

Presbytery of the Northern Plains
2025 Fall Meeting
October 11, 2025

Personnel Committee Report

The Personnel Task Force was active later this year and dealt with three issues, as follows:

- Recommended that the Leadership Pod approve Pastor Deanna Reikow's enrollment in a course from Princeton Theological Seminary.
- Recommended that the Leadership Pod include a 4% salary increase for Presbytery employees in the budget for 2026.
- In conjunction with the Presbytery's Communication Coordinator, the Task Force developed guidelines for posting to social media.

The Task Force consists of members:

Mary Barrett (Mendenhall), Charlotte Enger (Jamestown), Maggie Sambo (Moorhead), and Interim Lead Brian McClure (Fargo).

Report Submitted by:

Brian McClure,
Interim Lead of Personnel Committee

Presbytery of the Northern Plains
Policy on Posting to Social Media

The purpose of this policy is to guide the placement of content meant to represent the Presbytery of the Northern Plains on all forms of social media.

The following guidelines shall be followed:

- Postings shall support the mission of the Presbytery: to care for, to connect, and to challenge the congregations and members of the Presbytery.
- Postings are done by the Communications Coordinator.
- Postings shall have a direct connection to one or more churches in the Presbytery, or be of such significance that the information would be of interest to the member churches.
- Postings shall, generally, avoid current “hot button” political issues of the day, nor should postings be trivial. When the Presbytery provides information or takes a position and makes it known on social media, it should involve a matter of some importance.
- Re-posting content sourced from the Presbyterian Church (USA), other PCUSA Presbyteries, the Synod, or partner organizations is appropriate when it has significance to this Presbytery and or if the information has not otherwise been widely disseminated.
- Photos and videos of adults and minors may appear to accompany content that is posted. Parents or guardians may notify the Communications Coordinator to ‘opt out’ of having a photo or video posted that is identifiable to a family member. Any photos or videos submitted to the Presbytery are assumed to have been provided with complete permission to post.
- Items of a speculative nature or items that, if made known, would cause an individual discomfort should not be posted.
- Should the Communications Coordinator have questions or concerns about posting any particular content, the Leadership Pod should be consulted.

Approved by Personnel Task Force: September 18, 2025



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Presbytery of the Northern Plains Media Opt-Out Form

The Presbytery of the Northern Plains may photograph, record, or video its events, programs, and activities for communications, publicity, and historical purposes. This includes (but is not limited to) newsletters, websites, social media, and other printed or digital materials.

If you do **NOT** want your image, audio, or video to be captured and/or used by this Presbytery please complete this form and return it to the Presbytery of the Northern Plains' office.
This form applies to both adults and minors.

IMPORTANT INFORMATION:

Public Spaces & Events:

Images and recordings taken in public spaces and/or at public events may not require authorization for publication.

Your Responsibility:

If you are in a non-public area where photography and/or recording is taking place, it is your responsibility to notify the applicable personnel and camera operator(s) that you have signed this Media Opt-Out Form and to remove yourself from the area when appropriate.

Scope:

This form covers the use of images, video, and audio recordings by this Presbytery and its affiliated communications. It does not cover security cameras or surveillance footage.

OPT-OUT STATEMENT:

Please check the box below and complete the form if you do **not** want to be photographed, videotaped, or audio recorded.

☐ Do **NOT** allow my/my child's image, voice, or likeness to be photographed, videotaped, or audio recorded by the Presbytery of the Northern Plains for marketing, communications, or publicity purposes.

Name of Individual: _____

Affiliated Church's Name or Partnering Organization Name: _____

☐ Adult (18 or older) ☐ Minor (under 18)

Parent/Guardian Name (if minor): _____

Parent/Guardian Signature: _____ Date: _____

Signature of Adult Participant (if 18 or older): _____ Date: _____

Return Completed Form To:

Presbytery of the Northern Plains
5555 S. Washington St., Grand Forks, ND 58201
pnpoffice@gmail.com