

2016 PERSONNEL COMMITTEE REPORT

Committee Members: Clark Grant, Beth Millard, Joie Taylor, Rev. Annika Lister Stroope, Kay Castner, Roger Augspurger/John McPhail,

The Personnel Committee met monthly as needed to address staff issues.

In January, plans were made for staff reviews. Rev. Annika discussed Federated's biweekly staff meetings. The theme from Federated's Strategic Plan that the PC decided to address was "Becoming a Community of Disciples."

In February, the non-pastoral staff was evaluated. Strengths and concerns were identified, and Annika gave individual evaluations to each staff member. These evaluations were placed in the permanent files. The church's wedding policy for nonmembers were discussed.

In March, Rev. Annika's sabbatical request, the Lilly Grant, Endowment Fund, and annual continuing education funds were discussed.

In April, options were discussed regarding a 403(b) plan for Federated's employees. The employment Section of the church manual began revision, which continued until November. The Governing Council and Personnel Committee were given pastoral evaluations to be returned to the Personnel Committee chair.

In May, Christine Ford's 6-month evaluation was conducted. There was no committee meeting, due to Roger Augspurger's funeral.

In June, the Senior Pastor's evaluations were reviewed, then discussed with Rev. Annika.

In August, John McPhail joined the PC to complete Roger Augspurger's term. Rev. Edward also attended this meeting. The staffing of nonmember weddings was again discussed, with the suggestion that "Building Use Fees" for nonmember weddings be increased. Together with the APNC, we gave a reception for the new Associate Pastor on August 28th.

In September, church staff members joined our committee meeting to discuss their concerns regarding nonmember wedding work times. The

creation of a new wedding policy was discussed. John McPhail agreed to serve as co-chair with Beth Millard, and Beth agreed to also serve as secretary.

In October, Kay Castner resigned from the PC due to health concerns. Kathy Morris agreed to be her replacement. A new wedding policy was reviewed, and later approved by the Governing Council. Our committee's budget request was discussed, and Rev. Annika discussed her 2017 Professional Growth objectives. A concern from our custodian about having to come back to the church in the evenings to lock up was discussed at length. John and Beth attended the Governing Council to address this issue, which resolved this issue for Zach.

In November, the Personnel Committee reviewed staff salary recommendations and gave the Employment Section a final review, which was approved by the Governing Council. We were in charge of Café la Fed on the 20th and 27th.

In December the Personnel Committee discussed the creation of a Performance Improvement Plan, as well as other staff concerns and celebrations, through email.

The committee would like to thank Clark Grant, Kay Castner, and Beth Millard for their wonderful service to our group, and express their appreciation for Roger Augspurger's time with us.

Respectfully submitted,
Beth Millard, Committee Chair