

Report of the  
**Personnel Advisory Committee**  
United Methodist Communications  
September 17, 2005

**Roll Call**

**Commissioners**

Ava Berry, Acting Chair  
Chase Bannister, Secretary  
Andreas Elfving  
Joseph Ha  
Connie Shelton

**Staff**

Newtonia Coleman

*Excused:*

*Luther Henry*

*Cynthia Fierro Harvey*

**Action Items:**

1. Approval of Minutes of the February 23, 2005 meeting
2. Approval of Affirmative Action Report (pending clerical correction)  
Commissioners request that further reports include statistics of employee age as well as graphs/charts of detailed demographic distribution vis-à-vis promotion and new hires.
3. Approval of Affirmative Action Goals, 2005-2008 as amended. Affirmative action goals are amended to include the following: "UMCom will continue its efforts to internationalize its staff in order to accommodate the global reach of the commission." Commissioners also discussed goals and possibilities surrounding employment of persons with disabilities.
4. Received Report on Committee on Personnel Policies and Procedures. Elected Chase Bannister as official alternate to aforementioned committee.
5. Election of General Secretary. Personnel Committee unanimously recommends the re-election of The Reverend Larry Hollon as General Secretary of the General Commission on Communication. Committee members engaged Larry in dialogue regarding his perspective on the present state of the whole agency, his vision for the organization in the short and long term, and in issues particular to executive staff. The Personnel committee was clear to direct Larry into a more intentional strategy of self-care. The committee, hearing Larry's intense schedule, travel and the significant demands of his work as a very capable executive and visionary for our agency, recognizes its culpability in not ensuring that the General Secretary take appropriate Sabbath/annual level since his hiring five years hence. Larry is strongly encouraged to immediately evaluate his personal leave and create a structure that models health and wholeness for the whole agency. We suggest that between now and Dec. 31<sup>st</sup>, 2005 Larry take a day of Sabbath each week and arrange for four weeks leave before the end of the calendar year. Larry will report to the Reverend Cynthia Fierro Harvey for accountability in this matter. The

personnel committee further invites all staff persons to explore their roles in ensuring appropriate leave for the General Secretary.

Information items:

1. The Personnel Committee will review salary equity of the General Secretary in the coming months via conference call with appropriate staff and information.