

2020 Personnel Committee Report

The Personnel Committee of the Penn West Conference meets approximately four times a year. This year we reviewed the Conflict of Interest forms from employees and officers of the Conference. The forms are completed by any person who feels they may have had a conflict. After reviewing each form, the committee agreed that none of the issues reported would disqualify anyone from performing their duties for the Conference. We also reviewed the Personnel Handbook but made no changes at this time.

The Personnel Committee also discussed a sabbatical for Rev. Ackerman. Since he has been Conference minister for five years, according to his terms of call, he is eligible for a sabbatical. However, the Conference's current financial situation does not allow for a sabbatical experience that would be beneficial to both the Penn West Conference and Rev. Ackerman. After much discussion, the committee developed a plan for extended vacation for Rev. Ackerman this year, in lieu of a formal sabbatical. We also recommended that the Board of Directors develop a plan to set aside funds each of the next five years to pay for an Interim Conference Minister when it is time for Rev. Ackerman's next sabbatical in 2025.

Our other task, prior to the Corona virus outbreak was to conduct a performance review for our conference minister. We did this by updating a list of questions about Reverend Ackerman's performance and then distributing those questions to a representative of each Association. Rev. Ackerman chose three of these people and the committee chose three. We also decided to send a questionnaire to each Association's Committee on Ministry, since these committees work directly with Rev. Ackerman on a regular basis. We asked the committee to complete the questions as a group and submit one response per committee. The reviews have been returned; however, we are waiting to hold a meeting to review the responses until the current restrictions are lifted. Based on the initial responses to those surveys, we have recommended that The Board of Directors consider additional compensation for Rev. Ackerman. Once that meeting can be held a report concerning the evaluation will be issued.

Members of the committee are Rev. David Ackerman, Don McIlvaine, James Neatrour, Betty Royer, Andra Snyder, and Rev. Dr. David A Williams. Andra Snyder serves as our recording secretary.

Respectively submitted,

Don McIlvaine, Chairperson