

6/25/2014

## Proposal for Tom Hathaway Partnership

- Consultant to Ministries of
  - Family Faith Formation (5-6 hours per week)
  - High School and Middle School Youth (1-2 hours per week)
  - Mission and Justice Ministries (2 hour per week)
  - Administration, Leadership Development and Collaboration (2 hours per week)
- \$ 10,500.00 for 21 week agreement which would allow us to determine if the relationship is right and the ministry is on target through end of 2014 as follows:
  - June 30 – August 1, 2014 (5 weeks)
  - Sept 1 through Jan 2, 2015 (19 weeks)
- Equivalent of a salaried, ¼ time position @ \$ 26,000 per year (MACUCC Clergy Compensation Guidelines):
  - Cash salary of \$ 500.00 per week
  - 10-12.5 hours per week expectation;
  - All expenses incurred while doing ministry will be covered by the church
- Asking for Church Council Support of this Trial – with SPT affirmation of candidate at 9:30 am meeting on Friday, June

**Description of the work:** In collaboration with lead pastor, other ministry and administrative staff and lay leaders the consultant will take primary leadership of the following ministries which will be shared ministries with members and leaders of North Prospect Union, UCC. The Consultant will report to Lead Pastor for all work and will be evaluated by the Lead Pastor with input from lay members from both churches.

- I. Family Faith Formation: This ministry role is expected to require 10-12 hours per week/2; 5 – 6 hours per week for CCWM.
  - Find and curate age appropriate curricula and resources for Spiritual Practices and Faith Formation in the home
    - for all ages
    - prioritizing practices that families can experience together
    - includes wide range of practices from all traditions
    - network and leverage this as a unique product that differentiates us from other churches
    - integrate spiritual practices with regular mission and justice practices/hands on experiences
    - develop (or provide links to) 'how-to' training workshops for users – both on site and via web/podcast; for both Parents and Kids
    - maintain a leading edge presence in this ministry
    - insures curricula and resources are consistent with CCWM's commitment to ONA and her vision, mission and progressive theology and branding; needs "backing"
  - Create, Manage and Grow Web Site, email distribution, social networking of this product/curricula with support from admin and other ministry staff/community organizing leaders
  - Develop goals and plan to make this ministry financially self-sustaining
  - Lay Leader Development – equipping others
    - Teach Community Organizing Approach to sharing this ministry
    - Establish community partnerships to leverage
    - Identify and Develop lay leaders to take on leadership
  - Develop SMART Goals for ministry, assess the effectiveness; adjust accordingly

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- II. Ministry with Youth: 8 hours per month/2 = 1 hours per week for CCWM; grow to 16 hours per month/2 = 2 hours per week for CCWM;
  - High School Youth--Develop programs and gatherings for High School Youth (Sunday evening) 1 -2 times per month;
  - Middle School Youth—exploration of afterschool drop in
  - Our Whole Lives: Faith Based Sexuality Education —explore this as a ministry which will differentiate us in the community
    - Recruit leaders to be trained (2 from CCWM, 2 from NPU)
    - Develop plan to offer to the community
    - Create marketing of same
    - Manage the implementation of OWL
  - Develop SMART Goals for ministry, assess the effectiveness; adjust accordingly
- III. Mission and Justice Ministries (2 hours per week for CCWM)
  - Create hands-on, local, national and international opportunities for service
  - Inspire the congregation to seek justice
  - Integrate with faith formation curricula and leverage the Faith Formation network
  - Invite conversations that will allow them to discover current Passion for mission
  - Reassess the passion/ and call on an annual basis
  - Develop SMART Goals for ministry, assess the effectiveness; adjust accordingly
- IV. Staff Meeting with WMO – 1 hour per week (CCWM);
- V. Working with CCWM Lay Leaders
  - Meet Monthly with Lay Leaders at Joint Ministry Meeting (2 hours per month/4 = .5 hour per week)
  - Other Miscellaneous leadership and collaboration (.5 hour per week)
- VI. Participate in CCWM Annual Visioning Meeting to represent these ministries

***To be determined by October, 2014: A written agreement regarding the partnership understanding with NPU; especially of the “weekly seeds” faith formation in the family web site and network.***