

## Ministry and Personnel Committee (M&P) 2023 Annual Report

The Members of the M&P Committee as of December 31, 2023, are Bill Walker (Chair), Sue Christenson, and Arlene Box. The Committee met in Person and by Zoom as needed to deal with issues as they arose.

The minutes and meeting notes from the M&P Committee are confidential and not open to examination by the congregation.

The Committee met several times during the year. In addition to meeting internally, the committee also met with all employees who were available on a one-on-one basis to explore any concerns they may have had and to review performance. Remuneration for employees was also reviewed and recommendations were provided to the Council in respect to salaries and remuneration for 2024.

The Congregation is reminded that if they wish to raise concerns regarding staff performance or behavior, those concerns must be provided in writing to the chair of the M P Committee and MUST be signed by the member raising the concerns. Verbal complaints will not be considered..

Under the supervision of the Property Committee, the church continues to contract with Mr. Kentucky Douglas. Ms. Arlene Vickery looks after the day-to-day workings of Kentucky's contract.

Our volunteers who provide the Live Streaming and PowerPoint for our Worship Services are also considered as personnel, although unpaid. Our sincere thanks are given for all they do.

*Respectfully submitted on behalf of the M&P Committee,  
Bill Walker, Chair*