

Presbytery of San Diego
September 2023
Restructuring Recommendations

Recommendation #1: See Cyclical Review and accept its recommendations excluding combining DCV and Cyclical SD.

- The \$100,000 set aside for Revitalization projects in 2022 will continue.
- Creation of the position Director of Innovation and Revitalization. Funding for program and position to not to exceed \$150,000 for the next two years from reserves.

Rationale: Please see Cyclical Review

Recommendation #2: Redefinition of Stated Clerk position. Electing of a Stated Clerk for 10-15 hours a week. This will includes amending the list responsibilities from the Manual of Operations with input from the Human Resources Committee, Ecclesial Committee, and Executive Council.

Rationale: In the past we have had a part time Stated Clerk. With a new re-structuring many of the duties that are not defined by the Book of Order will be moved to appropriate committee oversight or by Presbytery staff.

Recommendation #3: Creation of part time Director of Operations position in the presbytery. This new position will be involved in project management, financial controls, compliance issues, and other administrative tasks. They will serve as ex-officio for Budget, Property, and Finance Committee and the Presbytery Operations Committee.

Rationale: Many of the roles that the previous Stated Clerk had oversight with will be brought into a non-ordained position. This allows us to search for one that has expertise and knowledge in project management and other vital skills that the Presbytery will need moving forward.

Recommendation #4: Merging of Ecclesial Committee and Human Resources Committee to form Presbytery Operations Committee.

Rationale: Merging functions of polity and personnel under one committee brings all the administrative aspects of the Presbytery into one committee. At present time the Human Resources Committee does not meet that often. Combining it with the Ecclesial Committee would reduce the amount of members need for the Nomination Committee to fill and put effort into other committees.