

Dear Friends,

Thank you to all the Meetings who have sent us nominations or discerned that they do not have any at this time. I know this is a stressful time for us all and serving CYM may not be possible for many Friends, and I realize that many Monthly Meetings are finding it challenging to meet at all. I am sorry to add another item to your agendas.

We have been able to fill many of the vacancies but do still have openings for Friends to serve.

We have one very pressing need that we are asking your help to fill.

Personnel Committee needs members. I have included a description of the committee's work that was produced by Personnel Committee and outlines their needs and the skills they are looking for.

If you can find anyone in your Meetings that might have the interest or skills for this work, please let me know at heididick@shaw.ca and I can put that Friend in touch with committee members to see if this would be a good fit.

Thank you very much for your help.

Heidi Dick,

Clerk of CYM Nominating Committee

Personnel Committee Service Needs

Personnel Committee works to bring Canadian Yearly Meeting's personnel policies and practices in line with its ethical and legal obligations. Together with the Personnel Management Group, the Committee has extensively reviewed existing employee relations and contract obligations. We have begun drafting or redrafting documents and policies to ensure that good processes are in place going forward. In this work, we have had the guidance of our remarkable Clerk, Monica Walters-Field, and the support and advice of the CYM Secretary. There is currently one vacancy on the four-person committee and a second will be created in August 2020 when our Monica completes her term and retires as Clerk.

The committee desperately needs another two individuals to serve as general committee members, certainly by August, but really, as soon as they are able to begin serving given the need to come up to speed with the work.

Ideally, someone serving on Personnel Committee should have a background in personnel management practices. Experience dealing with or developing personnel policies and management issues would also be helpful. As some of the matters we deal with are confidential, discretion and good judgement are essential.

This is a working Committee. Currently, members participate in two 2-hour calls per month and regularly spend an additional 2-3 hours each month on committee business. As improved policies and processes are implemented, we expect the workload will diminish. We would also be interested to hear from Friends who can give less time, but could share their expertise, and work on specific tasks in an associate capacity.

Notwithstanding the significant time commitment, the rewards are substantial. The committee's work strengthens CYM and enables it to meet the needs of our members well and, possibly, even better. It protects Yearly Meeting's reputation and financial interest and bolsters its ability to be an anchor in the lives of its members.