

Presentation to Congregation Meeting.

People & Culture Update.

Church Council has been aware of ongoing issues in finalizing our staffing and employment arrangements for our team in late 2021 and early 2022.

Each of our team has an updated contract and Position Descriptions were updated and confirmed in 2021 and attached to the revised Letters of Offer.

In 2020 Synod and Presbytery advised amendments to the Ministry of Pastor designation and Definition and all congregations were advised to update and amend relevant Position Descriptions and validate the Terms of Employment as specified in Letters of Offer.

In particular, we were conscious as to the different levels of Ministry of Pastor and the desire of Presbytery to ensure consistency, particularly where congregations had engaged members of the congregation to undertake leadership and teaching roles.

As you are aware re engaged Jemma Graham in 2020 to undertake the role of Children and Families worker. We are all delighted with Jemma's contribution and engagement.

In late 2021, your People and Culture committee sought to extend this arrangement as we became aware that Jemma would be available to undertake this role in 2022. This was approved by Church Council but required sign off by Presbytery.

We have since been involved in detailed and extensive communications with Presbytery as to whether this role should be reviewed and qualified as a Ministry of Pastor role. We received strong support from Church Council and our Ministry Team. We disagreed with such an interpretation, progressed this via Katie Haala and Ken Coutts and rewrote and updated the Position Description. No-one at GWUC considered the role relevant to Ministry of Pastor.

In Mid/ late January we achieved a breakthrough and at the February Meeting of PRC it was approved under the existing Award designation.

Jemma has since signed the Position Description and Letter of Offer for 2022 in mid-February.

We are pleased to conclude this review process and to have Jemma continue as an important part of our team at GWUC.

Performance reviews 2022- An Issue for Resolution.

In Mid 2020 Church Council determined and advised that Performance reviews would not be completed as to our staff during 2020 following the first Covid-19 situation.

People & Culture confirmed the extension of this approach during 2021.

We undertook Reviews as to our Office Manager and Welfare Coordinator where there were probationary requirements or prior to a longer-term renewal of contracts.

There have been no reviews completed for our Ministerial Team members over this period.

We are required under Presbytery requirements and guidelines to undertake annual reviews apart from in significant circumstances.

We are delighted with our whole process management throughout the Covid lockdowns and our ability to proceed.

People and culture will come forward to Church Council with a modified approach for 2022.

Ken Coutts

Treasurer and Convenor of People & Culture