

## **Human Resource Committee**

During this conference year, the committee provided oversight for the hiring of 60 individuals, 35 in the Conference Center and 25 in the ten District Centers. This process included formulating the position descriptions, announcing the position openings (when there was not one incumbent already carrying out the responsibilities in a satisfactory manner), selecting and interviewing finalists, checking references and backgrounds, and offering each position.

A commitment to diversity permeated the process. Each advertisement (in both common and racial ethnic newspapers) included this sentence: "The conference is seeking diversity in culture, race, and gender." Each position description included this statement in the list of qualifications: "Deep sensitivity and commitment to diversity (culture, race, gender, theology, etc.)." The results in the Conference Center were 14 men and 21 women: 5 African American, 1 Asian, and 29 Caucasian. The results in the District Centers were 11 men and 14 women: 2 African American and 23 Caucasian.

The other activities this committee oversaw this year included the development of an organizational chart that delineates supervisory functions, the orientation and training of new personnel, the establishment of service standards, the development of performance reviews, the process for identification of core values and culture, and the adaptation of the Personnel Handbook for use in local churches.

Sam Odle -Committee Chair

Adolf Hansen - Interim Director of Human Resources