



# Wayne Presbyterian

## REPORT FROM SESSION UPDATE FROM STAFFING TASK FORCE

To our faithful congregation,

A few months ago, session approved the formation of a new committee, the Staffing Task Force. This committee was formed as a reaction to our need and search for two associate pastors. The Staffing Task Force is comprised of 6 members; 3 staff members (Rev. Casey Thompson, Rev. Cheni Khonje, and Kelli Masters) and 3 ruling elders (Brian Clapp, Howard Holden, and Liz Walton). The main goals and objectives for this task force are to study how WPC is currently organized and operated from a staffing point of view, evaluate our current needs in terms of pastoral staff, and to make an educated recommendation to the newly appointed APNC in regards to the job descriptions for the 2 open pastoral positions.

In order to do our job to its fullest capacity and with the greatest benefit to our congregation, we took a “blank slate” approach, taking all personnel and personalities out of the equation and essentially re-building our church from scratch. In doing so, we were able to take your feedback from the Congregational Survey as well as our list of needs in mind to help us create a model of future growth and success for WPC.

Our first goal was to evaluate the way WPC is currently functioning from a staffing perspective. The model we have adopted and are currently using is one called a “Senior Pastor” model, in which the Senior Pastor acts as the head of staff as well as the head of all support and programming staff. This model tends to put a lot of stress on the senior pastor, especially in a church of our size. We decided it would be in our best interest to take a look at other options for a staffing hierarchy.

We then looked at two other models; an “Executive Pastor” model (becoming more popular) and a “Co-pastor” model (less popular). The “Co-pastor” model is typically a husband and wife team and is used at smaller churches. This model does not have a high rate of success at large churches with complex programming for a variety of reasons.

Next, we moved on to explore the “Executive Pastor” model. In this model, there is a Senior Pastor, an Executive Pastor, and then in our case a Program Pastor. The Senior Pastor acts as the Head of the Church and his/her major roles and responsibilities would be preaching, teaching, vision, and new member development. The Executive Pastor directly reports to the Senior Pastor, and his/her major responsibilities are care and compassion, administration, and stewardship. The Program Pastor would report directly to the Executive Pastor and his/her major roles and responsibilities would be Christian education, discipleship, fellowship, and evangelism.

After a lengthy discussion, the Staffing Task Force unanimously decided that the “Executive Pastor” model will provide WPC a greater opportunity to achieve growth in the days ahead. This new model was presented, discussed, voted on, and approved at the March session meeting.

With this directive in mind, the Staffing Task Force was now able to focus on the job descriptions for the 2 new pastoral staff positions that we are currently looking to fill. We worked diligently to clearly define the role for the Executive Pastor:

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(continued from front page)

The Executive Pastor (EP) advances the mission of Wayne Presbyterian Church by equipping and supporting the staff and the leaders of the church as they strive to bear witness to the gospel of Jesus Christ in Wayne and beyond. Our mission statement sets forth our commitment: “In an atmosphere of caring hospitality, Wayne Presbyterian Church responds to God’s grace with worship, lifelong Christian education, and mission outreach.”

The EP coordinates the work and responsibilities of the church’s Associate Pastor for Christian Education and Discipleship and program staff as they seek to fulfill the vision for WPC developed by the Session and the Senior Pastor. The EP directly supports and assists the office of the Senior Pastor in envisioning, planning, and developing ways for WPC to be relevant and faithful in its ministry.

As well as the role for the Program Pastor:

The Associate Pastor for Education and Discipleship advances the mission of Wayne Presbyterian Church by equipping and supporting the staff and the leaders of the church as they strive to bear witness to the gospel of Jesus Christ in Wayne and beyond. Our mission statement sets forth our commitment: “In an atmosphere of caring hospitality, Wayne Presbyterian Church responds to God’s grace with worship, lifelong Christian education, and mission outreach.”

The Associate Pastor coordinates the work and responsibilities of the Directors of Children, Youth and Mission, and is directly involved in the Christian Education and spiritual formation of the congregation; participation in worship

planning and developing ways for Wayne Pres to be relevant and faithful in its ministry are also under the purview of the Associate Pastor for Education and Discipleship.

The positions listed and described above are intended to be used as a guide for the APNC through the lens of where we want to go and who we want to be. We will ask and trust the APNC to flush out the details.

Next Steps:

As it stands, WPC has 2 open staff positions. Most of our budget is spent on staff salaries and we still have needs that are not being met. We plan to evaluate the current roles and responsibilities of our existing staff and determine where we need to fill in the gaps and where there is overlap. We will then make a recommendation to session in regards to staffing positions and needs.

