

Personnel Committee Report
For Yellowstone Presbytery Meeting – February 22-23, 2010
Billings, MT

The personnel committee has met two times this year:

At our first meeting on January 8, 2010 we met to review completed performance reviews for Sheryl Hallin, Dan Lawlor, and Susan Seibert. Approximately two hours was spent going through the results of the survey that served as the performance review for Co-General Presbyters George and Kathy Goodrich. The scoring for each question was presented to George and Kathy and we collectively interpreted the results.

- Dan Lawlor – Overall exceeds expectations. Dan cares deeply about the camp and pays attention to detail. Concerned about water issues and DEQ.
- Susan Seibert – Overall evaluation is that Susan exceeds expectations for her position. Susan accomplishes a great deal of work in 20 hours per week. Her work is complete and accurate. Susan has picked up extra work due to the Stated Clerk's not being available. Susan is a good team player and assists the Co-General Presbyters, other staff members, members of council and the Churches of the Presbytery,
- Sheryl Hallin. Sheryl is a 5 hour per week and completes all of her tasks in this short time period. Financial statements are detailed, accurate, and prepared on a timely basis. Overall performance exceeds expectations.
- A survey format was used to evaluate performance of Co-General Presbyters George and Kathy Goodrich.
 - We received 21 completed surveys out of 46,
 - 62% were clergy,
 - 14% were elders
 - 24% were active in the presbytery,
 - 95% of the responses indicated that they found George either somewhat easy or very easy to work with and his accessibility,
 - 86% of the responses indicated that they found Kathy either somewhat easy or very easy to work with and her accessibility,
 - 68% of the responses for both George and Kathy indicated that they were unaware of their involvement in the Vital Pastors program,
 - On a scale of 1 -5 (5 being high) George received an average score of 3.9 on overall questions,
 - Overall comments made indicated that respondents felt we were fortunate to have George and Kathy as Co-General Presbyters,
 - Two respondents indicated concern that George might become "burned-out",
 - Two respondents felt that Kathy might be too intense at times,

Citing recognition of efforts, length of service, merit, and to keep staff wages in-line with the private sector a motion was made and passed recommending to Council that Presbytery staff receive a 3% increase.

The second meeting was held on January 28, 2010 to complete the performance review with George and Kathy Goodrich. Comments made on the survey were condensed and categorized to respect the confidentiality of the individuals responding to the statements. These condensed comments were discussed with George and Kathy Goodrich.

The personnel committee is currently conducting a performance review of the Stated Clerk, Ron Hanson. A performance review form has been developed and we have asked Ron to review the form. This should be completed by February 24, 2010 and then we will ask Council members and staff to complete the form and personnel will compile the results and review them with Ron Hanson. An expected completion date for this review is Monday March 15, 2010.

Respectfully submitted,

Bill McGladdery
Moderator – Personnel Committee