

# **Proposal: Funding a Membership/Volunteer Coordinator**

For the 1/16/11 Congregational Meeting

## **Summary**

Your board of trustees recommends the hire of a membership/volunteer coordinator as a critical part of living our mission and ends (goal).

## **Why a Membership/Volunteer Coordinator?**

There are many reasons for hiring a membership/volunteer coordinator. The church identified this need at least a decade ago. We have simply reached the limits of what we can do in membership and volunteer support without having staff support. For at least a decade, the church has gained 100 new members and lost 100 members every year.

With a membership/volunteer coordinator, we can effectively achieve important church ends such as:

- being a radically hospitable community
- ensuring that members and their families feel supported in times of joy and need
- helping members find connection with one another in fellowship
- having people fully engaged and generous with their time, treasure, and talent
- more fully witnessing to justice in our personal lives and beyond

If we want to flourish, we should take note that every large, flourishing UU church has such a position on staff.

Effective support for membership and volunteers doesn't just enhance church life and member satisfaction; it also impacts the bottom line. Members who feel strongly engaged with the church are more likely to give generously. Based on the experiences of other churches, we believe that this position will more than pay for itself.

## **How will the church pay for this investment?**

Your board of trustees recommends that the congregation approve the use of the congregation's savings. With \$250,000 in savings, and a net worth well over \$2,000,000, the congregation can easily make this investment in its own future. The investment of \$40,000 during the first year, \$20,000 in the second year, and \$10,000 in the third year should provide ample time for the volunteer/member coordinator position to prove successful and to enhance pledge income well above its cost.

## **When?**

Funds would become available in May 2011. We could potentially hire the membership/volunteer coordinator shortly afterwards.

### **Brief Job Description**

The Membership/Volunteer Coordinator will collaborate with volunteers and staff to help the church achieve its mission and ends.

The position has the following core responsibilities:

- promote radical hospitality and the welcoming of guests
- facilitating the path to membership process
- assist new members to find connection within the church
- enhance the commitment and satisfaction of members in the life of the congregation

Specific duties will include:

- Supporting and enhancing the work of mission-critical committees (though not replacing or displacing current volunteers)
- Working with the membership committee to strengthen the path to membership process
- Enhancing processes to get new members involved in the life of the church
- Creating and maintaining processes to match willing volunteers with volunteer opportunities
- Recruiting, organizing, and training volunteers for high-priority church needs, including social action, worship, religious education, and operations
- Ensuring thorough and appropriate follow through with guests

### **The Motion**

The congregation of First Unitarian Universalist Church of Austin hereby approves the use of \$70,000, over three years, from the Memorial Savings Fund for the purpose of hiring a membership/volunteer coordinator.

This motion supersedes any current policy restrictions.

The funds may be spent as follows: \$40,000 during the first twelve months of employment, \$20,000 during the second twelve months, and \$10,000 during the third twelve months.

This motion will become effective upon the approval by two-thirds of those members casting votes at both the December 2010 and May 2011 congregational meetings.

### **Questions, Comments, or Concerns?**

Your board would like to hear your questions, comments, or concerns. Please direct them to your President, Eric Stimmel (president@austinuu.org, 925-6647) or Vice President, Chris Jimmerson (vicepresident@austinuu.org, 659-2137).