The Staffing Task Force’s plan is to wrap up this phase of the staff hierarchy by mid-end of May 2019. There is a lot of work to be done in a short period of time and we ask for your continued support and prayers.

If you have any questions or concerns please email: [staffingtaskforce@waynepres.org](mailto:staffingtaskforce@waynepres.org)

In faith,

### The Staffing Task Force

Rev. Casey Thompson

Howard Holden

Rev. Cheni Khonje

Kelli Masters

Brian Clapp

Liz Walton

## Service Week in SW Philly!

June 17–21

For over 15 years, volunteers from the Harrisonburg, VA, Mennonite Church (HMC) have visited the Cornerstone Christian Academy (CCA) campus to conduct a week of campus improvements. This talented group has completed projects including shed construction, the building of an addition to the CCA library, floor replacement, plumbing work, classroom renovation, landscaping, painting, cleaning and much more. Over the past several years improvements to The Common Place

(TCP) have been included into these annual visits and the HMC group now stays at TCP for this week.

The Hammers with Heart construction ministry of the Wayne Presbyterian Church has joined HMC in a number of these projects and will again be participating in the service week this year. Please consider joining your fellow church members for a few hours of meaningful work on our SW Philly campus during the week of June 17–21. There are opportunities to serve at all skill levels and this is a great occasion for families to serve together. While some may wish to contribute a

day or two, others may prefer to work for only a few hours.

In order to prepare properly, it’s good for us to know who will be volunteering and what days/times you would like to come to the campus. For this reason, we’ve set up a sign-up sheet on the Wayne Presbyterian Church website: [waynepres.org/mission](http://waynepres.org/mission). This sign-up sheet will also gather information on age and skill level. All skill levels are welcome.

Please prayerfully consider helping with our summer improvements which, in turn, enables us to better serve the children and families of SW Philadelphia.



# From Your COMMUNICATIONS AND TECHNOLOGY COMMITTEE

Wayne Presbyterian Family,

When Rev. Dr. Anne Clark Duncan retired from full-time service, the facilitation and editing of the WaynePres was taken on by Rev. Dr. Adam Hearlson. Now that Adam has moved on, the Communications & Technology committee felt we could help by taking on the responsibility of publishing the WaynePres. As a member of the Communications & Technology committee, Sharon Levitch has graciously offered to step up during this transition period.

In an effort to more effectively communicate the large variety of events at our church, the Communications & Technology committee, along with our Connections Leader, Connie Beecher, have begun a project to review all our media platforms with the intent of defining the purpose for each platform and then curating appropriate content.

We have gathered input from our Administrative Staff, our Session and our Senior Pastor, Casey. We've considered the data we gathered from our Congregational Survey last fall. Our intent is to leverage each platform's attributes along with their respective technologies to improve communications within our church family.

Our main media platforms include: the WaynePres, our Sunday Bulletin, News and Views, our website, waynepres.org, and Facebook. Over the next few months, you will begin to see some changes in both the content and the look and feel of each of these platforms.

The WaynePres will focus on events and activities that occurred in the past month. We will be dropping the 'Upcoming Events' section, as many times this section did not do our church family justice in that there were many more events going on than were able to be listed in this section. The WaynePres will also be adding a new section: 'From Your Session.' While the title may change, the intent of this section is to better communicate what Session is working on, both near term and in the future.

We will be including more information about our church family: Marriages, Baptisms, New Members, and Passings. It is our hope to someday be able to include Birthdays (not

to worry, month and day only...). Again, our intent is to help keep our church family connected and informed. The WaynePres will continue to be mailed, available for pickup at the church, and published on our website.

Looking ahead, some of the key changes for our other main media platforms include:

- **Bulletin** – A complete calendar of events for the upcoming week that you can post on your refrigerator.
- **News & Views** – A more complete 'news feed.' Key upcoming event summaries with links to our website for more information.
- **Facebook**, [www.facebook.com/waynepresbyterian](http://www.facebook.com/waynepresbyterian) – A view of the social side of our church along with summary information for key upcoming events with links to our website for more information. The Wayne Presbyterian Facebook account will be owned and managed by our Connections Leader, Connie Beecher.
- **Website**, [waynepres.org](http://waynepres.org) – Your one-stop shop for virtually everything that is going on at our church. This is where you can register and pay for events, find the complete church calendar, listen to past sermons, (and soon, view entire services), find all upcoming events and learn about our various Mission partners, Ministries as well as information about our organizational structure.

Our intent is to strengthen communications within our church family. Should you have any suggestions for us, please let us know by contacting us at [waynepres.org/contact-us](http://waynepres.org/contact-us).

