

# Evaluation of the PYM Children's Program Coordinator Position and Proposal to Form an Ad Hoc Committee

July 2018

This proposal is brought jointly by Nominating, Ministry and Oversight, and Children's Program Committees of the Yearly Meeting.

## **Background**

The work of the Children's Program Coordinator has changed over recent years due largely to the increasing ability of the Youth Programs Coordinator to contribute to the children's program. The Youth Programs Coordinator now provides a great deal of logistical support and institutional knowledge that saves Children's Program Committee time and effort, such as disseminating the Teacher application materials, helping update the contact list of potential Teachers, running the criminal background checks, helping keep CPC in communication with other parts of the Yearly Meeting, and contributing information for the orientation meeting for Teachers and for parents/sponsors. Some of this work is what the Children's Program Coordinator used to do, and some is additional help that the committee has not received before and is very useful.

The Children's Program Coordinator is now the only position in the Yearly Meeting that receives any financial remuneration from the Yearly Meeting other than our paid staff member, the Youth Programs Coordinator. This is significant given that all other service is given freely, including by Friends who work greater numbers of hours for the Yearly Meeting throughout the year and leading up to Annual Session than the Children's Program Coordinator. There is a question to be held by the Yearly Meeting as to whether the Children's Program Coordinator position needs financial remuneration on top of their free registration and board at Annual Session. We note that the position of Children's Program Coordinator has generally been held by a Young Adult Friend so the question about financial remuneration could be considered from that perspective also. Another important aspect in these considerations is parity with the Junior Yearly Meeting program. Currently the clerk of the JYM Adult committee does roughly the equivalent work of the Children's Program Coordinator and receives no financial remuneration nor registration and board fee waiver. Free registration and board is something only Children's Program teachers and Friendly Responsible Adult Presences receive; even the Presiding Clerk pays for their own attendance. This is a complex issue and it is important for the Yearly Meeting to consider what requires professional paid involvement and what does not.

There have also been some legal questions regarding the method of contracting or employing the Children's Program Coordinator that need to be addressed to keep the Yearly Meeting in good legal and ethical order.

It is challenging for the Children's Program Committee to undertake the revision of the Children's Program Coordinator role while also working directly with the people in the role of Coordinator. We feel that this is a matter that needs to be considered by the Yearly Meeting

more broadly. As it is also part of a philosophical question of who should get paid for what in PYM, it also requires a broader perspective than one committee's experience and standpoint.

### **Proposal**

We recommend that the Yearly Meeting form an ad hoc committee to consider the following questions:

- Does the Children's Program Committee need a Coordinator? If yes:
  - For what roles?
  - How should they be supervised and supported?
  - Should they receive payment beyond the free registration and board? If yes:
    - Are we following the law in the way we currently pay them?
    - How much should they receive?

The uncertainty of waiting for findings from the Ad Hoc Committee would be too difficult for the Children's Program for preparations towards Annual Session 2019. We have agreed that the Children's Program will continue with a Coordinator for at least one more year. As such, we request that the Ad Hoc Committee investigate, as a matter of priority, how much and by what method, the Coordinator should be paid for Annual Session 2019.

Consideration would necessarily include consultation with the following officers and committees:

- Children's Program Committee
- Former Children's Program Coordinators
- Youth Programs Committee
- Youth Programs Coordinator
- Finance Committee
- Nominating Committee
- Ministry and Oversight Committee
- Treasurer

\

### **Membership of the Ad Hoc Committee**

We recommend that the ad hoc committee be made up of approximately three Friends, at least two of whom should have significant experience with the Children's Program. The following Friends are suggested to serve:

- Julie Harlow (Nominating)
- Chamba Cooke (Immediate past Children's Program Committee Co-Clerk)
- Sally Kingsland (Immediate past Ministry and Oversight Co-Clerk and Children's Program Committee liaison)
- Roy Allen (Treasurer)