

## A REPORT FROM THE STAFFING & RETIREMENT SUBCOMMITTEE OF TA1

**NOTHING OFFERED HERE IS A FINAL DESCRIPTION OF HOW A NEW STAFFING MODEL WILL BE DEVELOPED. A NEW STAFFING MODEL WILL BE RESPONSIVE TO THE NEEDS OF OUR CHURCHES AND WILL BE IMPLEMENTED CONSISTENT WITH CURRENT PRACTICE. THIS IS INTENTIONALLY AN IMAGINING DOCUMENT & WILL CONTINUE TO EVOLVE.**

The Staffing and Retirement Subcommittee of the Together As One Team (TA1) has been thinking about and imagining together since July, 2017 what a New Conference might look like as we move into the future. Our particular task has been to imagine together about a number of different issues: staffing for a future new Conference and leaning into the matters related to anticipated retirements of two Conference Ministers. Our work has included asking questions and considering possible new and innovative staffing models, thinking “outside the box” of what has been traditional and familiar in our three separate Conference staffing models, and preparing an “in process” document about future Staffing while leaving options open as a New Conference Minister and a New Conference Board of Directors come together.

### In regards to Retirements of Conference Ministers:

1. **We now know** that two of the current three current Conference Ministers are retiring:
  - a. MA Conference Minister Jim Antal will retire as of June 30, 2018. The Rev. Don Remick will serve as Transitional Interim Minister and MA Conference President as of July 1<sup>st</sup>. This transitional position is clear about willingness to serve as a part of the collaboration process with a provision that this person is eligible to apply for another role/position in the new Conference.
  - b. RI Interim Conference Minister Barbara Libby will retire July 15, 2018. The Rev. Marilyn Kendrix will serve as Transitional Conference Minister as of July 1, 2018. This transitional position is clear about willingness to serve as a part of the collaboration process with a provision that this person is eligible to apply for another role/position in the new Conference.
2. **We imagine** that one Conference Minister will eventually be called to serve the New Conference.
3. **We imagine** that most of the details of the future staffing pattern will be developed by the new TA1 Board of Directors and one called Conference Minister.

### In regards to Staffing:

1. **We imagine** that immediately after the vote by the three Conferences in June, 2018 that there will continue to be 3 Conference Ministers serving in 3 separate conference offices with three staff.
2. **We imagine** trends will continue to identify sharing of some staffing positions to increase efficiency.
3. **We imagine** that changes in each conference staff will continue to evolve over time.
4. **We imagine** that many decisions will continue to impact how the New Conference functions and how and when staffing is developed.
5. **We imagine** that certain new skill sets may be needed as we move ahead into a new staffing pattern.
6. **We imagine that some of the staffing skill sets needed will include** (but are not limited to nor in any particular order): marketing, communications, stewardship/fund raisers, innovators, assessors, resource creators, business managers, social media and video creators, community organizers, partnership creators, accountants, human resource specialists, support personnel, outdoor ministry specialists, physical plant facilities personnel, change agents, idea generators, collaborative players, people of faith, authorized ministers, idea people, local and international mission connectors, problem solvers, trainers, mediators, resourcers for: local churches (children, youth & adults) faith formation specialists, extravagant welcomers, event coordinators, Registrars, bookkeepers, linkers with all aspects of National UCC setting, social justice advocates, receptionists, editors, writers, speakers, operations managers & workers, congregational health and wellness, consultants & specialists: Search & Call process, Conflict mediators, & counselors.