

## PAID RELIGIOUS EXPLORATION GUIDE PROPOSAL

The Children and Youth Religious Exploration Team requests that the congregation hire 2 to 4 paid Religious Exploration Guides. This shift could be phased in over a period of 3 to 4 years.

Congregations of different denominations have experienced a cultural shift over the last several decades. Volunteerism has declined and teaching models have shifted. We believe that adding professional teachers to serve as paid RE Guides would help us meet these new realities and provide consistency and professional leadership in our religious exploration groups. Professional teachers would:

1. embody classroom management skills which create a more welcoming environment for our children by drawing out insight and wisdom from within each student (rather than imparting knowledge onto them), embracing cultural, neurological, and physical diversity, and practicing non-punitive methods of redirection and engagement;
2. model to volunteer assistants new and developing ways to practice our values with children;
3. have more time to collaborate directly with parents about social, cognitive, and emotional support strategies for their child;
4. give students a consistent presence in the classroom without burning out volunteers;
5. free parents (who are now regular teachers) to have time away from parenting responsibilities on Sunday morning and to attend worship services;
6. free our DRE from ongoing challenges with filling volunteer schedules; and
7. free our DRE to (in future years) develop and/or coordinate much-needed RE programs for adults.

### Details:

Start Date:	July 2020
Hours:	5 hours per week
Pay:	\$25 per hour = \$6,000 per year per position

A job description for this position is attached.