

## **Organizational & Administrative Trustee Report January 2022**

The administrative and organizational work in the Trustee group has been extensive. Most importantly, the final quarter of the year has seen the on-boarding of a new administrative assistant the church office.

Of no less importance, have been the discussions around the significant loss of members in the last five years (25 families) and what that means to the future of our church, especially in a COVID world. The problem of why people left (other than moving away), along with the problem of no one joining us and remaining with us, continues to be discussed. In the meantime, we are left with a two-thirds senior citizen church. That realization prompts conversation about flattening our committee and organizational structure as we have many fewer people to do the “work” of the church.

Additionally, after reviewing Thom Bower’s time logs, we have verified what previous pastors have told us: that the pastor’s job requires more than a 60 hour-a-week time commitment. That data—along with the fact that based on the paragraph above, we need someone to spend significant time doing outreach—it seems evident that in order for our church to survive the decade, we need to hire more than one person as we go forward.

Finally, getting the search team set up and working was accomplished in the final quarter of the year.

Respectfully submitted for the Trustees,  
Beth Richardson