

**Staff Services Committee
Report to Presbytery
September 13, 2005**

Performance Appraisal Interviews

Since the June Presbytery meeting, the Staff Services Committee has conducted performance appraisal interviews with staff members Linda Crawford and David McKee. Both interviews were thorough and positive in tone, expressing appreciation for staff members' contribution to the life and ministry of the Presbytery and exploring opportunities for professional growth and development.

Appraisal interviews will be conducted over the next two months with staff members Robyn Justus and Sharel Templeton, and with the balance of the staff by year's end.

2006 Budget Proposal

The Staff Services Committee recommends a 5% salary cost of living increase for all staff. This recommendation has been presented to the Administration and Finance Committee and is subject to overall budget negotiations. Other required changes in pension participation, health care coverage, etc. are also reflected in the committee's budget proposal.

Recommendation to Coordinating Council

The Staff Services Committee recommends to the Coordinating Council that the Presbytery immediately begin discussion with the Rev. David McKee regarding the status of his service Interim General Presbyter after May 31, 2006. It is further recommended that at the December, 2005, Presbytery meeting, a report shall be presented for action on the status of the Interim General Presbyter position, and when and in what manner the transition to a called General Presbyter should be made.

Rationale: David McKee's initial contract for service as Interim General Presbyter is for two years (ending May 31, 2006) with the possibility of extension. Now is the time to seriously review the transition process to a called General Presbyter and David's future role in the process of Presbytery transition. December action regarding David's service beyond May 31, 2006 will provide all parties opportunity to assess where we are and where we are heading.

Respectfully Submitted,

Michael L. Ward