

Congregational United Church of Christ – St. Charles

Staffing Strategies Task Force

Final Report

May 9, 2016

The mission of the Staffing Strategies Task Force (SSTF) was to define the roles needed, with a vision of how each would fit into our larger whole, and ultimately a job description for each position. We believe this is an ideal time to develop an organizational and strategic vision that emphasizes children, youth, and families.

We were pleased that when the task force was formed, there were efforts to include various congregational constituencies; male and female, younger and older, representing a broad brush of different kinds of ministries.

We met a total of five times starting in February. Our initial meeting identified the three areas of ministry where there is currently a staff opening. Our group of seven divided themselves into three working groups to do the research needed for each open position. Much time was invested into the research and assessment tasks. The subgroups then came together to share their findings and collaborate in the development of the position descriptions.

Recommendations and Conclusions:

Assistant Pastor

1. We recognize that the church has very strong youth programs. However, we see a danger in those youth programs continuing to develop in a parallel track and not creatively integrated with other ministries of the church. Therefore, we believe it is vital that the Associate Pastor be a credible leader for the whole congregation carrying special responsibility for leadership in the ministry of children, youth, and families.
2. We feel that this position is more than a youth minister.
3. This should be a full-time position.

Minister for Music

1. We would like to see youth further integrated in the development and execution of worship services.
2. As an expansion of bullet point 1, we believe that using a broader range of musical styles would help to encourage participation and growth.
3. We believe there should be stipendiary (paid) section leaders for the chancel choir.
4. This is a half-time position.

Minister for Community Health

1. Increase the educational aspect of the position emphasizing holistic approaches to health. There is a special opportunity to offer the OWL (Our Whole Lives) program for the youth of the congregation.
2. We envision this position evolving into a half-time position.

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Lastly, we recommend that the personnel committee meet on a more regular basis to ensure consistency in staff reviews and personnel management.

We appreciate the opportunity to participate in this endeavor and look forward to the changes to come.

Respectfully,

Staffing Strategies Task Force



Charlie Bell

Kelly Cameron



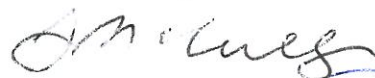
Tony Gamberding



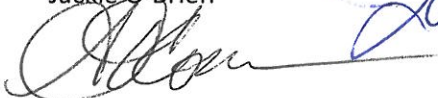
Chris Marschinke



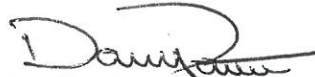
Jim McCullough



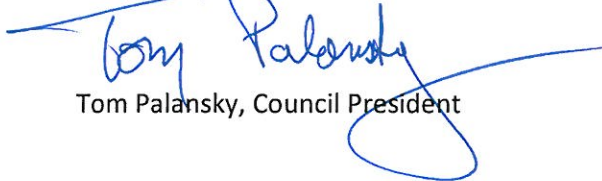
Jackie O'Brien



Alysia O'Connor



The Rev. David Pattee, Senior Pastor



Tom Palansky, Council President

Attach: Position descriptions for Assistant Pastor, Minister for Music, and Minister for Community Health