

To: Board, Christian Church of Oregon and SW Idaho
Date: 2/4/23
From: Rev. Sandy Berry, Moderator Elect and Chair of Personnel Committee

Re: Report to Board

As chair of the Region's Personnel Committee, the focus of this report will be on the Committee's responsibilities and tasks, especially in light of Cathy and Doug's retirement announcement.

2023 Committee Includes:

- Jani DeMond, Erin Curtis, Mary Anne Parrott, and Jeff Clabaugh

1/12/22 Zoom Meeting

1. Met with Jani, Erin and Mary Anne on Zoom. Doug Wirt was also in attendance.
2. We reviewed Personnel Committee responsibilities outlined in the Region's Provisional Guidelines.
3. Per the Guidelines, the Personnel Committee constitutes the Search Committee for Interim Regional Minister.

Committee Tasks

1. RM 2022 Annual Evaluations
 - Committee agreed we WILL NOT complete annual evaluations based on announced retirement date. These evaluations are meant to provide feedback on previous years' performance and guidance for future service.
2. RM Exit Interview
 - Committee WILL meet with retiring RMs for exit interview before retirement date.
3. RM(s) Position Statement Update
 - I am working with Doug and Cathy to develop a RM position statement for both Interim and Settled RM that reflects current shared areas responsibilities and ID's critical duties.
 - Draft will be subject to review by Personnel and Executive Committees, and approved by Regional Board.
4. RM(s) Search Process
 - Interim RM – as laid out in Regional Minister Transition Plan
 - General Timeframe:
 - Doug and Cathy retire 7/31/23, last day in office 6/30/22
 - Interim hire date: By 8/1/23 preferably sooner
 - Regional Consultant - From 1/11 Email Cathy
 - Pam Holt, Search and Call Chair College of RM's has assigned a consultant to work with us during the interim/transition/search process.
 - Consultant: Rev. Bill Spangler-Dunning, RM- Christian Church Virginia
 - Has experience and expertise as regional coach.
 - Transition Process: Bill will be with us (the Region) throughout the entire transition process including assist in gathering input and listening processes throughout the transition period.
 - Interim RM Search – Bill and/or Pam Holt will work with us to find eligible candidates and to insure adherence to open process
 - Settled RM Search – Similarly, Bill will help facilitate the RM search committee – when that is ready to happen.

Next Steps:

- 1/23/23 Update: I spoke with Bill at length regarding general search and hiring processes
 - Bill to confirm Interim process with Pam Holt and will provide RM hiring guidelines and timelines.
- Need Regional Board to confirm Personnel and Interim search committee members
 - New Personnel Committee member: MaryAnn Parrott
 - 1-2 additions to Interim Search Committee, based on ARPR committee recommendations, to reflect Region's diversity.