



# St. Andrew | Presbyterian Church

140 Gathering Place Ln. | Iowa City, IA 52246 | [www.saintandrew-ic.org](http://www.saintandrew-ic.org) | 319/338.7523

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To be the body of Christ, living Christ's love, and serving as Christ served.

## Final Report from the Worship Task Force December 2019

**Summary:** St. Andrew members express both pride and inspiration in the variety of musical styles and worship approaches provided on Sunday mornings. The overwhelming consensus has been that the Worship Team, musicians, and pastors should continue to offer a complex mosaic of music, scripture reading, storytelling, prayer, and sermons.

But individual members report that the Sunday morning worship experience often provides a less-than-full spectrum of poignant emotional/intellectual/physical responses. Some report that the services lack a sense of uplifting joy; others desire more periods of quiet collective contemplation; others find little room for their grief and mourning—whether to give expression to it or to seek healing from it.

While celebrating the achievements of St. Andrew's Music Ministry, long-time members also are well aware that the current mix of music and liturgy does not meet everyone's needs. Parents hear from their visiting adult children that St. Andrew seems part of the past rather than a forward-looking community. And graduates of St. Andrew's children and youth ministry programs, even when staying in the area, often join churches with more consistently "contemporary" praise and worship experience.

We recommend St. Andrew continue its focus on the mix of quality music already provided on Sunday morning—including the regular participation of the various choirs and instrumental groups. We also recommend that staff and volunteers implement the recommendations put forward by congregation members during the November 10 Listening Post (**Appendix A**), including:

- Produce a video preview of the upcoming worship service each week that could be distributed on Facebook halfway through the week.
- Develop a list of "Favorites" in terms of identifying the songs in the hymnal in which the congregation sings passionately and robustly. (By including at least one of those songs each week, the congregation might prove more willing to sing out on less familiar hymns.)
- Encourage the pastors to use the sending as a time to encapsulate or distill the main point of their sermon down to a single sentence.
- During the planning process, the Worship Team and pastors must do a better job limiting the number of elements included on Sunday mornings so that each worship service can be kept within one hour.

- Have the musicians practice periodically in the Sanctuary with the sound technicians available so that levels can be set with the choir mics, the overhead mics, and the monitors.
- Encourage the pastors to move quickly from providing the historic context for a passage into the direct life application of that passage.
- Include a space for taking notes in the bulletin or in other Sunday morning handouts related to the sermon.
- Feature more amplified voices — whether a solo or a small ensemble — during the singing of less familiar hymns.
- Continue to invite guest preachers (especially women and people of color) to add to the diversity of voices heard from the pulpit.
- Schedule more contemplative, meditative, prayerful gatherings in the Prayer Room before or between worship services.

In terms of how to deal with the gap of 20- and 30-somethings within the congregation, we don't have a single, agreed-upon vision for how to move forward. We suggest that the Worship Team, the pastors, and other concerned groups consider some of the other options offered in the Listening Post and follow-up conversations (**Appendix A**), including:

- Hold a listening post specifically focused on members and friends of St. Andrew who are 30 or younger.
- Send small groups of musicians to visit the churches in Iowa City that have popped up in the last few years and are attracting so many 20- and 30-somethings. (The goal would be to find out how to transplant the animating and enlivening spark of that music and worship into a St. Andrew context. The goal, however, would not be to recreate the often conservative theology and social politics of those churches.)
- Develop a regular alternative service (one that doesn't compete with Sunday morning worship) that is branded as being a multi-ethnic, multi-generational gathering committed to transformation in Christ. (Rather than add to the sermon load of current pastors or hire an additional staff member, perhaps start by using pulpit supply to bring in guest preachers.)

**Background:** When St Andrew's Session approved the recommendations of the **Missional Planning Team (MPT)** back in May 2019, it agreed to form three task forces that would focus on the key strength areas identified by the team.

- Jeff Charis-Carlson and Myrna Farraj agreed to explore the question: "How is worship experienced @ St. Andrew?"
- Cecilia Norris and Rod Sullivan agreed to explore the question, "What does 'mission' mean @ St. Andrew?"
- Danie deBeer and Bruce Walker agreed to explore the question, "How does faith develop @ St. Andrew?"

The **Mission Task Force** submitted its final report in November, calling for the adoption of the Capital Campaign slogan — “Connecting Hearts, Renewing Lives” — to be used as a helpful shorthand for the church’s broader mission statement. The Task Force also identified the need for a pair 0.5 FTE positions, one that would be responsible for **Outreach Ministries** and the other that would be responsible for **Building Management**. (The **Faith Development Task Force** has since decided its focus area was far too wide and all-encompassing to make any practical recommendations.)

