

## CASCADE UMC TO REORGANIZE, RESTRUCTURE LAY STAFF

In November 2007, the Cascade UMC Charge Conference approved a \$2.8 million budget for 2008. In meeting this mandate, your church leadership has had to make painful, difficult and prayerful decisions. We were, in effect, directed to live within our means by the Charge Conference.

On Tuesday, April 1, 2008, the Cascade Church Council approved the actions that would bring our spending in line with the budget. The actions initially planned to be implemented on January 1, 2008, were delayed through first quarter to explore all alternatives to taking these actions. In addressing this issue, we have found it necessary to eliminate 8 staff positions. They are: Church Business Administrator; Finance Director; Programs Director; Food Service Director; one maintenance position; two clerical positions; and one musician currently on leave of absence.

In addition to these actions, SPPRC is working on a plan to consolidate the remaining staff to make maximum use of our resources. We have presented generous severance packages to those who will be leaving our employment, including professional outplacement assistance and a 60-day severance package that includes medical benefits.

These decisions were made after an exhaustive analysis of Cascade United Methodist Church, from an administrative viewpoint. It is the opinion of SPPRC that the new configuration will allow Cascade to operate within the budget restraints of the 2007 Charge Conference.

As we move forward, we will be calling on our members, especially those who recently agreed to volunteer through commitment cards, to support the ministries of our church called Cascade in meeting our mission of bringing souls to Christ.

Mr. Al Byrd  
Church Council Chair

Mr. Robert Haley  
SPPRC Chair

Rev. Marvin A. Moss  
Senior Pastor