

2022 Worship Ministry Plan for Peace Lutheran Church

The mission of Peace

We bring people the gospel of Jesus

The values of Peace

Worship and community

Key data for worship

- Sound, faithful doctrine and practice - preaching, hymns, sacraments, according to the Lutheran confessions
- Number of first time and second time attendees
- Members using their gifts to glorify God

Our worship vision

General overview

Peace Lutheran Church has been part of a rich worship life that we want to see many future generations enjoy.

We want to

- Enable everyone from children to senior adults to both hear the gospel and be shaped by the gospel
- Be a church of Word and Sacrament
- Train people to bring others the gospel
- Be more a church that develops musicians, readers, speakers, teachers, etc than a church that uses such people - we're going to enjoy and thank people who learn
- Be relationally significant - more than a family, be an eternal family
- Have live music - sing with live musicians
- Let children be a regular part of our worship, including supporting worship with music and instruments

More than using or having musicians, we want to develop musicians.

More than enjoying music or having music, we want to make music.

More than celebrating our choices, we want to glorify God's grace.

We envision our worship life something like an iceberg - moving slowly through time, picking up and dropping off elements as we carve a path through community.

We are not stuck in debates about worship style. We are focused on the work of the true proclamation of God's Word according to the Lutheran Confessions to the actual people around us who need to know the grace of God.

Musicians from other WELS congregations

People often ask, what about partnering with other congregations for music? We are not opposed to partnering with local congregations. We have shared musicians in the past. At the same time, we cannot forget our need to develop disciples of Jesus who can join us in making music.

That being said, as of June 2022, here is the status of music and musicians at area WELS congregations

- St James Portage - 1 regular, 1 beginner
- St John's Allegan
- Trinity Wayland
- St Paul's Hopkins
- Holy Trinity Wyoming - 1 regular, 1 partial
- Spirit of Life Caledonia
- Grace Muskegon
- St John's Sturgis - 2 intermediate musicians

Musicians from other places (including college campuses)

We also recognize that there are many other musicians out there, including students at local college campuses who are learning to be professionals.

As we think about this question, it's important to recognize what a significant role the musician plays in our worship life.

- Musicians pick all their pre and post service music. They set the tone for the service and also help us think of specific lyrics and messages.
- Musicians deeply influence the hymn/song list, especially over the long haul. They provide feedback on what works well and what doesn't. They help us get a core body of songs that work well for the congregation. Those songs teach us key biblical truths. I'm reminded all the time how different (for better or worse) our hymns are from other Christian traditions. When I take requests at the local nursing home, they never pick what I know as a lifelong Lutheran.

- Musicians lead people as much or more than pastor. Think - do you listen to Cindy or Pastor T more? We all noted how quickly we were able to fund the keyboard when Cindy asked for funds. Do you want someone to have that kind of influence and different doctrine?

Congregations of the Wisconsin Evangelical Lutheran Synod generally operate with the principle that WELS musicians should assist our congregations in worship.

This is not a unique or strange principle among Christian churches, although some (many?) churches operate differently. Here are some churches that generally expect their musicians to be part of the congregation.

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We usually expect our musicians to be members of Wisconsin Synod churches for a few reasons.

- First, we want to practice Christian and church fellowship with people who agree with us and to teach others to enjoy the same fellowship. We want to enjoy Christian unity and build up that unity. As hard as it is, that also means working for unity in belief. Many Christian songs speak of very different beliefs.
- Second, Scripture calls us to avoid being yoked with unbelievers (2 Corinthians 6:14), to watch out for people who put obstacles and cause divisions (Romans 16:17), and to stop people from teaching false doctrine (1 Timothy 1:3). We do not think that many local friends and contacts want to intentionally cause problems for people, but recognize that problems often arise out of different biblical teachings. We've all been to the funeral that went on and on about how good the person was. When we walked out, we said to each other, "They didn't know that person at all, and they don't know the grace of God." We don't want that kind of turmoil week after week at services.

We have talked with our circuit pastor and others because we see the value in having non-members occasionally play for service. We're thinking maybe once every three months or so. This provides us an opportunity to introduce them to our worship and allows them to see what our beliefs look like in practice without giving the impression that they are part of the team.

- We're not talking about hiring the Methodist or Baptist musician
- We're talking about trying out an unchurched individual at a one time event
- We will keep the circuit pastor in the loop

We have developed some flexibility by letting non-members play before or after services.

Non-member musicians need to be approved by the council.

Recorded music

Along the way, we will use recorded music as we have at times in the past. We think of recorded music as something of a bridge - a fill in when we can't perform the music or when we don't have a musician.

We think of recorded music as MIDI, recorded audio, and videos.

5 year goal (end of 2026)

1. 100% of music live
2. Worship ensemble
3. 4 core musicians of differing levels (1 advanced, 1-2 intermediate, 1 beginner)
4. Launch a separate music collective/cooperative/institute to develop and train church musicians

3 year goals (end of 2024)

1. Get about 85% of our music live
2. Start a worship ensemble or church concert band that could occasionally assist in worship
3. Begin to form a church music institute in the Greater Grand Rapids (or Kalamazoo?) area that develops musicians
4. Develop the following musician team
 - a. 1 competent musician (can play 90%+ hymns and liturgy with about 1 week of prep and minimal mistakes - Cindy or pastor level)
 - b. 2 developing musicians (can play 50%+ hymns and liturgy with 4ish weeks of prep and an acceptable amount of mistakes)
 - c. 1-3 beginning musicians (can play a few fingers of songs or pick a musical recording and lead the congregation in singing it)
 - d. Musician team can be any of the following kind of musicians - organist, pianist, guitarist, or vocalist that can use tracks
 - e. (Cindy C is kind of a wild card)
5. Have a special service with an outside musician every other month so we can offer good music
6. 2 jam sessions - music praise session
7. Increase kids singing in service to 8 times per year

2 year goals (end of 2023)

1. Onboard a music coordinator who can help pastor develop all this
2. Transition fully to new hymnal
3. Have at least one jam session - a night of worship, or singing, or playing?

