

**IL CONFERENCE PERSONNEL COMMITTEE
ANNUAL CELEBRATION REPORT**

10.15.2025

Chair Report

Personnel was charged with focusing on completing our Personnel Policies and Employee Handbook that was years overdue. We are happy to report that on April 5, 2025 the Employee Handbook was voted and passed by the Illinois Conference Council and is now enacted. Personnel is also responsible for the evaluation of our ICM and on Sept. 5 the Personnel Chair along with our Conference Council President and Vice President successfully completed this evaluation with Rev. Dr. Terrill Murff. New focus areas have been identified for the next evaluation cycle (no later than Feb. 2026 for months June - December 2025), and can be discussed upon request.

The Personnel Committee has only had 9 members on the committee, and is suppose to have 16 members according to the current bylaws. I am not sure how the new governance model impacts this committee but nominating for Personnel needs attention. Additionally, a concern that I have as the outgoing Chair of Personnel, from anyone who serves on this committee or in a Conference volunteer role, is conflict resolution skills between local church pastors/members and Conference personnel. In my role, I have fielded too many complaints about Conference personnel responsiveness to local church concerns. The assumption that I have heard time and time again, is that the Conference personnel are “not working” because it is taking them “too long” to respond to local church matters, and therefore folks have threatened to pull OCWM dollars away from the Conference.

This is a concern of mine given that I work closely with our ICM, MLT and have listened to the concerns of our Conference staff throughout my time as Personnel Chair. I have seen and experienced how hardworking our Conference personnel work and I have been pained to experience local church pastors and members as well as people who volunteer on Conference Council say these things about our employees. I think as the Conference moves forward we MUST work at validating the experience of folks who have concerns while reassuring them that our staff are working and just like many of our local churches... they are stretched thin, under-resourced and all too often experience having money be leveraged which only creates uncertainty and frustration.

As outgoing Chair, I implore us to understand the repercussions of these myths that our Conference staff are not working because if this continues... My fear is that we are creating the building blocks to not have a Conference.

Lastly, this is my last report as Personnel Chair. It has been a pleasure and a joy to work alongside you all for the common good of our churches and our Conference personnel. You all bless me with your faithfulness and commitment to this Holy work. Please continue to go forth in the spirit of ubuntu.

Respectfully Submitted,

Rev. Ramona N. Gant

Chair of IL Conference Personnel Committee