

Board of Deacons
And Central Council
The Federated Church
Chagrin Falls, Ohio

March 11, 2008
Revised May 4, 2008

Re: **PROPOSAL FOR NEW ALTERNATIVE WORSHIP CELEBRATION**

Dear Deacons and Central Council Members:

At the direction of the Board of Deacons, in the past three (3) months, the Federated Church Alternative Worship Task Force has met to discuss the feasibility of adding alternative worship elements or a new service to Federated Church. As a result of our research, discussions, and prayerful consideration, the Alternative Worship Task Force is pleased to present this proposal to create a new worship celebration service at the Federated Church. The following paragraphs present our understanding of the task force's purpose, a summary of the research and major points considered by the task force while working to create this proposal, our proposed worship celebration format and locations, and anticipated costs that will be required to begin this new service.

PURPOSE OF TASK FORCE

The Alternative Worship Task Force was created in response to interest raised at the Voices and Visions for a New Day event held recently. The specific "vision" was entitled "Worship at Federated Rocks," and was communicated to the task force as follows:

- Worship service full to overflowing,
- All generations sharing together in an energy-charged service,
- Service includes multi-media experience – music, message, the "Word", and
- Interactions between worshippers are warm and friendly.

Specifically, the purpose of the Alternative Worship Task Force was communicated as follows:

Define the content, format, time, venue, style, targeted population, leaders/participants, and cost of an alternative worship service at Federated.

SUMMARY OF TASK FORCE RESEARCH AND MEETINGS TO DATE

The Task Force met four (4) times between November 29 and April, 2008. In general, the task force performed the following research into alternative worship:

- Discussed each committee member's experiences with alternative and / or contemporary worship formats,
- Identified local churches with alternative worship services. Task force members made visits to the following churches and reported back to the task force:
 - Bay Presbyterian
 - Church of the Savior
 - Mayfield United Methodist Church
 - Garfield United Methodist Church

- Lutheran Church near Chautauqua, New York
 - Fellowship Bible Church
 - Northville United Methodist Church (D. Mast previous church)
- Reviewed demographics data provided purchased by Federated Church for areas surrounding the Bell Street and Family Life Center buildings.
 - Task Force Co-Chair D. Mast purchased and read the book “Exploring the Worship Spectrum”, a multi-author comparison of the six major modern worship formats in America: Formal-Liturgical Worship; Traditional Hymn-Based Worship; Contemporary Music-Driven Worship; Charismatic Worship; Blended Worship; and Emerging Worship. D. Mast provided selected portions of this book to the committee members to review and discuss.
 - P. Libby and D. Mast attended a 2-day conference entitled “Designing Worship Remix” at the Ginghamburg United Methodist Church, near Tipp City, Ohio. P. Libby and D. Mast shared their experiences and thoughts with the committee.
 - D. Mast purchased and read the book “Designing Worship: Creating and Integrating Powerful God Experiences,” which is an “instruction manual” for creating high energy, multi-sensory, contemporary worship celebrations, based on over 15 years of successful worship at Ginghamburg UMC.
 - D. Mast met with H. Throckmorton to discuss his experience with and feelings about alternative worship. D. Mast also corresponded with other Federated staff members regarding their views. Rev. Dan DeWeese sat in on two (2) meetings.
 - The group evaluated various times, formats, venues, worship creating methods, worship goals, and practical challenges to implementing alternative worship elements at Federated Church.
 - Considered implementing either a written church member survey. However, after several discussions, the task force concluded that
 - Federated members generally would be unlikely to know what “contemporary” or “alternative” worship meant, so asking them if they would like an alternative worship service would be unproductive,
 - Creating and evaluating a survey would require a significant amount of time, which would delay delivering the task force’s final recommendation(s), and
 - The task force considered putting together a Mid-Hour presentation to inform the congregation. However, the task force understood that Mid-Hours were booked for several months, and therefore would delay the task force’s recommendation(s).
 - The group met one time at the Family Life Center, and discussed various options with the Doug Cantley of the FLC Board.
 - The initial proposal was presented to the Board of Deacons on April 8, 2008. At the meeting, the Deacons voted to recommend creation of a Pilot service, starting in the fall of 2008.

- On April 26, the initial proposal was presented to a joint meeting of the Deacons and Central Council. After a lengthy discussion, the combined meeting attendees agreed that the Central Council was, in concept, in support of a pilot for a new Alternative Worship Celebration Service, most likely to be held at the Family Life Center on Sunday mornings at 10 AM. The Council instructed the Alternative Worship Task Force to update the written proposal with new labor rates and estimated expenses, and to issue the revised proposal and estimated costs for the pilot program to the various Church Boards. The Central Council plans to make a final vote on this pilot program during the regularly scheduled June 3 meeting.

TASK FORCE RECOMMENDATION(S) AND DISCUSSION

After careful consideration and discussion, the Alternative Worship Task Force members agree that it is not in the best interest of Federated Church to abandon or change the existing services. The Task Force feels strongly that each service has its own personality which appeals to the people who attend that service. During our discussions, in fact, we believe there are Federated members who would like to have a more traditional service than what exists already.