Thank you for your time,

## Communications & Technology Committee

*Mark Fabere, Mark Beecher, Roger Bollinger, Sally Hudson, Susan Kersch, Sharon Levitch, Ruth Wisniewski*

## Connections Leader

*Connie Beecher*

## ***In Memoriam* | Rev. Steven L. Harberts**

A celebration of Rev. Dr. Steven Harberts' life and his service to the glory of God was held Friday, April 5, at 11 am at the First Presbyterian Church in Jefferson, Iowa. Dr. Harberts was an Associate Minister at WPC from 1998 to 2012. During that time, he visited the sick and the bereaved; he wrote daily notes of encouragement, and made uplifting calls to those under his care. He was our liturgist from the lectern most Sunday mornings. Dr. Harberts served with compassion, understanding pain and loss from his own life. He was supported in all he did by his wonderful wife, Denise. Our church kitchen was named in honor of Steven and Denise Harberts. Memorial contributions may be made to the First Presbyterian Church of Jefferson, Iowa, the Jefferson public library, or the Greene County Early Learning Center.



# CONGREGATIONAL CARE

## **Bell Choir Comes to Shannondell**

As a part of our senior event programming the Deacons organized a Bell Choir Concert at Shannondell on Sunday afternoon, March 10. Over 40 WPC Shannondell residents and friends gathered in the Bradford living room to hear the WPC Bell Choir, directed by James Gerber, perform a variety of songs including “Glorious



Celebration” by Cathy Moglebust; “Be Thou But Near” by J.S. Bach; “Beneath The Cross of Jesus” arranged by Barbara Baltzer Kinyon; and “Allegro Spiritoso” by Greg Underwood.

James added to the experience by giving interesting insight into the techniques ringers use to play the bells as well as the meaning of many of the musical selections.

Afterwards we had a brief meet and greet reception for Cheni Khonje, our new interim associate pastor, and updates on the church from Casey Thompson.

The following are some of the scheduled events:

- Senior Lunch in the Chapel with Chef Todd Christopher, held Tuesday, April 2.
- Career Network Event for Youth. Please see Mary Ellen Smith to discuss how you can share your gifts in this community service.
- Choral Scholars Concert at Dunwoody on Wednesday, April 17, at 7 pm.

- Youth Day at Shannondell Sunday, May 5, at 2:30 pm.

The Congregational Care team is encouraging you to keep praying for the people of our prayer list. Please remember the Rev. Steven Harberts family and his and Pastor Nikki Austin Hall, for healing in whatever form it may come according to God's will. We encourage you to offer prayers for peace of mind for their loved ones.

Beloved, God is working God's purpose out here at Wayne Pres. Habakkuk 2:14 tells us “But the earth will be filled with the knowledge of the glory of the Lord, as the waters cover the sea.” Philippians 2:12-13 offers us the same hope saying, “Therefore, my beloved, just as you have always obeyed me, not only in my presence, but much more now in my absence, work out your own salvation with fear and trembling; for it is God who is at work in you, enabling you both to will and to work for his good pleasure.” Hallelujah!

With love and great anticipation,

*Rev. Cheni, the Deacons, and the Congregational Care Team*

# MISSION OUTREACH

## Story Reading Time at Mitchell Elementary

Volunteers from Wayne Presbyterian Church's CityLights Ministry joined several Mitchell Elementary School parents for a read-in with groups of young students on Friday, March 1. "It was a joy to have the attentive and well-behaved youngsters clustered around me as I sat and I read a Dr. Seuss book to them," said one visitor. "There are basic life issues in these stories and the kids connect with them immediately. My second graders readily saw the problems of injustice and discrimination when the Sneeches who had stars on their bellies looked down arrogantly on Sneeches who didn't! And they were rather upset when Mr. McBean swindled all the Sneeches out of their money."

Wayne Presbyterian members have been regularly coming to Mitchell under its CityLights ministry for 20 years under the leadership of Wayne member and educator Jane Beatty. The vibrant Mitchell school library with several thousand books and an interactive relationship with classroom teachers is in many respects a product of that sustained effort, led by Wayne member Rita Fisk.



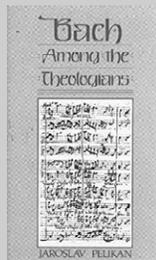
A Dr. Seuss Day reading team from Wayne Presbyterian with Mitchell school staff. From left: Keena Core, teacher, Parker Blatchford, Scott Laird, Ted Behr, Charlena Watson, reading specialist.