The **Worship Task Force** initially responded to the MPT’s recommendations by identifying five short-term tasks that need to be accomplished in the process of bringing back recommendations to the session.

- **Task 1: Create an operational team focused on getting services streamed on Facebook Live.** St. Andrew has been streaming its services live since the first Sunday in August. Two used iPads have been donated to the church for this purpose, and we are working with St. Andrew’s new Technology Team to improve the sound and visual experience.
- **Task 2: Provide training sessions to increase the number of non-staff St. Andrew members who are comfortable operating the sound board during a regular Sunday worship service.** A training session in September attracted six new people interested in working the board. Of those, only three have since spent a service becoming more familiar with the board. The goal is to have 8-10 people trained on the board and actively signing up for staffing the sound booth. *(Even that reasonable goal is proving to be a challenge.)*
- **Task 3: Invite the ETC Worship Planning Team to be a part of the worship planning for at least one Sunday every quarter.** The ETC musicians participated in the Sunday worship services on September 29 and December 1. Because of the increased number of amplified instruments and mic’ed voices, significant set up and sound check time is required.
- **Task 4: Organize several listening points between services:** Three listening posts were organized for the morning of Sunday November 10. (The report from the listening posts is included as **Appendix A**.)
- **Task 5: Compile a wider list of available instrumentalists and singers:** Working with others, Matthew Penning created such a list, but it has not be used extensively. Instead, Matthew has organized several short-term choir commitments to encourage more people to join the choir for specific engagements.

In implementing those tasks, we learned that—if St. Andrew wants to continue to move forward with more innovative worship experiences—**we need more people trained to use the A/V equipment that we currently have**. We also need **to visit again with the sound technicians who put in our system** (Conference Technology in the Quad Cities) to improve our capability of capturing the acoustical experience taking place in our Sanctuary and broadcasting it elsewhere. The system works best when three staff/volunteer technicians are available at each service: One to manage the sound in the

Sanctuary, one to work the camera/iPad, and one to focus on the sound level for recording and broadcasting online.

Just as St. Andrew needs more people trained on our A/V equipment, we also require more regular involvement of volunteers and staff for setting up that equipment as well as for organizing any reconfiguration of the Sanctuary space — especially for weeks in which we know the attendance will be lower.

- Coordination on A/V equipment and overseeing the reconfiguring the Sanctuary or Atrium should be part of **the 0.5 FTE Building Management** position recommended by the **Mission Task Force**.
- Ensuring the quality of internet broadcast should be part of any reorganization for the **Communions** position.
- Both positions will need to work closely with the **Director of Music Ministry**, who will be focused primarily on organizing the musical groups and the related acoustics from the chancel on Sunday mornings.

In order to find common ground on which to hold discussion about music and worship preferences at St. Andrew, the Worship Team produced a theological statement about the principles of Reformed Worship that are foundational to St. Andrew's identity. The statement, included as **Appendix B**, identified the following points about the congregation:

- St. Andrew is a church that reaches out to others.
- St. Andrew is a church that worships the Triune God.
- St. Andrew is a church that sings.
- St. Andrew is a church that hears and responds to God's Word.
- St. Andrew is a church that embraces its connection to the PC(USA) denomination and the Reformed tradition.
- At St. Andrew, we recognize that the church is the congregation, not the building.

To build on the St. Andrew's commitment to music and worship, the Worship Team recommended in November that the Session continue the various part-time music positions (current handbells, wind instruments, children's music, a music intern, and accompanists/substitutes) as part of the annual budget process. (The recommendation is included as **Appendix C**). We look forward to seeing how St. Andrew will make use of the two visiting Brazilian participants for this Spring's worship immersion program as well as a music intern starting in the Fall for the 2020-21 program year.

*Submitted by Jeff Charis-Carlson  
— December 14, 2019*

# Appendix A

## Worship Listening Post Report November 10, 2019

The Worship Task Force held a series of three Listening Posts on the morning of November 10, 2019. The following people participated over the course of the three sessions:

- **Worship Team members:** Patti Benson, Jeff Charis-Carlson, Myrna Farraj, Karen Raynor, and Nathan Schuchert.
- **Other Session members:** Margaret Heidger, Becka Simpson, and Toni Van Voorhis
- **Deacons:** Pam Wurster
- **Congregational members:** Kathi Anderson, Becky Benson, Helen Bryce, Kathy Cross, Katherine Habley, Wes Habley, Marilyn Holland, Angela Ibrahim-Olin, Virginia Ibrahim-Olin, Paul Heidger, Merri Mani, Linda Maurer, Cecilia Norris, Dean Oakes, Evelyn Oakes, Rosemary Plapp, Annie Potter, Mary Beth Ross, Joy Short, and Kent Short.

