

October 15, 2020

Grace Family,

During the October 4 congregational meeting, we discussed the need for cost reductions. On Thursday, October 1 we communicated to the staff that we were instituting a \$500,000 cost reduction to bring our expenses more in line with our current revenues. Of this, the majority was expected to be related to staff. In order to avoid involuntary terminations, we offered a voluntary separation package to the staff; subsequently enough staff accepted the package that there will be no need for further reductions to achieve the targeted goal. The following people have accepted the voluntary separation offer:

- Stephanie Clarke - Stephanie will remain in her position of Coordinator for Traditional Worship but will reduce her hours to approximately five hours per week.
- Susan Dozier - Susan will retire as Membership and Database Coordinator. After her retirement, she will work part time on contribution entry for approximately four to six hours per week.
- Michael Fry - Mike will retire as Pastoral Associate. He will remain connected to Grace, working on an as-needed basis assisting with congregational care events such as memorials and hospital visits.
- Debbie Kay - Debbie will leave her position as director of our nursery operations to concentrate on her yard sign business.
- Hyeok (Chuck) Lee - Chuck will leave his position as Director of Traditional Worship Ministries. Chuck joined us recently only to have our in-person services interrupted by the COVID pandemic.
- Becky Lastovica - Becky will retire as Financial Assistant. Becky is currently our longest serving coworker, having served Grace faithfully for 39 years.
- Jane MacFarland - will convert her part-time, paid coordinator staff role to a volunteer position.
- Becky Morris - Becky will leave her position as Congregational Care Ministries. Becky has served with us for 20 years.
- Phil Warman - Phil will leave his position as Director of Student Ministries. Phil joined us in November 2019.

If you have any questions, please email them to transition@gpch.org or contact anyone on the Leadership Team.