

PGR Finance and Staffing Task Force Report – August 24, 2021

After several months of collecting data, studying, and discussing, our Task Force recently made our first recommendation for putting the Presbytery on a financially sustainable path. We celebrated the work of the Administrative Team and Finance Subcommittee to cut expenses, noting that since 2018 they were able to reduce our outgoing costs by \$108,000. But it was clear that the time had come to examine personnel expenses. It was with sadness that we recognized that our first step would be to propose eliminating the full-time position of Executive Administrative Assistant. It would mean that Committees and staff would also need to take on more of their own record keeping responsibilities.

The Task Force met with the Personnel Committee on July 20 to share our findings and seek their input. It was a very thoughtful meeting with many ideas shared, alternatives explored, and questions answered. In the end, Personnel concurred with the proposal and pledged to take the necessary steps to begin the process, including the adoption of a generous severance package and steps to inform Patti and celebrate her 16 years with our Presbytery. Personnel also agreed to take on the task of finding a temporary person to be in the office. This will give us the time to think about how this new position can best serve our needs.

In the time since our meeting with the Personnel Team, we have worked hard to help our congregations and members to be aware of this step by sending out a letter, informing committee chairs, and putting that communication in the newsletter. A zoom Open Conversation was held on August 11th to allow questions to our group and to hear your thoughts. We want to be completely transparent and are willing to repeat that process or talk with anyone on the phone should that be helpful. At the bottom of this report the names and email addresses of our Task Force members are listed. Please feel free to contact any of us and we will set up a phone conversation or group meeting.

In the weeks and months to come there will be more changes, and unfortunately they might feel a bit uncomfortable. We will be looking at other staff positions and at the ways committees function. We will daydream about what we can set in motion to help us become the congregations who feel connected, supported, spiritually engaged, resourced and focused to seek justice and serve our Lord. It is our vision; it is our quest; it is our prayer.

We the members of this Task Force thank you for giving us the opportunity to be a part of this new organizational effort and for your support and prayers along the way.

Peace be with you,

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