The following Definitions of Worship stood out:

- **Rosemary Plapp:** Described a German friend who was old enough to remember when the Catholic Church changed the mass into the vernacular rather than Latin. The friend complained that now she had to listen to everything that was said where, before, she could pray quietly while the untranslated Latin was being pronounced.
- **Wes Habley:** “I find it to be a time to pause and reflect with many other people in a very crowded life.”
- **Annie Potter:** “Our lives are worship.”

In answering the first question about what elements of worship impact them most directly, participants praised:

- **The mix of contemporary and traditional elements** within St. Andrew’s worship.
- No one asked for the musical offerings on Sunday morning to be limited only to more “contemporary” options, but there was much **praise for including the ETC Worship Team in worship** every few months.
- People appreciate **the "flow" of the worship service** and how all the pieces — scripture, sermon, music — follow the same theme and connect together.
- The **intellectual content** of the sermons.
- The recognition of **the universality of the seasons of the church.**
- The **singing of the hymns** — especially in terms of lyrics that stay with people over the course of the week.
- The **use of the lectionary** — especially when it leads to familiar scriptures being used in unexpected ways.
- The quality of the music program and the number of groups we have.
- The more recent change to **having children bring the communion elements** to the front of the sanctuary on a Communion Sunday.
- The recent use of video for recording **children reading the scripture.**
- The way the **use of different musical formats** every week keeps worship from becoming rote and overly familiar.
- The openness to new music and insights that **keep things “off kilter”** and require processing.
- Katherine Habley, as a retired children’s librarian, praised **the quality of our children’s sermons.**

- **The Connection Cards** — and the corresponding parts of the bulletin — for providing an outlet by which people can indicate how they will apply the insights gained and lessons learned.
- The implementation of **Facebook Live-streaming** as a way to reach members who are distant or immunosuppressant.
- The ability and openness of **Matthew Penning** to listen to requests/suggestions and to implement them in future worship services.

In answering the second question about what they would like changed in St. Andrew's Sunday morning worship services, participants offered the following suggestions and recommendations:

- Produce a **video preview of the upcoming worship service** each week that could be distributed on Facebook halfway through the week — the preview could include video of any special music as well as extremely short interviews with the pastors about how they view the passages in the lectionary coming together.
- Develop a **list of "Favorites"** in terms of identifying the songs in the hymnal in which the congregation sings passionately and robustly. By including at least one of those songs each week, the congregational might prove more willing to sing out on less familiar hymns.
- Encourage the pastors to use the sending as a time to encapsulate or distill the main point of their sermon down to a **single sentence**.
- During the planning process, the Worship Team must do a better job limiting the number of elements included on Sunday mornings so that each worship service can be **kept within one hour**.
- Have **the choir practice periodically in the Sanctuary with the sound technicians** available so that levels can be set with the choir mics, the overhead mics, and the monitors.
- Continue efforts to **attract more people to participate in the choir**.
- Encourage the pastors to move more quickly from providing the historic context for a passage into **the direct life application** of that passage.
- Encourage the pastors to keep in mind that, **the less they say**, the more the congregation is likely to remember what they say.
- Include a **space for taking notes** in the bulletin or in other Sunday morning handouts related to the sermon.
- **Feature more amplified voices** — whether a solo or a small ensemble — during the singing of less familiar hymns.
- **Provide a clearer explanation of the link among all the lectionary passages** — or don't include one or more of the passages that wind up not being otherwise referenced during the service.
- Encourage congregational members **to rotate where they sit** during a service and to consider periodically attending whichever service they do not regularly attend.
- During weeks in which attendance is low, **encourage people to sit closer together** to create a stronger sense of community.
- Continue **to invite guest preachers (especially women and people of color) to add to the diversity of voices heard from the pulpit** and invite Pastor Emeritus Mark Martin to speak more than once a year.

Proposals for additional worship services:

- Mary Beth Ross is most impacted by contemplative and **meditative worship practices**. How can we hold such services in the Prayer Room before services, between services, or at other times of the week?
- Develop a weekly service on a Saturday or Sunday night that is branded as being a **multi-ethnic, multi-generational gathering** committed to transformation in Christ. Rather than

add to the sermon load of current pastors or hire an additional staff member, use pulpit supply to bring in guest preachers for the first six months or so — just to see how things go.

