

Calvary by the Sea Lutheran Church and Montessori School

Open Letter from the Staff Support Committee

The purpose of the Staff Support Committee is to affirm and strengthen the mission efforts of the congregation, Montessori School, and the ministry, which is performed by the staff. The committee listens to our church and preschool community, providing clarification of expectations and ensure open communication.

Functions and benefits of a Staff Support Committee include:

- Helps develop open communication about expectations, attitudes and concerns within the congregation, the community and the staff.
- Identifies early warning signs of misunderstandings and takes action to diffuse certain problem situations.
- Becomes the "listening post" for the pastor and other staff members and the people of the congregation.
- Serves as a group with whom the pastor and other staff members can share and discuss confidential staff matters.
- Conducts annual reviews and provides affirmations of staff members.
- Plans strategies to improve skills of staff members or help develop plans within the congregation to solve problem situations.
- Assesses each year the working conditions, compensation, housing, and other benefits provided for the pastor and other staff members.

Staff Support Committee Members:

- Thea Johanos-Kam
- Kai Lucas
- Lisa May Montano
- Laura Sprowls
- John Travis
- Cheryl Tuitele

Mahalo nui loa,

Cheryl