

Existing Positions:

Minister of Operations

With the impending retirement of David Good the end of September, Andy Triplitt has been offered and has accepted this position. Andy will formally start September 1 but is already working with David to ensure a smooth handoff of this multifaceted position, focusing primarily on the Financial and Personnel aspects. Other areas of concern are Information Technology and Facilities, which will be addressed throughout the coming month.

Minister of Missions and Outreach

Christy Good is also retiring the end of September. Rev Dorcas Rodriguez is reviewing the position requirements and will be working with the Missions Outreach Board and SPRC as we review previous applicants and any new applicants for this position. With a strong Missions Outreach Board, the timing of filling this position isn't quite as critical, but with the strategic nature of Missions to Hillside we will not delay filling this position unnecessarily.

New (Proposed) Positions:

New Hire Process Flow

When the Executive staff and leaders determine an apparent staffing need, they develop an understanding of what the job entails and draft a proposed position description and justification for the position. Once the description and justification are completed the request then goes to SPRC for review.

SPRC reviews the position description for content, accuracy, etc., and whether the position is in consonance with the direction and mission statement of the church based on the position description and the justification for the new position. Funding for the position is not an issue for SPRC. Once the request has been reviewed and approved by SPRC, the position then goes to the Finance Committee to confirm funding availability and budgeting. When the feasibility and need for the position has been established, it then goes to the Leadership Council for review and approval.

If approved by the leadership council then SPRC and the executive staff work together to fill the position.

Director of Production Ministries (revised)

As the Covid events have impacted Hillside, we began streaming services for both Modern and Traditional services. As I'm sure you are aware, we had no equipment or connectivity to stream Traditional services, nor did we have a production team in place to do that as we had for the Modern service. Shawn Cox and Chris Owenby have worked together with their team of volunteers to put all of this together, but this is in addition to their already full time roles as respective Worship Leaders. Once the

decision was reached to continue streaming both services for the long haul it became evident that this staffing was not going to be sustainable, hence the need for the Director of Production Ministries.

This position will report to our Associate Pastor Reverend Dorcas Rodriguez, along with Shawn and Chris as Worship Leaders. We expect solid teamwork from them all, as we have seen in the past. This Production position is the recreation of the position previously held by Chandler Elder, so it really isn't an unknown need, just expanded to cover more than just the Modern service.

Additional Positions Under Consideration:

Information Technology

This position will have responsibility for the “care and feeding” of the technical infrastructure for Hillside and for all of the information technology deployed in support of the activities of the church as well as the Hillside Preschool and Academy. This position will work closely with Production to ensure the infrastructure will support the demands of the worship services at the church as well as the streaming of services externally. This IT position is projected to initially be a part-time position but may expand to full time as the position demands.

Assistant Facilities Manager

This position will provide direct support to the Facilities Manager Bob Dowis and will be available to fill in for Bob when Bob is absent (days off, vacation, etc.). This position will be available to provide facilities support during services and other activities on campus when those activities require facilities support.

Many Blessings!

Greg Faber, Chair
Staff Parish Relations Committee