Observations to consider:

- Angela Ibrahim-Olin noted that, during that morning's prelude, she wanted to sing along with "He Is Exalted": "**I had to hold back a hum.**" Does St. Andrew want to be a place in which members feel they need to hold back on their positive, bodily reactions to the music being offered?
- Should St. Andrew send small groups of musicians **to visit the churches in Iowa City** that have popped up in the last few years and are attracting so many 20- and 30-somethings. (The goal would be to find out how to transplant the animating and enlivening spark of that music and worship into a St. Andrew context. The goal, however, would not be to recreate the often conservative theology and social politics of those churches.)
- How do we **balance** the desire to provide a variety of music and worship options while still recognizing that we are a Presbyterian church, grounded in a Reformed theological tradition, and simply can't be all things to all people?
- Because Nathan Schuchert was the **only person under 30** who was participating in the listening posts. It was encouraged to hold a listening post focused specifically to hear the desires and worship needs of the young adult members of the congregation.

— Submitted by Jeff Charis-Carlson, November 11, 2019

## **Appendix B**

### **Congregational Statement of Worship Saint Andrew Presbyterian Church, Iowa City October 2019**

Saint Andrew Presbyterian Church takes its name from the disciple best known for introducing people to Jesus.

When the biblical Andrew brought his brother Simon to meet the Messiah, Jesus gave that brother the new name of “Peter” and called both brothers to become “fishers of men” (Matthew 4:19; John 1:35-42) And when the biblical Andrew brought forward a young boy with a handful of loaves and fish, Jesus transformed the boy’s meager lunch into enough food to feed thousands (John 6:8).

Like our namesake disciple, we at St. Andrew Presbyterian strive to introduce others to the living Christ and to help them find opportunities to use their own gifts (musical, organizational, rhetorical, financial) for the nourishment of others.

#### **St. Andrew is a church that reaches out to others.**

At St. Andrew, our primary mission is to love God with all our heart, soul, strength, and mind, but our secondary mission requires us to get out of our own heads and to pay attention to our neighbors so we can start loving them as ourselves (Luke 10:27).

As such, we believe that we can experience God through our interactions with other people—those from within our congregation and those from outside our church walls.

We believe that our regular gatherings together for worship help us to learn from one another and help us to avoid becoming lost within our own self-centered thoughts, wishes, and desires.

#### **St. Andrew is a church that worships the Triune God.**

We believe that Father, Son, and Holy Spirit are collectively to be worshipped “in spirit and in truth” (John 4:23) — not out of any superstition, not for a mere emotional thrill, not for any material gain, but with sincerity, according to God’s Word.

Everything that is said, sung, prayed, played, and displayed in our worship services is offered for the glory of God alone (*Soli Deo Gloria*)—even as it is also offered for the benefit, edification, transformation, and growth of the congregation.

## **St. Andrew is a church that sings.**

The robust singing of “psalms and hymns and spiritual songs” (Ephesians 5:19) has been a key component of worship services since the early days of the Protestant reformers.

We continue this tradition at St. Andrew, accompanying—but never replacing—the singing of the congregation with the music of the organ, piano, handbells, and a variety of other acoustic and amplified instruments. Our professional and volunteer musicians seek to lead the congregation in active, collective worship—not merely to perform before a passive audience.

We embrace the musical offerings of different ages and different cultures, and we fit a variety of sacred song into an evolving liturgy (order of worship) that provides continuity from week to week, year to year.

## **St. Andrew is a church that hears and responds to God’s Word.**

Our Worship Team (comprised of lay members, staff, and pastors) generally focuses our worship services around the scripture passages selected years in advance by the Revised Common Lectionary — featuring weekly passages from the Gospels and the Psalms as well as an additional passage from both the Old and New Testaments.

We look to the scripture for an understanding of the ways in which we can offer our worship to God, but we also recognize that those images and practices still need to be understood in terms of their cultural and historical context.

Each week, we offer a collective confession of our sin and look to Christ for the forgiveness he offers each of us individually — a forgiveness that we are commanded to extend to one another. We also include regular opportunities for the congregation to make offerings of their time, talent, and treasure.

