

Staff Support Committee of the Presbytery of the Miami Valley

“For surely I know the plans I have for you, says the LORD, plans for your welfare and not for harm, to give you a future with hope.” Jeremiah 29:11

The staff support committee continued to work through significant change in the last months of 2021 and into 2022.

Staffing. We rejoice in the hiring of our new bookkeeper, Kat Millhouse. Kat was able to begin work in her new position in November of 2021, training with Martha Keil in year-end closing procedures as well as other tasks. The committee, Executive Presbyter and Stated Clerk believe that this bookkeeper position now completes the Presbytery Staff for the time being. While we planned forward based on an integrated finance/office position, the need for an office manager in addition to the bookkeeper has been eliminated by streamlining functions and using volunteers. We believe that we can contract small amounts of clerical time, if needed, in the future rather than hiring a person for this position. So, we give great thanks that staffing transitions for the time are completed!

Staff Retirement. Martha Keil retires from her position with the Presbytery this month. We are so very thankful for Martha’s service, patience, diligence and hard work over the years in the roles of Treasurer and Interim Bookkeeper. Please take time to send a note to Martha expressing her thanks. Notes may be mailed to Presbytery of the Miami Valley, 1541 South Smithville Rd., Dayton, OH 45410.

Reviews. The Committee has completed reviews for the Bookkeeper and the Website Management, Communications and Technology staff member, as well as Stated Clerk Lynn Bova’s first-year review. Rev. Lynn Bova’s first year was one of massive reorientation (personally and for the Presbytery), movement (personally and for the Presbytery) and change (personally and for the Presbytery). She took on significant personal learning in a new ministry, seeking to develop a new model or way of being Stated Clerk in the Presbytery, all while navigating staffing, office, and system changes in the midst of pandemic. She kept her wits and excelled. Her first-year evaluation was conducted by asking for Presbytery-wide input. Twenty-nine (29) invitations to participate were extended and twenty-one (21) responses were received. The feedback was overwhelmingly positive, highlighting many of the gifts and talents that Lynn brings to her ministry as Stated Clerk, the relevance of her experience, and the strength of her interpersonal skills in building relationships. We are confident in saying that staff performance by all team members is satisfactory. We are planning forward for the review of the Executive Presbyter in the late spring.

Diversity and Representation. Committee member Judith Barr has been the liaison for our committee to Diversity and Representation. She provides valuable updates and information from Diversity and Representation to the committee, helping us to be aware of their work and gain insights into our work as well.

Policy and Practice. We are working our way through the Policy and Practice document for Staff Support. While a rather tedious task, reviewing this has helped us to clarify responsibilities, better understand our work, and identify gaps.

Other stuff. Staff Support has provided the staff with support of the transition to Realm, file management, and other operational support on an ongoing basis as requested by the staff.

A huge thanks to current Staff Support Committee members Judith Barr, John Ey, Sherry Webb, Laurence Bartel and Julia Williamson; to Terry Kukuk, EP and Lynn Bova, SC for their work and support on the tasks of this committee; and to all staff members of the Presbytery for their service. For many months the work of this committee has been overflowing, and all have provided consistent presence and participation, looking to and trusting in the future that God prepares.

Submitted with gratitude and thanks by Diane Ziegler, Chair