

Mission and Social Change Working Group

Proposal: Establish a staff position dedicated in part or in full to internal and external communication

What do we envision accomplishing with this proposal?

Demonstrating Fairmount Presbyterian Church's prioritization of improving communications by creating a paid, non-volunteer Director of Communications position or dedicating a portion of existing staff member's time to communications. It is the belief of the Mission and Social Change Working Group that the church's communication needs exceed the capacity of any single or group of volunteers.

What will be the impact of this proposal?

1. Establishing a single point-of-contact responsible for shepherding the creation and management of a cohesive, consistent strategy for educating the FPC congregation about mission work and opportunities for becoming involved.
2. A more informed FPC congregation that is aware of the multitude of current and future opportunities for becoming involved in the church's mission work.
3. A more informed community outside the walls of the church that views FPC as a ready and willing partner.

With whom will we partner to accomplish this proposal?

1. While this proposal is targeted specifically at the needs associated with the church's mission work, it presents a wonderful opportunity for collaboration amongst all four church councils, each of whom could benefit in some fashion from a dedicated communications strategist. If this proposal is adopted, each council should be represented as FPC travels along the pathway to hiring/reassigning a staff member.
2. (Optional) Organizations like OhioMeansJob Cleveland-Cuyahoga County that specialize in recruitment.

What resources will be needed?

1. Funding to ensure the Director of Communications position can be financially supported.
2. Sample job descriptions from other churches and organizations, including a set of benchmark by which to measure performance.

3. Time and effort from congregation members to determine the desired skill set(s) of potential candidates.

What is the timetable for implementing this proposal?

1. Solicit job descriptions from other churches and companies (1 mo.)
2. Identify adequate financial resources to support the position. Build position into 2021 operating budget. (1 mo.)
3. Identify best model for position (i.e., new hire versus rededicating existing staff member) (2 mos.)
4. Develop job description for Director of Communications position (2 mo.)
5. Distribute job posting and collect applications (1-2 mos.)
6. Hire (2 mos.)

11/17/20