## **St. Andrew is a church that embraces its connection to the PC(USA) denomination and the Reformed tradition.**

We seek to live out the ethos of the motto *Ecclesia reformata, semper reformanda* (“The church reformed and always reforming, according to the Word of God”). As in all areas of our faith, we strive to keep our personal biases in check and to avoid confusing our individual preferences — musical, liturgical, cultural — with biblical or theological mandates and requirements.

We offer the sacrament of the Lord’s Supper at least once a month at a table to which all who call on Christ are welcome. We believe that Christ’s presence is with us in that meal in a way more real than the fact that, wherever two or three are gathered in his name, Christ is there.

We accept members who have been baptized into our fellowship as infants as well as those who have reaffirmed their faith in Christ as teenagers and adults.

To serve the varying schedules of our congregation members, we typically offer two main worship services on Sunday morning — with time for Christian Education classes and fellowship between. We strive to keep our services to around one hour, but at times God’s message requires a little more time to convey through all the songs, sermons, confessions, and prayers.

**At St. Andrew, we recognize that the “church” is the people, not the building.**

While the bulk of our planning focuses on Sunday morning worship, we believe God can and should be worshipped at any time in any place. We want our building to be used regularly throughout the week as a site for prayer, worship, and service by various groups.

In the end, we believe St. Andrew’s internal focus on worship is inseparable from the outward-looking Great Commission that Christ has given to all churches who minister in his name. Through our worship on Sunday and through our lives during the rest of the week, we seek to fulfill St. Andrew’s purpose statement: *To be the body of Christ, living in Christ's love, and serving as Christ served.*

# Appendix C

## 2020-21 Music Ministry Staffing Personnel Proposal

*In June, the Worship & Music Team told Session that, before budget discussions began in earnest for 2020, they would bring back a recommendation on part-time music staffing. The final report the Worship Task Force will be submitted next month, but below is the team's recommendation on the continuation of those part-time positions:*

Earlier this year, the Missional Planning Team identified “Helpful, Stirring Worship” as one of the key strengths of St. Andrew—a strength worthy of further development. Session took a step in this direction when it voted in June to fund St. Andrew’s three assistant directors of music until May 2020, the end of the 2019-20 program year.

**Motion: The Worship & Music Team recommends that Session continue its investment in St. Andrew’s music ministry by continuing to include the part-time music positions in the regular, annual operating budget for the Music Ministry:**

- **Sunday School music leader:** Opening music for grades 3-6, music for K-2 (Grace Notes), music for preschool children. (\$3,168)
- **Handbells:** Alpha Ringers (gr. 3-6) and Resound! (adults). (\$7,488)
- **Instrumental Music:** Brass & Woodwind Ensembles, Jubilate (jr. high bells). (\$8,000)
- **Accompanists/Substitutes:** \$25/rehearsal accompanist, \$40 worship accompanist, \$200 substitute organist/pianist. (\$4,000)
- **Music Intern:** Various responsibilities. (\$5,500)

The positions listed above are in addition to the job responsibilities of the **Director of Music Ministries:** coordinating the performance schedule for all groups and choirs, facilitating the music ministry of soloists and ad hoc groups, serving as regular organist/pianist for worship services, and directing the Logos Choir (adult vocal), Agape Singers (youth vocal), Laudate (sr. high/adult bells), and Cantate Choristers. **Future changes to any of these positions would be handled similarly to how changes are handled by the Session for all other at-will employee positions.**

This proposed staffing model supports St. Andrew’s commitment to enabling internal musicians to help lead the congregation in active, collective worship. The arrangement was first approved in July 2018, after Kristen DeGrazia stepped down from her half-time position as **assistant director of music**. Rather than advertise for another half-time position, the Personnel Team and the Worship & Music Team jointly suggested hiring several part-time people who could lead the groups they care most passionately about. With all salary, payroll taxes, and benefits considered, the new arrangement called for a budget of **\$30,307.35** for the 2019 calendar year rather than the **\$30,318.00** that would have been budgeted if Kristen has stayed in her half-time position.

After that experimental first program year, we found that the various music programs led by part-time staff members have continued to grow and develop under the leadership of **Lee Rabe** (brass, woodwinds, handbells), **Laura Kastens** (handbells), and **Nelda Wittig** (young children's music). We were pleased when Session voted in June to extend the funding for these positions until May 2020, and we wholeheartedly recommended that the Session continue its strong investment in high quality music programs that incorporate the talents of more than 140 of our members.

