

Staff Restructure
Confidential Draft
March 26, 2008

The purpose of this restructure is

- To provide clergy support and leadership for the mission program of Westminster
- To consolidate and coordinate pastoral care of pastors, deacons, and other groups of members who provide care for members of WPC in times of need

MISSION AND SPIRITUAL FORMATION: (Karen Blomberg)

- Karen Blomberg would focus her energies in resourcing and clergy leadership in the areas of National/International Mission, Local Mission, and within the Board of Deacons, the Member Response Team, Prayer Chain, and Local Mission.
- She would be a resource for spiritual formation and growth for all committees and board of the church as well as having direct responsibility for congregational devotional booklets at Advent and Lent, resourcing the faith groups, leading Authenticity classes, and other events for spiritual formation.
- Henri Rush will step down as volunteer staff of National / International Mission and become Coordinator of Kenyan Ministries (volunteer)

PASTORAL CARE (Larry Hayward)

- Larry Hayward would assume primary staff responsibility for the coordination and delivery of pastoral care through
 - Coordinating clergy response to pastoral care
 - Coordinating two part-time pastoral care associates
 - Assuming primary staff leadership of Board of Deacons
- Jill Ewell will continue as a volunteer Pastoral Care Associate (10-12 hours per week)
- An addition Pastoral Care Associate will be hired (10 hours per week)
- The combination of these two assume the 20+ hours per week Sandy Calhoun has been giving in pastoral care

TRAVELERS (Sandy Calhoun)

- Sandy Calhoun will continue in a hired position as Director of Senior Travelers for 15 hours per week through June 30, 2009
- Nancy Jane Wilke will continue as her volunteer assistant

These changes will be effective July 1, 2008, and will be re-evaluated as we approach July 1, 2009.