**Staff-Parish Relations Committee Annual Report**

The purpose of the SPRC is to serve as a liaison between the parish and the parish staff, as well as between the parish and the District Superintendent (DS) when we have a UMC pastor. It is the SPRC’s responsibility to understand the pastoral and other staff needs of the parish in order to work with the staff to define and refine roles, and work with staff members as needed to meet current needs. The SPRC provides periodic updates to the DS regarding the state of pastor-parish relations. In addition, we address any confidential concerns brought to us by a staff member, another committee, or a member of the parish. Feel free to discuss your celebrations or concerns with any of us; we will be glad to carry your message back to the committee anonymously for prayerful consideration.

Following are the highlights of SPRC committee activity over the past year.

We updated our church profile over the first half of the year, in order to ensure our current status and needs are represented. With Pastor Reeves’ departure in June, we ensured the profile conveyed our primary requirements for our next settled pastor in order to assist with the selection process and ensure a good fit for the UPL. Some of the most important needs listed are: a creative designer and inspirational leader of worship; commitment to the spiritual growth of our parishioners; assistance in refining and maintaining our vision; strategic planning; equipping our laity for ministry; healing ministry; teaching; and mission in the community. Please let an SPRC member know if you would like to review the profile and/or offer your input.

The SPRC worked with the UMC DS and the UCC Area Minister to locate an interim pastor to serve the UPL from September 2016 through June 2017. We gratefully settled on the return of Rev. Rick Black to this position.

We have been working with Rev. Black to identify key concerns of our parishioners and position us for our next settled pastor. He has been active in small group meetings to identify what’s working for our parishioners and what areas need more attention, lead Bible studies, include us in sermon planning sessions, and visit many of our active and lapsed parishioners. We are planning to use Rev. Black’s “Responding to God’s Grace – A Workbook for Spiritual Renewal” in small group studies. In addition, he has been exploring ways for the UPL to get more involved in the local community.

Given Pastor Reeves’ relatively short tenure, our next settled pastor will be from the UMC, and will be appointed by the Bishop to start as our full-time pastor in July. Prior to the appointment, the SPRC will meet with the proposed appointee in order to determine that he/she is a good fit for UPL. If you have any questions you would like us to pose to the proposed appointee during this process, please let us know by late March.

All staff job descriptions have been brought up to date, put in a standardized format, and will be presented to COM for approval in February. The job descriptions include: Custodian, Director of Educational Ministry, Director of Music Ministry, and Office Manager.

Current members of the SPRC:

Carl Derner, Chair Rick Black, Interim Pastor Marjorie Boggio

Ellen DuBois Glen Reinhardt Lin Vickery

Lin will be ending her lengthy tenure with the SPRC in July, and we are grateful for her years of guidance and support. Please let us know if you are interested in supporting this role that is key to the livelihood of our parish.  Human Resources experience is a plus, but not required.

SPRC 2017 pastoral budget (total expense increase of $203):

* Salary                                                                    $42,000
* Health Insurance                                              $14,100
* Pension                                                                $ 8,560
* Telephone/cable/Internet                           $ 1,400
* Mileage reimbursement                               $ 1,600
* Professional/continuing ed.                        $ 1,350
* **Total                                                                      $69,010**

Note - these figures are pending any Financial Committee revisions.