Visit Mitchell this spring with a current volunteer and sign up to volunteer to be a needed Reading Partner and/or a Library Aide in the fall. Contact Rita Fisk ([ritahfisk@gmail.com](mailto:ritahfisk@gmail.com), 610-296-0535) or Jane Beatty ([jnbeatty@verizon.net](mailto:jnbeatty@verizon.net), 610-688-7529).

## What's New IN THE LIBRARY?

"A Journey Through Sacred Music" was the theme of our Wednesday evening Lenten classes this year. For those who wish to extend their journey beyond these lectures, the library is a good starting point. Two leaders of our music ministry, Tim Evers and James Gerber, not only taught a Lenten class, but have also recommended books that provide more in-depth information about their respective lectures.

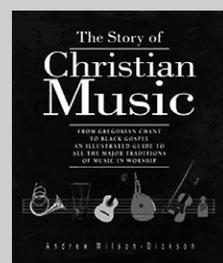
To complement his lecture on "Bach: The Ultimate Synthesizer," Tim has suggested *Bach Among the Theologians*. Authored by Christian historian Jaroslav Pelikan, this book delves into the relationship between the music of Johann Sebastian Bach and Biblical doctrine, specifically relating Bach's work to the heritage of the Lutheran Reformation. An entire chapter, entitled "Meditation on Human Redemption" is devoted to Bach's Saint Matthew Passion, which the Wayne Oratorio presented in early April.



James has recommended *The Story of Christian Music*, authored by Andrew Wilson-Dickson, as an accompaniment to his lecture on the "History of the Organ in Christian Worship." This book is a beautifully illustrated, very readable guide to major traditions of music in worship, from Gregorian Chant to Black Gospel. To emphasize the continuity of liturgical music from Judaism to Christianity, the book begins with a discussion of music in the Old Testament and the early church, describing music as "one

of the vital spans in the 'sacred bridge' that links the two faiths." Subsequent chapters consider Christian music in the Western church in the Middle Ages, in the Renaissance and Reformation, and through the Nineteenth Century. The author then delves into Christian music in Eastern

and African traditions, in North America, and finally in Twentieth Century Europe. Each section can be read and understood independently, so this book is a useful reference for the reader who seeks insight into a particular era or culture.



# YOUTH & YOUNG ADULT MINISTRIES

## Holy Week Youth Ministry Schedule

With the coming of Easter, there will be some shifting of our youth ministry schedule. On Palm Sunday, April 14, Sunday school and confirmation will be held as normal. Also on Palm Sunday we will have youth group at the normal time, 6–8 pm. During the week though, there will be no Chill or Anchor on Wednesday, April 17. Also, on April 21, which is Easter, we will have no youth programming of any kind. We hope you take advantage of the extra free time to spend more time with family, and with God, on this important week in the year.

## SAVE THE DATE

### Youth Sunday

*April 28, 8:30, 9:30 and 11:00 am*

All are welcome to join us for three very special worship services on April 28! At the 8:30, 9:30 and 11:00 am services we will give the reins to our youth who will sing, preach, pray, lead us in liturgy, play their instruments, and more. Youth, we are looking for more teens to help us on youth Sunday. If you want to use your gifts to glorify God, contact Andrew about how you can get involved!



## Summer Trips

You are about to run out of time to register for our Montreat Youth Conference and the mission trip to The Common Place this summer. The deadlines for both of these trips are April 7. Montreat is our high school youth conference, and is an awesome week of worship, small groups, free time, games, and more. The Common Place mission trip (A Common Mission Experience) is a weeklong service trip to Philly for middle and high school youth. We will serve alongside a myriad of mission partners, doing things like working in soup kitchens, community gardens, children programs, and more. To learn more about these trips, check out our website: [waynepres.org/summer-trips](http://waynepres.org/summer-trips).

## Jr.-Sr. Shannondell Event

Youth, mark your calendars for our Jr.-Sr. event at Shannondell! On May 5 from 2:30 to 4:30 pm we will be hanging out with seniors from our church. We will do a variety of activities: seeing their model train room, crafting, working in the garden, and a variety of other things. If you would like to join us in this time of community building with our Shannondell friends, please RSVP online: [waynepres.org/jr-sr-shannondell-event](http://waynepres.org/jr-sr-shannondell-event).

## Senior Commissioning Service

Do you have a High School Senior who will be graduating this spring? If so, we hope you will plan to come to the Senior Commissioning Service on May 5, at the 11 am service. During part of this worship service, we will make space to bless and pray for our graduating seniors as they are about to embark on a new journey. Afterwards, there will be a short reception for Seniors and their families. If you are a

Senior, or if you have a Senior, and you plan to come, please RSVP here before April 28: [waynepres.org/senior-commissioning](http://waynepres.org/senior-commissioning).



