

## **MEMBERSHIP COORDINATOR POSITION**

A big change is happening here! Our board unanimously approved the hiring of a part time membership coordinator. This also has the enthusiastic support of Richard Holland whose money will support this position. Louise Jeffery as President of the Board wanted me to explain the rationale for this decision and the functions this job will cover in a congregation wide effort to deepen and expand membership.

Early in January, it became clear to our Membership Team that despite this being a happy place with many visitors, happy with our minister, financially solvent, and a membership team that has worked very hard on many aspects of membership, we were, as we have been for many years, still stalled with growth. We knew what we needed to do and we didn't have the volunteer power to do it. With a push from Jack Heidl on the board and support from Jack Round, the president elect, we brought in the national expert on growth in UU churches from Des Moines for a day long forum. She confirmed what we already knew and gave us a clear map to accomplish the growth needed to insure the future of this church.

Growth here does mean expanding our numbers, but we believe that if we deepen the experience for our existing members, new members, our visitors and our frequent visitors, growth will be the natural consequence. We have a good retention rate with members, but we have people that slide quietly out of our community without our knowing what might have been possible to help them stay. A coordinator will have the information necessary given our data base to help us connect with those people before it is too late. A coordinator can organize the system we already have to more fully integrate new members into the activity of this congregation and into leadership positions. Too few members bear too much of the burden here for too long.

Jaime Alexander has carried our path to membership program singlehandedly for as many years as many of you have been here. A coordinator will help us flesh out what we have to do to prepare visitors on that path and to let Jaime relax.

We need more program help with the large number of visitors and frequent visitors that walk through our doors. We need to offer more and have a systematic way of engaging people more fully, using the data base we already have in place. We need to be inviting all of you to be part of this engagement and to show you what you can do that is fun and interesting.

We have a search committee formed to look outside of this congregation for candidates. We have very specific requirements in place and we will keep you all informed. We will continue to use Lori Emison Claire from Des Moines as our consultant. This is a serious move and I hope all of you can get behind this and feel really good about it. Talk to me or the membership team if you have questions. Onward and upward!!