

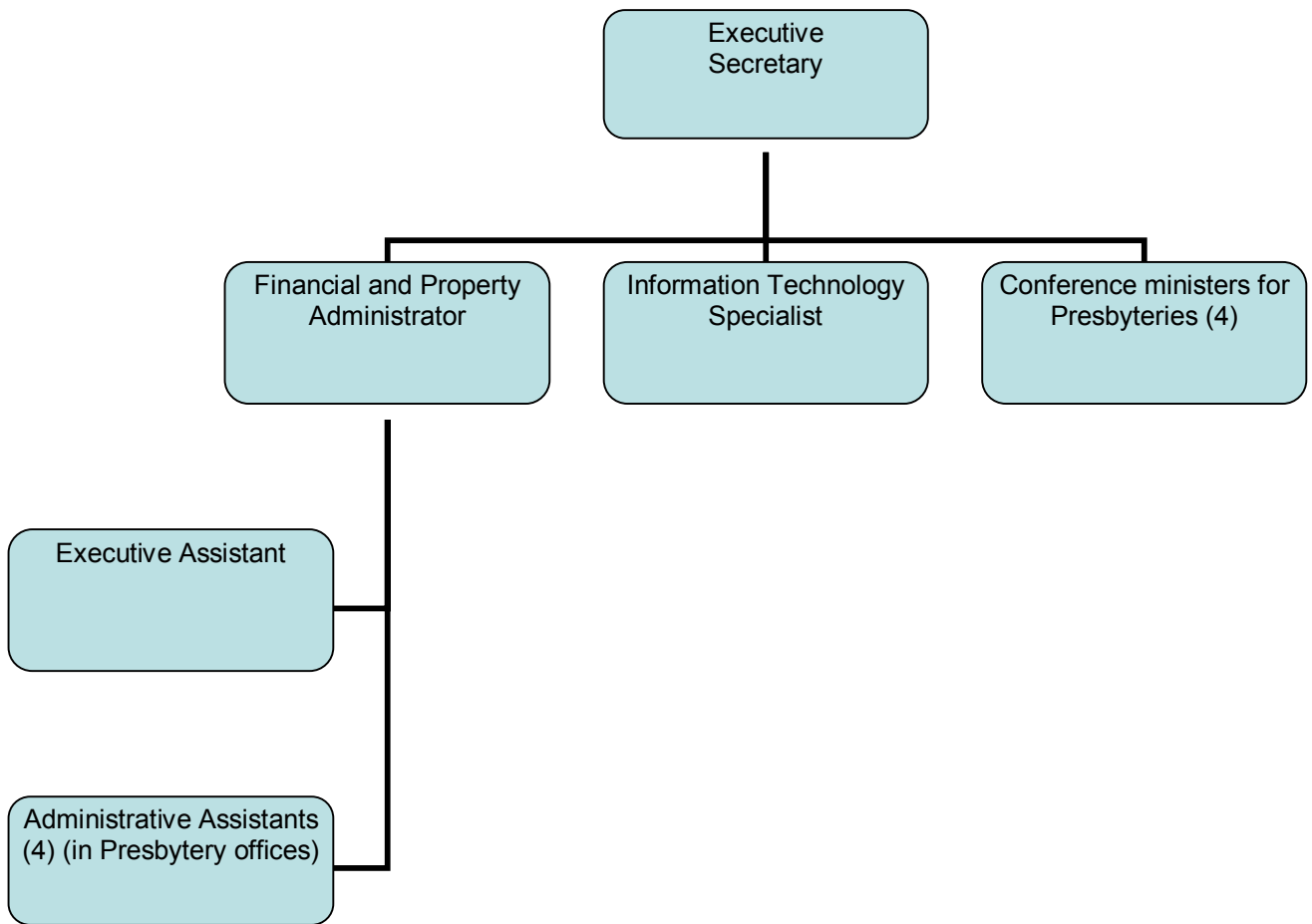
Questions Concerning Staff:

Q. How are the existing Presbytery staff positions, including secretaries and treasurers, going to be consolidated?

A. All Presbytery staff positions, including positions where individuals receive honoraria, will terminate on June 30, 2009. A volunteer person chosen by the Presbytery will carry out the official duties of a Presbytery secretary. The Staffing Commission has drafted a position description for an administrative staff person for each Presbytery. The Conference’s financial administrator will provide bookkeeping services for the Conference and the four Presbyteries. These two position descriptions are included in the booklet for the May 31 meeting. **Presbyteries will provide financial direction on Presbytery expenses.**

Q. What will be the new staffing relationships?

A. An organization chart depicting staffing relationships is shown below:



Presbyteries will shape the priorities for the work of the Conference ministers working within each Presbytery. The Conference Executive Secretary will supervise the staff according to the position descriptions which have been developed in consultation with the Staffing Commission, the Presbyteries and the General Council human resources unit.

Q22. Can a Presbytery have more than one staff person?

A. Despite current experience within this Conference, the United Church's staffing system does not contemplate Presbyteries having employees. General Council has welcomed this Conference's movement to make all staff Conference staff, thus ensuring consistency of supervision and application of personnel policies, including salary.

The steering group expects that the appropriate staffing complement will become clear through experience. Therefore, the Steering Group has prepared a motion that the restructuring be evaluated in 2012, giving three years of experience with the new structure and staffing model. If additional staff were required, they would still be Conference staff; where additional staff would be deployed would be determined following a needs assessment. As an interim measure, the Conference's budget could include a reserve for short-term, additional staffing needs. The Conference's Executive would administer the fund.

Q. Will the Presbytery committees have Conference staff support?

A. The staff will be educators/facilitators in a variety of areas. They will support committees by training them and facilitating their work, not by doing the work.

Q. Between now and June 30th 2009 will Barb Lloyd's position be filled?

A. Yes. The Christian formation and congregational development committee met May 3 to review two contract position descriptions. More information on the search and selection process will be available by the time of the annual meeting.

Q. Will there be any specialized Conference ministers (e.g. personnel minister), and if so how will they be shared?

A. All Conference staff deployed in the Presbyteries will be competent educators/facilitators who will be able to cover personnel, property, program and public witness areas. They will gain expertise through liaison with the General Council's working Units and sharing of information with their colleagues in the other three Presbyteries. None of the staff will be deployed full-time in any particular area.

Q. Will there be any staff support for camps?

A. Staff support for the camps will be possible if the Presbytery identifies this as a priority for staff work.

Q. How flexible will General Council be in interfacing with this new Conference structure?

A. The General Council has given permission for Conferences to experiment with structures, with the assumption that the ministry tasks will be covered in some way. General Council staff and elected members and people from other Conferences are watching with interest to see how we will do things. All changes in processes involving General Council mandated work will be checked out with the General Council to ensure consistency and compliance with policies and procedures.

