

# Dialogues for Direction: M and P 101

By Esther Ewing, Chair

A bronze sculpture of a winged figure, possibly an angel or a personification of a deity, is mounted on a brick wall. The figure is depicted with large, feathered wings spread wide, a muscular torso, and a long, flowing robe. The figure holds a long spear in its right hand, which is raised high. The background is a wall of reddish-brown bricks. The image is framed by a dark blue border on the left and right sides.

# PRESERVING THE COVENANT



Part  
ONE



Part  
TWO



Part  
THREE

1

WHAT WE ARE

**MANDATED COMMITTEE**

**RELATIONSHIP BETWEEN**

**CONGREGATION/STAFF**

**HUMAN RESOURCES**

Our Work is

Fundamental

and confidential

supporting the connection of staff

with our purpose

THE

FAIRLAWN

CALL

OUR WORK  
SUPPORTS  
FAIRLAWN'S  
VISION AND  
THE STAFF'S  
ROLE IN  
THAT VISION



2

WHAT WE DO

# Building a positive culture:

- Positive encouragement
- Excellent employers
- Excellent staff
- We are all aligned with the call to explore spirituality, experience belonging and embrace action

**Oversee or recommend to EC**

**ROLE DESCRIPTIONS**

**RECRUITMENT, CONTRACTS,  
TERMINATIONS**

**GOAL SETTING**

**PERFORMANCE REVIEWS**

**STAFF/CONGREGATION**

**RELATIONSHIPS**

**We serve**

**working with**

**the**

**congregation**

**on behalf of staff**

**God by**

**working with**

**the**

**staff**

**on behalf of the  
congregation**