In that June vote, the Session declined to extend the budget for the **music intern position**—despite high praise for the work done by **Christopher Arp**. This position, however, helps fulfill St. Andrew's commitment to training a new generation of worship leaders, and it also helps St. Andrew live up to its promise to keep the Krapf Organ a community asset. The position further provides consistent support and accompaniment for the various vocal choirs and instrumental groups, which otherwise need to be covered by other accompanists on a performance-by-performance basis. (Christopher's tenure as a music intern overlapped for several months with the 10 Brazilians participating in St. Andrew's inaugural program. The future plans for that program, however, are not likely to bring as many Brazilians to Iowa at the same time.)

We think the presence of an intern and the immersion students will further inspire the music ministry to come up with new, creative ways to implement the recommendations identified by the **Missional Planning Team**:

- Developing more contemporary worship services.
- Expanding the visibility of St. Andrew's worship and music programs.
- Further expanding the variety of music offered during worship services.
- Working with pastors to ensure that their sermons connect with the other worship components to inspire people week after week.
- Expanding St. Andrew's online presence to connect with community members who are not physically present on Sunday morning.
- To ensure we constantly place a high value on meaningful and joyful worship.

The feedback received over the past few months—especially from the 30 people who participated in Sunday's Worship Listening Posts—has included high praise for the mosaic-like blend of contemporary and elements in our Sunday morning worship services. No individual has called for changing that blend in either of our Sunday morning services—although there have been requests for more-focused or singular services to be added at different times. The most frequently repeated request, however, has been for music and worship selections that inspire a more joy-filled, robust response from the congregation. (The very passion, joy, and commitment that Lee, Laura, and Nelda bring to the music groups they direct.)

Since the June vote, St. Andrew also has secured pledges for a three-year capital campaign that surpass our stretch goal. The church's financial outlook is much more stable for the next three years than it was back in the Summer of 2018. Given the importance of music and worship recognized by the Missional Planning Team—and

given the investment St. Andrew already has made in its handbell arsenal and in salvaging and restoring the Krapf Organ—we recommend the Session continue these existing music ministries as a foundation on which to build.

Here is a summary of the salary and associated costs paid so far in 2019:

| <b>Laura Kastens</b>   |  | <b>Pay/Month</b> | <b>Months</b> | <b>Total</b> | <b>FY2019</b> |
|------------------------|--|------------------|---------------|--------------|---------------|
| Pay                    |  | \$624.00         | 10            | \$6,240.00   | \$7,488.00    |
| SS                     |  | \$38.69          | 10            | \$386.90     | \$464.28      |
| Medi                   |  | \$9.05           | 10            | \$90.50      | \$108.60      |
|                        |  |                  |               |              |               |
| <b>Lee Rabe</b>        |  |                  |               |              |               |
| Pay                    |  | \$666.67         | 10            | \$6,666.70   | \$8,000.04    |
| SS                     |  | \$41.33          | 10            | \$413.30     | \$495.96      |
| Medi                   |  | \$9.67           | 10            | \$96.70      | \$116.04      |
|                        |  |                  |               |              |               |
| <b>Nelda Wittig</b>    |  |                  |               |              |               |
| Pay                    |  | \$264.00         | 10            | \$2,640.00   | \$3,168.00    |
| SS                     |  | \$16.37          | 10            | \$163.70     | \$196.44      |
| Medi                   |  | \$3.83           | 10            | \$38.30      | \$45.96       |
|                        |  |                  |               |              |               |
| <b>Christopher Arp</b> |  |                  |               |              |               |
| Pay                    |  |                  | 8             | \$3,699.00   | \$5,500.00    |
| SS                     |  |                  | 8             | \$229.33     | \$340.69      |
| Medi                   |  |                  | 8             | \$53.63      | \$79.74       |
|                        |  |                  |               |              |               |
| <b>Accompanists</b>    |  |                  |               |              |               |
| Pay                    |  |                  | 10            | \$2,355.00   | \$3,000.00    |
| SS                     |  |                  | 10            | \$146.01     | \$186.00      |
| Med                    |  |                  | 10            | \$34.15      | \$43.50       |
|                        |  |                  |               |              |               |
| <b>Substitutes</b>     |  |                  | 10            | \$800.00     | \$800.00      |
|                        |  |                  |               |              |               |
| <b>Subtotal</b>        |  |                  |               | \$24,053.22  | \$30,033.25   |

— Submitted by the **Worship & Music Team**: Session members: Jeff Charis-Carlson, Myrna Farraj, Karen Raynor, and Nathan Schuchert; Congregation member: Patti Benson; Staff member: Matthew Penning; Pastor members: Danie de Beer and Kyle Otterbein.