

Short-term Outreach Person to support First-Day School and Young Adult Friends,
co-sponsored by the Imagining Faithful Structures Working Group and the First
Day School Committee

I. Overview

● **Why this project now, and how will it engage with or benefit the FMC community?**

Post-COVID, in order for Friends Meeting at Cambridge (FMC) to thrive and grow, it is imperative it better connects with its parents, its children, potential families, and its young adult population, ages 18 to 35. (YAFs) We propose FMC hires an Outreach Person for one year in order to rebuild a sense of community among these important and much-needed voices in our community. This Outreach Person will survey the needs of parents and YAFs,* offer regularly scheduled monthly and quarterly opportunities for parents, children, and YAFs to connect with one another and to the wider community, and reach out to potential families and young people.

This Outreach Person will also explore how an ongoing volunteer structure might support our families, potential families, and young adults and propose such a structure, reliant, perhaps on an as yet untapped pool of volunteers, to continue serving these underserved members of our community.

● **How will this project deepen the spiritual life of FMC and reflect its testimonies?**

When the FMC community more deeply and intentionally connects with its parents, children, and YAFs both in multi-generational worship, which includes its meetings for business with attention to business, and in fellowship, our collective sense of the Divine will deepen, broaden and diversify. How better to experience the wonder and “zest” (Thomas Berry) of each present moment of this unfolding universe than through the eyes of our community’s children? How imperative it is that in this time of planetary emergency that we strengthen our “beloved community”! How better to more fully consider our Peace Testimony, for example, than to collectively explore with our young people and families how to practice non-violence?

● **How much is being requested, and what do you hope these funds will accomplish?**

We respectfully request \$41,300 because we believe this much-needed investment of paid staff and engaging, inclusive activities will attract more young people and families. We hope that this one-off infusion of energy and resources will result in ongoing, self-sustaining vitality.

Will you personally oversee execution or will it involve another organization or non-FMC persons? Over how many years will the funding be used?

This Outreach Person, who will be hired for one year, will be supervised by our Meeting Administrator.

• Is this a local proposal, elsewhere in the U.S., or international? Or for FMC itself?

FMC only.

• Who will carry out this project, both short-term and long-term if applicable? What are the roles, who will be doing them, and will there be adequate support?

The Outreach Person, supervised by our Meeting Administrator, will carry out this project with the guidance and support from the First Day School Committee and current, active YAAS.

II. Use of Funds

• Does this proposal advise keeping some or all of the bequest for FMC's capital or budget use?

NA

• Is this the only funding for this project?

Yes.

• Is it ongoing after these funds are depleted?

As noted, we propose the creation of a volunteer structure to continue this important outreach and support effort. It is our hope, however, that FMC will find ways to financially support future community-building activities.

• Is this funding for a start-up, a program already up and running, or is this for an expansion?

A start-up.

- **If being given to an existing program, what portion of that budget will this represent?**

NA

- **Are community members welcome to become involved and how?**

Community members are encouraged to be welcoming and inclusive participants at multi-generational activities such as retreats, Family Worship, and meeting for business, and to respect parents-only or YAF-only spaces. Community members are also invited to discern what the proposed “survey” might entail.*

III. Budget

This \$41,300 figure reflects:

Salary:

A 50 week, \$25/hr. @ 20hrs/week outreach person = \$25,000

Benefits: (Figures supplied by Jane Jackson, FMC Treasurer)

Payroll taxes: \$1,989

Retirement: \$2,600

Health Insurance: \$4,635 (1/2 of single coverage)

Total benefits: \$9,224

Once-a-month activities or supplies such as movies, bowling, pizza night, parent conversations with childcare provided, board game night: \$300/month for ten months = \$3,000

Quarterly, larger-event, broader appeal activities such as a weekend retreat, ski trip, bouncy-house rental: \$1,000 X 4 = 4,000

NOTE: It is hoped that, after eight or nine months, FMC assesses this project’s impact and efficacy. Do we sense that continuing for a second year might be fruitful? We hope that this community might reserve additional bequest funds should that be determined

***From the June 25th 2023 Meeting for Business:**

During the discernment process of laying down Marriage, Families, and Relationships Committee, questions were raised about how well we are meeting the needs of couples and parents in our community. Some enthusiasm was noted for conducting a community-wide needs assessment along these lines. We propose holding a "threshing session" in the next several months to explore how the FMC community might proceed with a needs assessment.