

Comfort & Light

A NEWSLETTER FROM THE INTERFAITH COALITION ON ENERGY

Interfaith Coalition on
Energy
7217 Oak Avenue
Melrose Park, PA 19027
(215) 635-1122



The Archdiocese of
Philadelphia



The Board of Rabbis of
Greater Philadelphia



The Metropolitan
Christian Council of
Philadelphia



The American Jewish
Committee Philadelphia
Chapter

Finding and Keeping Good Maintenance Personnel

Our experience since 1980 has shown that energy management is not as much about boilers and lamps as it is about people. No person is more important to reducing energy cost than the person in charge of the boilers and thermostats, the person who fills out an order for new lamp purchases, the person who keeps track of a building's energy performance. ICE wants to help our organizations discover and develop qualified custodial and maintenance employees. This Spring's Basic Building Operations Workshop* had 40 custodial attendees, an indication that this approach has many supporters.

According to the 1992 Church Compensation Report by Christianity Today Inc., full time custodians receive an average of \$15,831 per year. Not counting benefits, this amounts to \$7.92 per hour for a forty hour week. Part time custodians are paid an average of \$7.16 per hour for an average of a dozen hours per week, which is less than \$4,500 per year with no benefits.

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For these wages, custodians work with large and complicated buildings. They control commercial heating and cooling systems. The buildings usually contain artwork, pipe organs, stained glass, large roofs, thick stone masonry walls and dozens of demanding people. The compensation is often not worthy of the task. Even with "a labor of love," there is little dignity in maintenance work as explained by the differences between upstairs and downstairs staff.

Continued

* The workshop, presented by Nonprofits Energy Savings Investment Program in collaboration with ICE, the Cultural Facilities Fund, the Philadelphia Preservation Alliance, and the YMCA of Philadelphia & Vicinity is being presented again on November 19. See the announcement inside.

GOOD MAINTENANCE PERSONNEL continued from Pg. 1

Contrasts of “Upstairs/Downstairs” Staff Environments

Upstairs	Downstairs
1. Well-lit, comfortable spaces	1. Dark, uncomfortable basements
2. Participation in meetings encouraged	2. Rarely, if ever, invited to meetings
3. Urged to be “professional”	3. Menial status normal
4. Helped to update skills	4. Little encouragement to learn
5. Skills understood by those in charge	5. Skills dimly understood
6. Skills are well-utilized	6. Most skills not utilized at all
7. Addressed by title or as Mr. or Mrs.	7. Addressed by first name
8. Consulted	8. Ordered

Some Solutions

ICE and others are developing a series of solutions to this dilemma — skills for which to advertise, interview questions to ask candidates, basic training programs, and building networking and support.

Skills to ask for

Often, advertisements for maintenance help are too inexact to attract qualified candidates. The check list below will help determine what skills are important for your congregation:

Skill	Critical	Very Important	Important	Not important	Irrelevant	Skill	Critical	Very Important	Important	Not important	Irrelevant
Air Conditioning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Masonry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Budgets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Motors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Carpentry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Numeracy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ceramic tile	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Painting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cleaning gutters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Pest control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computer networks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Plaster repair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fire alarm systems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Plumbing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Floor care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Preventive Mntnce.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
HVAC Controls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Refrigeration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Heating systems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Risk management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housekeeping	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Roof repair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Landscaping	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Security Systems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lighting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Sheetrock/drywall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Literacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Telephone networks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Locksmithing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Vehicles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
						Water treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
						Wiring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you place an ad which successfully attracts qualified candidates, please send us a copy. Alternatively, check off the items above and return this form, or a copy of it, to ICE, 7217 Oak Avenue, Melrose Park, PA 19027 or fax it to (215)635-1903. If we collect enough ads and forms, we will summarize what you tell us in a future newsletter.

Sample Questions for applicants

Clergy and business administrators rarely have expertise in maintenance of facilities. The four instructors in the Basic Building Operation workshop were asked to develop a list of such questions. Here are some sample questions:

1. Which of the following terms describes the light output of a lamp?
 - a. Watts
 - b. Lumens
 - c. Luminaires
 - d. Volts
2. MSDS sheets...
 - a. should be filed with the treasurer
 - b. are required by law
 - c. provide important phone numbers
 - d. come with each boiler
 - e. 'a' and 'd' above
 - f. 'b' and 'c' above
3. What kind of detergent should you use in rest rooms?
 - a. Germicidal
 - b. Least expensive
 - c. Spic & Span
 - d. Ajax
4. Which of the following sources cause the most water to evaporate in a building?
 - a. boiling water without a lid
 - b. washing dishes
 - c. damp basement/crawl space
 - d. mopping the floors

(Answers: 1-b, 2-f, 3-a, 4-c)

To order the whole set of Q&As from ICE for \$5, use the form in this newsletter)

SECOND BASIC BUILDING WORKSHOP TO BE HELD NOV. 19

Quotes from some of the first workshop's 40 participants:

"Find out how involved and important your job is to your organization."

"Anyone involved with building operations should attend."

"I feel this workshop is like a clean rest room—a must. To experience and realize your problems are the same as others is very encouraging."

"This workshop could only enhance your job skills and competence on the job."

With such glowing reviews, the Nonprofits Energy Savings Investment Program (NESIP) is offering a second Workshop, this time in one day on Tuesday, November 19, 1996 from 9:00am until 4pm. The workshop will be held in the Arch Street Methodist Church. Topics will include housekeeping, energy management, solving water penetration problems, and preventive maintenance.

Register by sending \$50 to NESIP, 905 Denston Drive, Ambler, PA 19002. For further information, call NESIP's Roger Clark at (215) 643-2364. Scholarships are available. Lunch is included in the registration fee. See you there.

New Edition of our energy workbook

Hot off the press is the eighth edition of our 24-page workbook on energy management for religious congregations. The workbook contains ways to lower your energy costs as learned from hundreds of congregations around the country. Each section of the workbook has been substantially improved from earlier editions. Single copies are \$15. Use the order form to get your copy.

ICE ORDER COUPON

Item	Price	Quantity	Total
Latest Energy Workbook	\$15 each		
Interview Q&A for Maintenance Personnel	\$5 each		
Gift to support another congregation \$30 provides this newsletter to a congregation for one year \$630 pays for one three-hour ICE workshop for building operators \$800 pays for an energy survey for a congregation who can't afford one \$17,000 pays the average cost for a new boiler in a poor church			

Order and gift coupon to be mailed to ICE, 7217 Oak Avenue, Melrose Park, PA 19027

Name _____ Phone _____

Congregation _____

City _____ State _____ Zip _____

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PLEASE ROUTE TO:

- Building and Grounds Chairperson
- Congregation President
- Treasurer
- Clergy