Therefore, the Alternative Worship Task Force recommends that Federated Church begin a new Worship Celebration Service, which will meet at the Family Life Center at 10 AM every Sunday, beginning in mid-Fall 2008. We recommend at least twelve (12) services be planned and implemented, after which time the service can be evaluated and, hopefully, continue. The Task Force will meet prior to the start of this pilot program in order to create performance metrics against which the success of this pilot program can be evaluated. We also recommend the Federated Church consider hiring at least one (1) part-time music director for this service. The following bullets present additional details of our proposal:

Content – The new Worship Celebration must draw upon the strengths of the Federated Church, and should therefore be designed to utilize the strengths of Federated Church, which this committee identified specifically as: excellent Biblical teaching; high quality music program; and an inviting, warm, and friendly atmosphere.

Format – We envision the service following a contemporary format, led by a Worship Praise Team and Praise Band, with the same Pastoral Sermon that is presented at the other services.

Time - The Task Force members spent considerable effort on the issue of time. The task force believes this service would be the most successful if it were held on Sunday evening, at approximately 5 pm. However, as discussed in "Venue" below, the optimal location for this service, the FLC, is in use by the youth groups. The Task Force members were evenly divided on the second choices: 5 PM on Saturday or 10 AM on Sunday. After discussions with a representative of the FLC Board and with Rev. Throckmorton, it appears that 10 AM on Sunday would be the better of the two options.

**** NOTE:** One challenge to the 10 AM time will be the Pastor's schedule that morning. It may be advantageous for Church Council to consider moving the 11:00 service to 11:15 or even 11:30 to allow for the tradition after-service Pastoral greeting at the door. This is something that should be discussed with the Clergy.

Venue – Although the Task Force believes that this service can succeed in either the Bell Street main sanctuary or the FLC, the Task Force would prefer the FLC for several reasons:

- a) The FLC space is much more flexible. For example. The Task Force has discussed the idea of using non-traditional seating, such as half of the chairs utilized for summer services and then putting out small tables for families to sit at during the service.
- b) The FLC space has theatrical lighting that can be utilized for creating exciting worship environments.
- c) The FLC is located further east of the main campus, giving us the opportunity to draw from a larger population area. This will also not impact the parking situation at the Bell Street facility.

Style – The service would be a family-friendly, casual style. We anticipate the pastor will not wear a robe during the service. We anticipate coffee and refreshments might be available during the service (Starbucks coffee was a huge draw at Ginghamburg). We anticipate the worship bulletin will be limited (one page) but the same announcements given to the 9 and 11:00 AM services will be given to the attendees of this service. We anticipate the lyrics, bible verses, and many other graphic presentations will be made using a laptop and projector. We anticipate the FLC might be decorated with backdrops or other artistic elements which would contribute to the message of the day. The music would be chosen to support the sermon topic as well.

Targeted Population - The targeted population for the service is those people who want to grow closer to God, who feel more comfortable and moved by contemporary music, enjoy graphical presentations of the Bible message, who might find a casual service more inviting, and those families that wish to worship together in a family-friendly and energetic service. Based on our opinions only, we believe this style of service will appeal to 20/30/40-year olds who are comfortable with graphical worship presentations and newer, more upbeat and energetic music styles. We know there are a number of families in Federated Church who would prefer this type of service. We also believe this service will attract new families to Federated.

Leaders / Participants - This is perhaps the most important aspect of this service. We recommend this service be planned and prepared weekly by a Worship Celebration Planning Team. The Team will consist of the following members (** for those positions that must be filled right away, and ++ for those positions that could be filled later).

Worship Celebration Planning Team Lead** - This person would be responsible for the overall worship planning. This person might also be the Creative Elements / Environment Lead.

Creative Elements / Environment Lead** - At the Ginghamburg Church seminar, we learned that worship can be a multi-sensory experience. This team member would be responsible for creating a weekly environment to help church members to better understand and relate to the message. Examples include: varying the seating layout to give more opportunities for families to worship together, design of various lighting methods to create a new environment, adding candles to the worship area to provide both a visual and aromatic environment, creating scenic backdrops or stage props that fit the theme of the week. This position can be filled, most likely, by a volunteer or a team of volunteers.

Music Leader** - The committee recommends that this person will be responsible for choosing the appropriate music to reinforce the pastor's message, recruiting and organizing a Praise Choir and Praise Band, and rehearsing the music each week with choir and band members. Based on the amount of time required to complete this job (particularly the time required to organize and rehearse with volunteer groups), we recommend Federated make this a **paid, part time position.**

Graphic Arts Lead** - This person will be responsible for creating graphical presentations that will be utilized during the service. This may include posting words for congregational songs, Bible verses, and graphics that support the sermon. This position can be filled, most likely, by a volunteer or a team of volunteers.

Childcare** Childcare for children Kindergarten-aged and younger is recommended. This position would be filled, most likely, by a volunteer or a team of volunteers.

Marketing Lead++ - The success of this service will depend in large part on its ability to reach out to new and currently non-members of the church. This person would coordinate the signage, graphics, and publicity for the service. This person would most likely be a volunteer.

