

Personnel Committee Report
William Martin, Chair
April 24, 2012

Recommendations:

1. The Personnel Committee recommends to the Administrative Board that Bert Sigmon be nominated as part-time Stated Clerk for a second three-year term, beginning July 1, 2012.

Background:

The Personnel Committee conducted a performance evaluation of Bert Sigmon, Stated Clerk. Bert presented written and verbal responses regarding how he has met the eleven responsibilities enumerated in his position description. Feedback regarding Bert's performance was solicited. The feedback was extremely positive and indicated that Bert has become a valued and trusted team member in a wide variety of situations. His knowledge and understanding of his role has increased tremendously over the last two and one-half years such that he is able to provide counsel quickly for the many callers that seek his advice.

Bert has indicated he would gladly serve a second term if asked. His demeanor and approach to seeking consensus between disparate interests reflects his deep faith and belief that differences of opinion can be resolved amicably.

2. The Personnel Committee recommends to the Administrative Board that Barbara Ross be offered the position of volunteer presbytery staff member as a Presbytery Associate, with reimbursement for her travel, and that she be commissioned as Commissioned Lay Pastor (Commissioned Ruling Elder) in the position.

Background:

Barbara Ross has graciously agreed to accept a part-time position as Presbytery Associate supporting and working primarily with the churches in Mitchell, Avery, Yancey and McDowell counties. In addition, Barbara will continue to work throughout the larger presbytery with officer training and with Pastor Nominating Committees. Barbara has graciously agreed to do this on a *volunteer basis* and the Presbytery is most grateful. The finances at this point do not allow for this to be a paid position. She will be reimbursed for her travel expenses.

The Administrative Board and the Committee on Ministry has endorsed this recommendation and are recommending to the presbytery that Barbara be Commissioned as a Lay Pastor (Commissioned Ruling Elder) with the authority to administer the sacraments and moderate Session within the Presbytery.

Barbara brings to this position extensive experience, including business management and human resources. She has completed the two year School for the Laity Program. She has been active in her church and has served as Clerk of Session. In addition to her role as a COM member, Barbara has been doing most of this job unofficially on a volunteer basis for the last year. We have

appreciated her work and want to recognize her as a staff member of the Presbytery.

The description of the job includes working in close relationship with the Committee on Ministry as together they work with a group of churches , building strong relationships, providing resources, support and encouragement, specifically to:

- Focus on renewal and transformation, as congregations seek to grow in new ways responding to God's call in Jesus Christ;
- Provide care (pastoral and other) to pastors, educators and other church professionals;
- Assist churches and pastors as they look together for mutual mission and support;
- Support the vacant churches in the call process, especially in discovering their mission and ministry focus for the future;
- Work with churches struggling or in conflict about their mission in conjunction with the COM;
- Encourage pastor cohort groups for support, prayer and encouragement.
- Counsel with churches that express concern about denominational issues and what their relationship to the Presbytery and the PCUSA will be like - in conjunction with the COM.

The work also includes working with the larger presbytery in Officer Training, training of Pastor Nominating Committees and training other persons to work with Pastor Nominating Committees. We are excited to have someone with Barbara's skills, dedication and passion for churches and for our Lord Jesus Christ.