4. Have a few special services with an outside musician to offer good music (MLHS, Stevensville)
5. Increase kids singing in service to 6 times per year
6. Develop the following musician team
 - a. 1 developing musician (can play 50%+ hymns and liturgy with 4ish weeks of prep and an acceptable amount of mistakes)
 - b. 1 beginning musicians (can play a few fingers of songs or pick a musical recording and lead the congregation in singing it)
 - c. Musician team can be any of the following kind of musicians - organist, pianist, guitarist, or vocalist that can use tracks

Annual goals (end of 2022)

1. Manage our musician transitions - Cindy retiring and Kaitlyn moving
2. Welcome 100 first time attendees to our services
3. Develop a clearer vision for our worship and music for 2022 and 2023
4. Introduce new hymnal
5. Let choir serve for special occasions
6. Have at least one jam session - a night of worship, or singing, or playing?

Quarterly Goals (Rocks) (1st quarter 2022)

1. Clarify vision
2. Get approved - current musicians, council

Quarterly Goals (Rocks) (2nd quarter 2022)

1. Communicate vision - from announcements to news to writing
2. Refine and approve musician job description
3. Special night of worship and prayer - talk about these specific steps June 29th
4. Prayer cards - get the whole church praying and working for this - distribute on June 29th, plan to collect beginning November 1st or so (after Welcome Home)

Quarterly Goals (Rocks) (3rd quarter 2022)

1. Night of worship - canceled, try again later?

Quarterly Goals (Rocks) (4th quarter 2022)

1. Beginning November 1st or so, collect cards
2. As the names come in, pastor review them and begin to talk with them
3. Prepare prayer cards
4. Around Thanksgiving, announce the number of unique names and say thank you

5. Mid December? Or Christmas select names with council and release?

Quarterly Goals (Rocks) (1st quarter 2023)

1. Keep easing in our possible new musicians - Helga, Ellise, Lillian
2. Release the "We Worship" prayer cards and publicize a "We Worship" sign

Quarterly Goals (Rocks) (2nd quarter 2023)

1. Bring in a good musician for a service
- 2.

Quarterly Goals (Rocks) (3rd quarter 2023)

1. Bring in a good musician for a service
2. Concert night, night of worship, jam session - get a good musician from Caledonia or ??? to do some pieces. Get an ensemble? And then our own people

Specific Steps by Quarter

In summer of 2022

- About 60% of our music will be live, 40% recorded
- Our music will be about 40% organ, 40% piano, 20% other.
- We'll have three part - time musicians (Cindy C, Kaitlyn N, and Pastor T)
- We'll pay for about 40% of services
- We'll start having a student play at least one piece in a service once per month

In fall of 2022

- About 60% of our music will be live, 40% recorded
- Our music will be about 40% organ, 40% piano, 20% other.
- We'll have two part-time musicians (Cindy C, Pastor T)
- We'll pay for about 40% of services
- We'll identify one possible future musician - piano, guitar, or organ - DONE - HELGA HARRIS

In spring of 2023

- About 60% of our music will be live, 40% recorded
- Our music will be about 40% organ, 40% piano, 20% other.
- We'll have two part-time musicians (Cindy C, Pastor T)

- We'll pay for about 55% of services
- We'll identify a second possible future musician (total 2) - piano, guitar, or organ

In summer of 2023

- We'll start onboarding a new musician
- About 75% of our music will be live, 25% recorded
- Our music will be about 30% organ, 50% piano, 20% other.
- We'll have three part-time musicians (Cindy C, Pastor T, Helga H)
- We'll pay for about 65% of services

In fall of 2023

- About 85% of our music will be live, 15% recorded
- Our music will be about 25% organ, 60% piano, 15% other.
- We'll have three part-time musicians (Cindy C, Pastor T, Helga)
- We'll pay for about 75% of services

In spring of 2024

- About 85% of our music will be live, 15% recorded
- Our music will be about 25% organ, 60% piano, 15% other.
- We'll have four part-time musicians (Cindy C, Pastor T, ____, ____)
- We'll pay for 85% of services

Action items

- Plan accordingly (kids singing, kid playing etc)
- Make prayer cards with blanks for names
- Chart in narthex - music team and first time guests
- Vision cards for congregation
- Set up jam sessions

Report 1: Possible future musicians

As of 11/23/2022, we've got the following possible future musicians

1. Shelly Frost ??
2. Ellise Wedge
3. Marie Timmermann

4. Gary Coombs
5. Noah Szczembara
6. Taylor Rimpel
7. Rachel Timmermann
8. Eli Szczembara
9. James, friend of Douglas
10. Josh Bowerman
11. Helga Harris
12. Amy Nelson
13. Brian Schwartz
14. John Mihelich
15. Betsy Powell

Summary

- **relationships**
 - pay people decently
 - let students play, no matter how it goes
 - keep a variety of musicians, try to avoid getting stuck in a rut
 - Find someone every quarter or so who can do a really good job and show us what good worship is
 - Longer term, something like a music institute for the area that develops future musicians
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I could be a musician with musicians. But how does that lead to musicians for church, since we can't have them play at services?

Creative musicians attract musicians

Other ideas

- Need to make it clear that recorded music is a supply and a bridge, not a permanent situation and solution
- Main musician networking, such as jam sessions - not just let the little kids play, but play with to see how great music can be

- Also get musicians to play with people outside the congregation - join bands or something