Video Lead++ - Eventually, we anticipate this service will utilize more advanced graphics (e.g. video) and might utilize professional video cameras to record the service. This person would most likely be a volunteer.

Drama Lead++ As the service grows, we anticipate God might send a person who enjoys creating custom liturgical dramas. This person would most likely be a volunteer.

ANTICIPATED COSTS

After this proposal was first issued on March 11, Tony Cirino requested a meeting between the committee chair and Larry Trace to discuss the janitorial and facility costs necessary to implement the service on Sundays at 10 am. There was also much discussion about the cost of doing this service in alternate locations and / or alternate times. As such, a spreadsheet was developed to compare and contrast the expenses associated with various times / venues. The table on the next page summarizes the estimated cost for the first twelve (12) services. Based on the cost estimates prepared by this Task Force, the Pilot Program will require an investment of approximately \$20,000 by the Federated Church.

Federated Church Alternative Worship Task Force Comparison of Feasible Alternatives

Major Assumptions

Music Director, Annual Part/Time Salary = \$20,000.00
 Janitorial Hourly Rate = \$25.00
 Childcare Hourly Rate = \$20.00
 Number of Services = 12
 Number of Services required snow clearing= 10

		TIME: DATE:	10:00 AM SUN
		SERVICE LOCATION:	FLC
EXPENSE CATEGORY	DESCRIPTION OF EXPENSE & METHOD OF CALCULATION		
Part-Time Music Director	Estimated annual salary, assumed pro-rated for 12 services		\$5,000.00
FLC Janitorial costs	Setup of Stage + Seating = 2.5 hrs / service x 2 men x \$25 / hr		\$1,500.00
	Breakdown of Stage + Seating = 2.5 hrs / service x 2 men x \$25 / hr		\$1,500.00
	Cleanup of FLC gym floor after service = 1.75 hrs / service x 1 man x \$25 / hr		\$525.00
	Cleanup of FLC bathrooms & lobby = 1 hr / service x 1 man x \$25 / hr		\$300.00
	Cleanup of Toddler / Infant Room at FLC = 2 hr / service x 1 man x \$25 / hr		\$600.00
	Allowance for cleanup if food / bev = 2 hr / service x 1 man x \$25 / hr		\$600.00
	Snow Removal (rough estimate) = Sidewalks @ 1.5 hr x 1 man + Truck plowing @ 3 hrs x 1 man + Extra hand @ 3 hrs x 1 man; TOTAL = 7.5 man-hours / service x \$25 /hr -- ASSUME 10 EVENTS		\$1,875.00
	Cost for salt (est. @ 800 / winter season)/(16 Sundays / winter season) * 10 events for pilot		\$500.00
Child Care Costs	Federated staff believes paid child care is needed = Assume 2.5 hrs /service x \$20 / hr x 1 person		\$600.00
Facility costs	Fed charges \$750 / event rental, but at this time we consider this donated time to the church		\$0.00
Sound System Costs	Purchase of microphones (6) – ** FLC requires all wireless microphones . Microphones at FLC are not owned by the church – this would be a one time purchase		\$2,000.00
Purchase of CCLI License	Christian Copyright Licensing International - Necessary for putting words on the screen and can be used to download music for Praise Choir and Praise Band. Price varies depending on worship attendance		\$312.00
Purchase of CVLI License	Christian Video License - one year license		\$485.00
Purchase of Specialty Worship Software	Media Shout - Made specifically for graphic presentations of worship celebrations (preferred, although Powerpoint could be enough at the start) – one time purchase		\$429.00
Marketing	Estimated number for signs / advertising / etc.		\$3,000.00
ESTIMATED UP FRONT CAPITAL COSTS			\$ 2,429
+ ESTIMATED OPERATIONAL COST FOR 12 SERVICES			\$ 16,797
+ ESTIMATED COST FOR PILOT PROGRAM			\$ 19,226

Created: 7-Apr-08 DGM
 Revised: 3-May-08 DGM

PROPOSED IMPLEMENTATION SCHEDULE

We recommend the following schedule:

June, 2008	Final Approval by Central Council
June, 2008 (late)	Call to church members for worship leaders
July – September	Design first twelve (12) services
August – September	Hire part-time Music Director
Mid-October	First service
February 1, 2008	Evaluate and determine future of the service

CLOSING

The members of the Alternative Worship Task Force feel that God has called them to live up to the vision of the Federated Church, which says

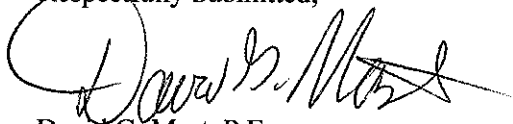
God accepts us just as we are, and love us too much to leave us that way.

We believe through VV4ND that there is support for a new worship service at Federated, and that this new service will have a “personality” that will reflect both a new style of worship and also the strengths of Federated Church. Regardless of style and the means that we use to get there, the goal of every service is

To bring people closer to God and Jesus Christ by reaching out to them in a way that communicates most effectively to each person.

There is no wrong way to praise and worship God and his son Jesus Christ. Praise be to God for this opportunity!

Respectfully Submitted,



David G. Mast, P.E.
Task Force Co-Chair