

Report for 2021 AGM

Personnel Sub-Committee of Vestry

1. This report covers the period from November 2020 to November 2021.
2. The personnel sub-committee of Vestry is responsible for all aspects of employment and personnel-related matters of lay staff at St Aidan's (with approval of the wider Vestry). The members of the sub-committee for the reporting period are:
 - Vicar, Glen Ashworth, then Louise Anderson
 - David Jamison
 - Liz Lim
3. During the reporting period:
 - a. We had the following departures:
 - i. Glen Ashworth as our Vicar
 - ii. Sarah Ashworth as our Kids' Church Ministry Leader
 - iii. Conor McGrath as our Youth Leader (Youth and Young Adults).
 - b. We hired:
 - i. Vicki White as our Mainly Music Co-ordinator, with oversight from Louise
 - ii. Isabelle Hoskyn as our Kids' Church Ministry Leader
 - iii. Isobell Tregoweth as our Young Adults Co-ordinator
 - iv. Nic Mercer as our Youth Leader.

Several of the roles described above are on a fixed term basis, to reflect the fact that we are in the process of looking for a priest to fulfil the role of Priest Associate. It is expected that upon that role being filled, the Vicar will undertake a strategic review of the scope of some of the roles listed above with the view to the Priest Associate potentially taking over certain aspects.
 - c. Formal staff performance appraisals have not been conducted due to various roles being vacant for a period, the COVID-19 lockdowns and the fact that most of the staff members listed above had just started in their roles. It is expected performance appraisals will be conducted in 2022 at a date or dates to be decided by the sub-committee.
 - d. We experienced two lock-down periods during the reporting period, with the current lock-down on-going. Staff continued in their respective areas of ministry to provide pastoral contact and support, and Anne with administrative and finance support.
4. The sub-committee commends and wishes to express their grateful thanks to the staff of St Aidan's for their dedication, hard work and continued commitment to their roles and in supporting the St Aidan's community this year. The current extended lock-down has been taxing, and we do not underestimate the amount of effort each staff member has put into their roles. Thank you.

Please refer to the other reports to the Annual General Meeting for details of staff involvement in particular activities.

Louise, David and Liz