

WHERE DO WE GO FROM HERE?
Recommendations from the Envisioning Task Force and Personnel Committee
Session Meeting
9/24/08

RELECTIONS ON STAFFING AND ENVISIONING

- Following the death of Karen Blomberg on July 21st, Larry Hayward met with the chairs of the Personnel Committee (Eileen Denne and Karen Olson) and Envisioning Task Force (Steve Denne and Melynda Wilcox) on July 30th. This meeting was to prompt consideration of staffing and envisioning, in light of Karen's death. It was also convened so Larry could reflect about these matters when he was away on vacation.
- In late August, following his return, Larry engaged in conversations with the clergy, chair of Board of Deacons, and the leaders mentioned above. In addition, he observed the initial integration of Eileen Jinks into the staff in her ten hour per week position of Seniors Visitation.
- Larry then made the following directional recommendations for discussion with the Session members from Personnel (Eileen Denne and Karen Olson), and with Melynda Wilcox, the Chair of the Envisioning Task Force:

BACKGROUND ON PASTORAL CARE

- Staff and Personnel Committee had spent a considerable part of late 2007 and early 2008 restructuring Pastoral Care staffing, with Karen Blomberg moving from Deacons to Mission, Larry Hayward moving to Pastoral Care, and Eileen Jinks being hired for a portion of Seniors Visitation.
- Larry's early assessment, along with others, has been that that Eileen Jinks is very good and has been very well received. She is professional, articulate, and both compassionate and wise in her visits. There is widespread enthusiasm about her gifts and abilities.
- Larry believes that at this point, following the retirement of Sandra Calhoun from Seniors Visitation and the other changes, we basically have a handle on Pastoral Care...we are simply short in "people power" with Karen's death and Sandy's retirement.

BACKGROUND ON ENVISIONING PROCESS

- Larry shared the following about the Envisioning Process: "The more I have thought about this, and the more exposure I have had to both Local Mission and National/International Mission since my return from vacation, I have basically arrived at a point of believing that the only highly-significant area that needs attention, definition, and envisioning is Mission. I believe that what the task force has surfaced is more 'tweaking' of worship, education, and fellowship (including Pastoral Care and seniors.) In Mission, I feel we are more or less 'all over the map in our understanding,' even as we continue to do many significant things in Mission. This is my intuitive feeling at this

time.”

- While prior to Karen’s death, Larry was to become the primary leader/definer of Pastoral Care and Karen of Mission, Larry has expressed his feeling that he needs to move from that role in Pastoral Care to that role in Mission. “I feel I am the one to help us see us determine what we are currently doing in Mission, what we believe Mission to be, why we engage in Mission, what we feel called to do in Mission in the next phase of our congregational life, and what structures and resources we need to put in place for such calling to be fulfilled. This is different from me leading mission trips or organizing greater direct involvement in Mission; this is a definitional and visioning role that I envision at present.”
- To that end, Larry made two recommendations for the elders to discuss and decide next steps with the Personnel Committee and Envisioning Task Force in September:
 - We enter a confidential conversation with Eileen Jinks to determine the degree to which she is willing to increase her time commitment to Westminster to the point of becoming Coordinator of Pastoral Care. She would be continuing with Jill Ewell the visitation of seniors, but also providing staff leadership to deacons and coordinating and developing lay involvement in Pastoral Care. Clergy would continue our recent, stepped-up involvement in hospital and crisis Pastoral Care.
 - We begin a process (described above) of envisioning our Mission. Larry would provide primary staff leadership for this, with the EFT carrying this envisioning out and thus completing its work.
 - With the support of the Personnel Committee elders, Larry approached Eileen Jinks about accepting a position of up to 30 hours as Pastoral Care Coordinator. She agreed to do this; therefore, the Personnel Committee has a motion included at the end of this document.
 - In addition, the Envisioning Task Force met on September 23rd and agreed to the following path forward. Their process is also included at the end of this document for Session affirmation.

ADDITIONAL INFORMATION

- In terms of financial costs, we will be using approximately one-half of Karen Blomberg’s financial package to fund the position of Coordinator of Pastoral Care. As this was shared in broad outline with Administration and Finance on September 17th, it is the consensus that the balance of monies that would have been expended on Karen’s compensation be “held” in the 2009 budget process so that the Envisioning Task Force can complete its envisioning of mission to see if further staffing is needed in that area.
- If Session approves these two recommendations, the Personnel Committee will focus on three other areas as we move forward:

- Assessment of the position of Interim Director of Congregational Life and Singles, which Nancy Hall Berens holds through January 2009 for its impact on the congregation at large and singles ministry, with particular attention to the question of whether Casey Fitzgerald continues to be able to reach young adults and young singles within her overall responsibilities
- Assessment and replacement of the Traveler's position that Sandy Calhoun will conclude in June 2009
- Assessment of Jim's Buchanan's hours in the Facilities Manager position now that we are some months into it.

ONE FINAL NOTE:

Patrick, Casey, and Larry continue to seek to respond to the congregation as a whole and to individuals in particular in the aftermath of Karen's death. They generally feel that the congregation as a whole is doing well, but that there are individuals who are hurting because of their love for Karen. They seek to listen to the members for whom Authenticity was an invaluable experience, and to make sure that we can at least put people in touch with resources or persons who might help address the need that Authenticity addressed so well. We need to continue to be open to an appropriate way to memorialize Karen. Finally, we need to recognize the role that some on the staff and in the church are playing, particularly Nancy Bea, in taking care of many of the matters involved in Karen's estate, particular the disposition of her clothing, jewelry, furniture, and books.

Respectfully submitted,

Larry R. Hayward

Melynda Wilcox, Envisioning Task Force

Eileen Denne and Karen Olson, Personnel Committee

MOTIONS FOR APPROVAL BY SESSION

From Personnel Committee

To approve the hiring of Eileen Jinks as Coordinator of Pastoral Care at a rate of \$20 and hour, up to thirty hours per week, effective November 1, 2008.

From Envisioning Task Force

To approve the following path forward:

ENVISIONING TASK FORCE
WHERE WE GO FROM HERE
September 2008

In light of the progress of the Envisioning Task Force through June 2008, and the sudden and tragic death of Karen Blomberg, and its impact on staffing responsibilities, the Envisioning Task Force focuses on the following:

- The envisioning process surfaced about sixty “questions” to be answered. Most of the questions in the areas of worship, membership, and spiritual growth/congregational care (outlined in the ETF Interim Report of 5/28/08) are of such a nature that they can likely be considered by existing committees. The major “big picture” questions raised by the officers and congregation concern the area of mission.
- Karen Blomberg had just begun her work as clergy staff to mission; her death makes these questions even more important.
- Larry Hayward has begun to serve as clergy staff to these committees, and feels called to be heavily involved in envisioning our mission as we move forward.

Therefore, the EFT will focus the next and final phase of its work on the following questions, as identified in the May report, with some additions:

- How do we define mission?
- How do we measure our dedication to mission?
- How does our current dedication to mission compare with our dedication to worship, education, and fellowship?
- Do we need to better integrate mission into the life of the church to encourage greater awareness and participation? If so, how?
- Should we focus new efforts on increased national/international needs, or on an identifiable role in the local community?
- How can WPC use its assets (facilities, music, time, and individual talents) to engage the community, other churches, civic groups, etc?

The ETF will begin this work immediately and aim for a final report that can be the focus of the 2009 Intreat in February.