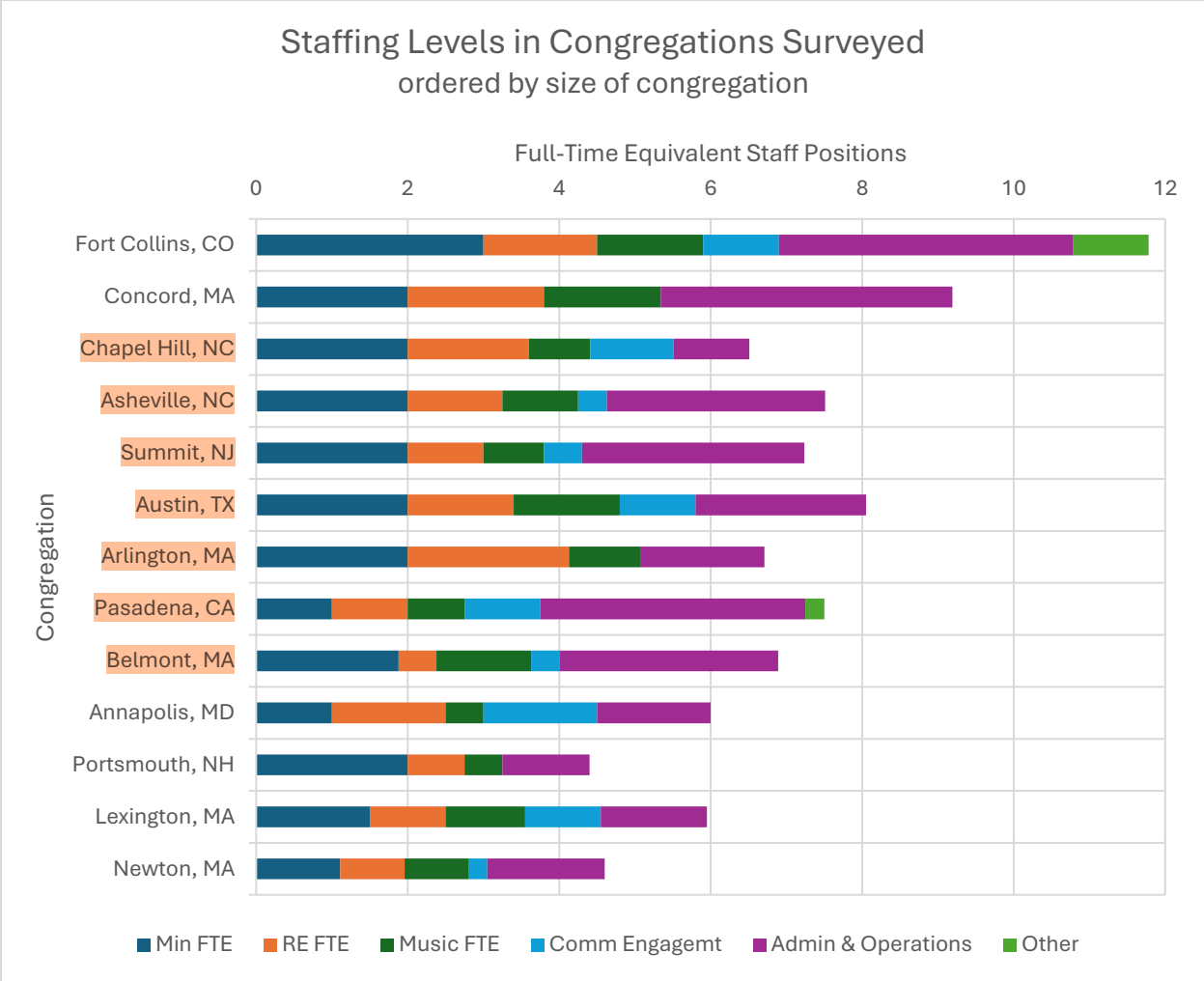


First Parish Staffing, 2025-26

First Parish Employees	Level of Effort	FTE
Interim Lead Minister	Full time	1
Parish Minister	Full time	1
Minister of Religious Education	Full time	1
RE Assistant	20 hours/week	.5
Youth Program Coordinator	25 hours/week	.625
Nursery Childcare	4 hours/week	.1
Office Manager	Full time	1
Office and Communications Associate	25 hours/week	.625
Music Director	25 hours/week	.625
Pianist	13 hours/week	.325
		6.8
First Parish Contractors		
Tech for Sunday services	3 hours/week	
Bookkeeper	5 hours/week	
Custodial/cleaning company		
Choral Scholars (interns) & Guest Musicians	Varies; part of music committee budget	

FTE = Full Time Equivalent

Note that some positions are not paid during the summer months.



Notes:

Highlighted congregations are closest in size to First Parish, with 438-498 members.

