

Bridge Staffing Plan Summary

Design & Discernment - Structure & Funding

January 24, 2016

Goals for the Bridge Staffing Plan:

- **Limit changes** to what is required to bridge effectively from the current to the Proposed Permanent Organization Structure.
- **Move Toward New Structure:** Assure that required changes do move toward, not away from, the New Structure.
- **Test Proposed and Developing Plans for a permanent New Structure:** We are introducing key portions of the Proposed New Permanent Structure during the “bridge period” to test alternative ways to implement the proposals.
- **Maintain Control:** Assure intense involvement of the Council in overseeing staff during the bridge period to assure that key functions continue to be performed in an effective manner.

Note: All searches to fill positions beyond the “Bridge Period” will be performed with an open strategy giving careful attention to the full inclusion of persons of all racial and ethnic groups in the process. Some positions may require a familiarity with Presbyterian polity and practice as a minimum requirement for consideration.

Staffing Overview:

- **Council Staff Supervision Team (New):** The Team (composed of Three council members and one additional Teaching or Ruling Elder who will meet weekly by conference call with the Stated Clerk and individually with the Area Relationship Coordinators to supervise and direct their activities.
- **Stated Clerk:** Will continue to do the Clerk's-job as currently defined except that she will cede certain communications-related responsibilities to the Communications Coordinator and will assume several activities previously handled by the Transitional Executive Presbyter.
- **Area Relationship Coordinators (New):** Four part-time Teaching Elders who are members of the Presbytery and who will be the primary link to Presbytery members and congregations. They will report to the Council Staff Supervision Team during the bridge period.
 - Organize gatherings and collaborations among Teaching Elders and congregations.
 - Be present with Presbytery members, CRE's and congregations and listen to them.
 - Assist when Presbytery Members, CRE's and congregations are in crisis.
- **Financial Secretary:** Will continue duties as currently defined, but will report jointly to the chair of Administration and Finance Committee and the Treasurer (effectively what she currently does functionally).
- **Communications Coordinator (New):** Will assume primary responsibility for routine email communications, website maintenance, and be the voice of the Presbytery answering the phone at the Presbytery office - reporting to the Stated Clerk during the bridge period.