant number of both full-time and part-time employees now working at the church and preschool, we have reached the stage where a dedicated HR and operations professional is essential to help create, implement, and manage the systems, processes, and organizational infrastructure necessary to support future growth.

If you have any questions about these changes, feel free to contact Brian Myers (Church Council leader) or Russ Weber (Staff-Parish Relations leader).