Admin and Operations staffing may be understated as many congregations have contracted services (custodial, bookkeeping, tech) which weren't quantified.

Some second ministers have lifespan faith formation responsibilities, which include RE; therefore, their RE staffing is greater than the orange block. (Asheville, Summit, Belmont and Portsmouth) The following congregations have RE enrollment of 100 or more: Annapolis, Arlington, Belmont, Chapel Hill, and Summit.

Key Positions at Other Congregations

(First Parish positions highlighted in gray)

Ministry Positions

- Lead or Senior Minister or Co-Ministers (called ministers)
- Minister for Congregational Care
- Minister for Pastoral Care
- Minister of Faith Formation or Minister for Lifespan Faith Formation or Minister of Faith Development
- Parish Minister
- Others use “Assistant Minister” and define primary responsibilities

Lead Religious Education Positions

- Minister of Religious Education
- Director of Religious Education
- Director of Lifespan Ministry or Director of Lifespan Religious Education
- Director of Lifespan Faith Development or Director of Lifespan Faith Formation
- Manager of Religious Education

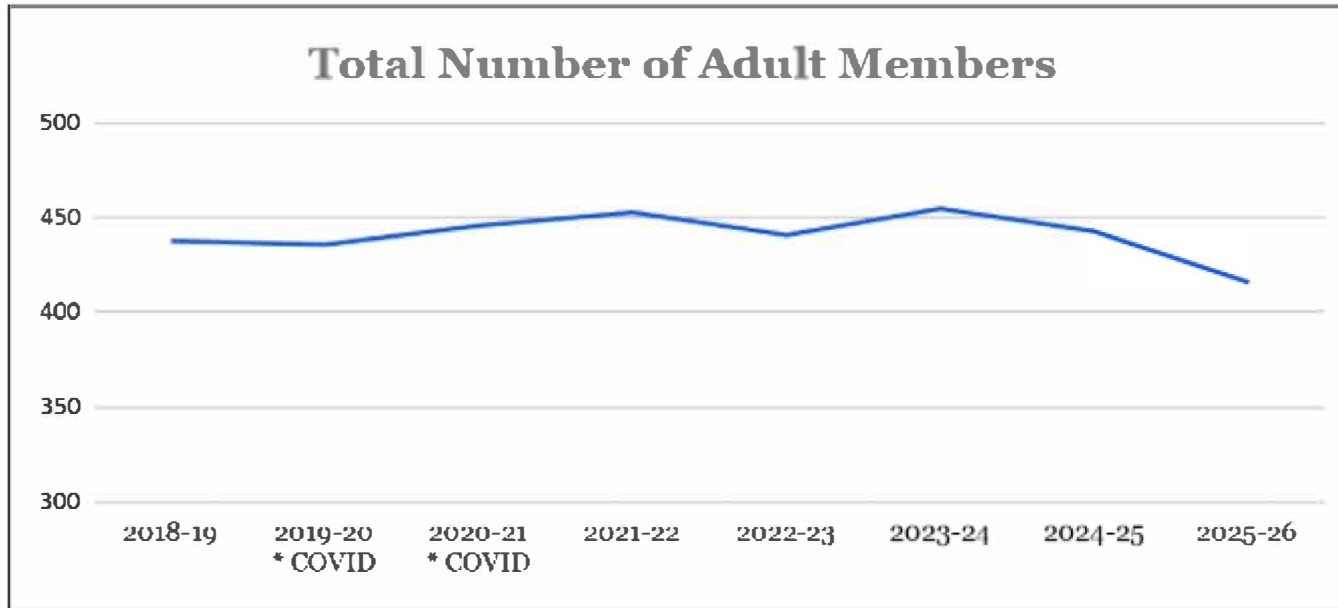
Community Engagement Positions

- Director of Community Engagement
- Director of Membership & Communications
- Director of Member Engagement
- Director of Congregational Life
- Director of Family and Community Ministries (includes RE)
- Community Engagement Manager
- Congregational Coordinator
- Connections Coordinator
- Membership Coordinator
- Welcoming Coordinator

Lead Administrative Positions

- Executive Director
- Director of Finance and Operations
- Director of Administration
- Director of Operations
- Administrator or Congregational Administrator or Office Administrator
- Office Manager

Membership



	2018-19	2019-20 * COVID	2020-21 * COVID	2021-22	2022-23	2023-24	2024-25	2025-26
number of full (non associate) members as of May 1	438	436	446	453	441	455	443	417
number of full members who joined this program year	16	7	19	11	12	18	21	12
number of youth who joined as associate members this program year	0	0	1	0	0	0	0	0
percent change in membership over prior year	-0.46%	-0.46%	2.24%	1.55%	-2.72%	3.08%	-2.64%	-6.09%

Source: First Parish Annual Report Decline in 2025-26 largely due to culling of membership roll during stewardship and search nomination efforts