

May 21, 2018

Dear KCC Members and Friends,

Thank you, KCC, for sharing your thoughts and suggestions with our Faith Programs Director Search Committee members. We asked you to share your thoughts on:

1. The elements you would like to see prioritized in a job description for the Faith Programs Director.
2. Your preference for how to fill the position (part-time vs full-time vs. lay person).
3. The size of a budget deficit you would be comfortable with if one was necessary in order to fill the position with a full-time structure and competitive benefits.
4. What elements you would like to see added to the Faith Programs.
5. What elements you would like to see maintained in our Faith programs.
6. Any additional thoughts.

Below is a summary of the results of the survey, we appreciate your patience in receiving it. A detailed breakdown of responses by percentage can be requested but the overall takeaways from the survey responses among the nearly 50 respondents were:

- Individuals felt the tasks that should be given the highest priority by the new Director are, in order of priority: Sunday School Coordination, Leading Youth Group, Recruiting Training Sunday School, Leading Owl, Giving Children's Moments.
- There is a preference for a full-time Faith Programs Director over a part-time director. Only a very small percentage of respondents had any preference for a lay-led position.
- The highest percentage of respondents, nearly half, would support a budget deficit of \$25k in order to fill the Director position with a full-time, benefits eligible employee.
- Regarding the items that could be added to our current Faiths Programs there were a variety of responses but the two that were

mentioned several times were additional Adult Education and work on Social Justice issues.

- Responses regarding the essential elements of our program that should be maintained mirror answers to the first question about what should be kept in the new job description. Individuals responded overwhelmingly that the Sunday School programming should be maintained, with a lesser but still consistent response in support of confirmation education, the youth program, OWL, and some of our special events such as the Posada.
- When asked for additional feedback in the final question, far fewer people responded. In this question is where the more explicit mention of strong outliers (I strongly disagree with a budget deficit or need for a full time position vs it would be a grave mistake to make this position anything less than full-time with a salary competitive with other nonprofits) were expressed. And yet, the fairly consistent sentiment was that at least close to full-time, in line with what we have had with Marg's leadership, should be maintained and that some particular groups (college students, shut-ins) should receive some additional attention to stay connected with KCC.

We understand there will be strong feelings on various aspects of the way the Faith Program Director position is shaped and filled but we were grateful to see a high level of general agreement on what direction we should take. We are in the process of using these survey results and other tools at our disposal to craft a job description and begin recruitment early this summer. We will keep you posted and we thank you for your involvement and support.

Faith Programs Search Committee

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