**We can't do it alone**

**3**

**WHAT WE NEED**

# WHAT M & P NEEDS

## FROM YOU

Staff person 1<sup>st</sup>, STAFF

Supervisor 2<sup>nd</sup> and M & P 3<sup>rd</sup>

VOLUNTEERS – 2 more members

YOUR PRAYERS

# CHANGES in ROLES

**Christopher White**

**Michelle Sparrow**

**Marilyn Pirie/Kevin Resaul**

**Sheryl Johnson**

**Spirit Space Program**

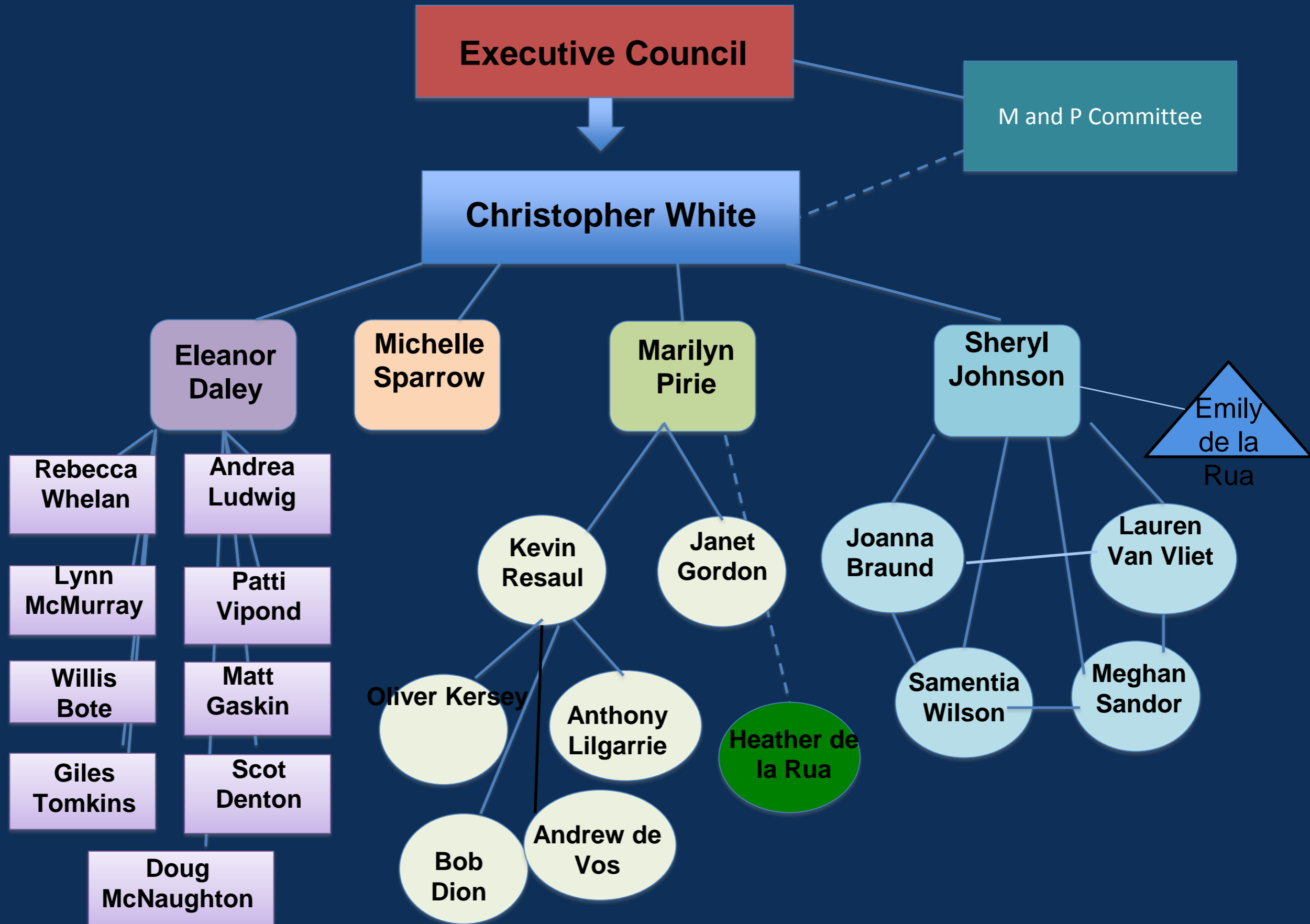
**Specialists**

M and P Rep	
Esther Ewing	Chair, M & P rep on Exec C., M & P rep
Sandy Giles	M and P rep & Children's Ministry Oversight
Philip Blackford	M and P rep & performance reviews
Beth Jones	M and P rep
Carissa Urquhart	M and P rep & office
1 – Patricia Watson 2 – Noelle McLeish	M and P rep & minutes
<b>VACANCY</b>	M and P rep
<b>VACANCY</b>	M and P rep & custodians

# M and P Reps

Staff Person	M and P Rep
Christopher White	Esther Ewing
Sheryl Johnson	Sandy Giles
Michelle Sparrow	Philip Blackford
Eleanor Daley	Beth Jones
Marilyn Pirie & Janet Gordon	Carissa Urquhart
Children's Ministry Program Specialists	1 – Patricia Watson 2 – Noelle McLeish 1 - VACANCY
Kevin Resaul and part-time custodians	VACANCY

# Staff Structure

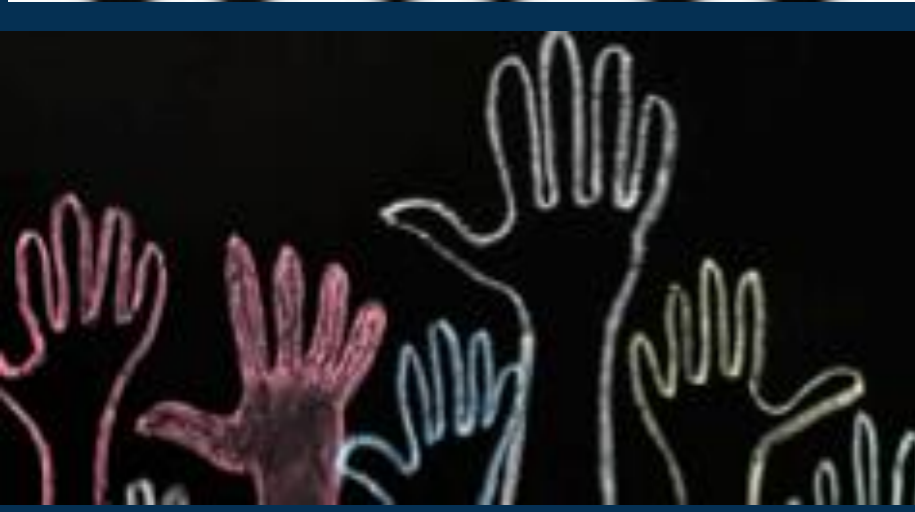




Pray for us



Support us



Volunteer with us

# How to Support Us (Staff and Ctee)

Send  
comments,  
concerns and  
**especially  
compliments**  
to M and P



**Connected to God  
and each other by**



# MINISTRY & PERSONNEL

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