## YOUNG ADULT

### Young Adult April Programming

All 20- to 30-somethings are invited to join us for our two Theology on Taps this month. On April 10, we will be meeting at La Cabra in Berwyn to learn about the “Examine,” which is a way of learning to see God in our lives. Then on April 24 we will be meeting at the Hostetters where we will talk about Worship: What does God really want from us? Join us for fellowship, some yummy food and a drink, and an opportunity for great discussion.

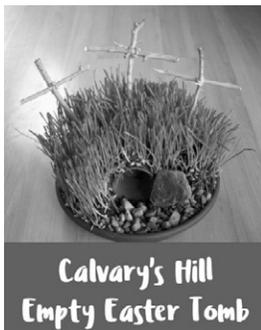
# CHILDREN'S MINISTRY

## A Holy Week Experience for Families

Sunday, April 7, 4-6 pm

Each family group created a meaningful Easter centerpiece as we remembered and retold the story of Holy Week, from Palm Sunday to Easter morning! Plenty of activities were planned for this special afternoon.

- Empty Easter Tomb centerpieces
- Resurrection Egg hunt and Holy Week storytelling
- Several Holy Week crafts
- Family worship time
- Pasta and Pizza Dinner
- Ice Cream Sundaes for dessert!



## Palm Sunday Annual Children's Procession

Sunday, April 14, 9:30 am worship service\*

While the Calvin, Cantus and Cherub children's choirs sing, the children will walk in the traditional "Waving of the Palms" carrying their "fish offering box" and waving a palm frond to commemorate Jesus Christ's triumphal entry into Jerusalem.

...a Blessed sight you won't want to miss!



\*Children are to meet in their Sunday school classes by 9:15.

## Easter Sunday

...is a wonderful time to worship as a family.

Our nursery/toddler rooms (rooms 101/102) are open all morning for little ones (under age 2). Two preschool classes will be held at 9:30 am for children age 2 through pre-kindergarten. Children in kindergarten and older are welcome to worship with their families.

## Y.E.S.S. – Year End Sunday School Celebration

Sunday, June 2, 10:30 am, Chapel

To celebrate the last day of Sunday school, the children are preparing a special program and reception for their family and friends. Each class will have the opportunity to "dazzle" you with what they have learned. Join the children and their teachers by making this a special celebration and a rite of passage. Mark your calendar and plan to be impressed.



## V.B.S. – Vacation Bible School: "Roar"

Monday-Friday, June 24-28, 9-12 am

It's that time again and Mrs. M has begun preparations for another fun-filled week. Families with children age 4 through grade 4 should have already received a registration form in the mail. Early registration assures your

## Children's Ministry SAVE THE DATES

April 14

*Palm Sunday*

Children's palm procession, Calvin, Cantus and Cherub choirs sing in worship

April 21

*Easter Sunday*

Children worship with families, preschool Sunday school only

April 28

*Youth Sunday*

4th and 5th graders attend worship

May 12

Presentation of first grade Bibles in worship at 9:30 am

May 17

6-10 pm

4th & 5th Grade

Extravaganza (details to follow)

May 21

KidZone

June 2

Y.E.S.S. - Year End Sunday School Celebration

June 24-28

Vacation Bible School: "Roar"

children will have a place reserved. Online registration is available again this year. Visit the church website for more information.



## Life Events

### Deaths

*We give thanks for the life and ministry of...*

*Josephine March*

- October 30, 2018

*Wendy Young*

- January 10, 2019

*Sylvia Lawrie*

- January 15

*Jane Baynum*

- January 16

*Robert Evans*

- January 31

*Gaza Barr*

- March 8

*Jeanne Evans*

- March 8

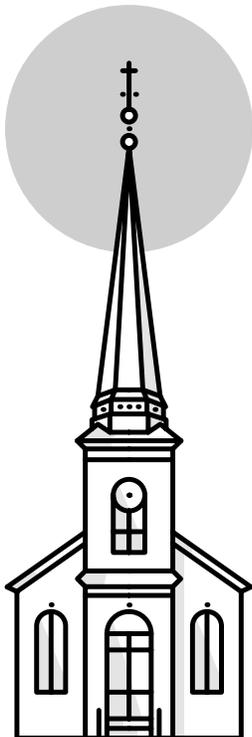
*Rev. Steven Harberts*

- April 1

### Baptisms

*We rejoice in the baptism of...*

*McKenzie Anna Mellor*, daughter of Barry Mellor and Ashley Force-Mellor



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Office Hours: Monday-Friday  
8:30 am-4:30 pm

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April 2019