Director of Worship Ministries
Board Report- November 2026

Wins

-First Christmas rehearsal went very well. It's clear the team worked hard to prepare and we are looking forward to our second rehearsal together

-Christmas Banners have arrived and invites will be available for the church to take this Sunday so they can invite family and friends at Thanksgiving

-We have some new teens on the Student Worship Team this year and they had their first night leading this month. Kevin Dail has done an incredible job of leading them and they all did very well.

-Met with leadership team and developed some action plans to move forward and steward our teams and my time and capacity more efficiently and effectively (outlined in next section)

Ministry Challenges I'm Facing

It's been a tough season of ministry for me. I started going to counseling in June and that has been incredibly healing and life changing for me. However, as I have grown, that also means unhealthy patterns or things that aren't as great as they should be becoming increasingly more obvious… and honestly… overwhelming. It all came to a head for me this past Mondayand I sent an "SOS" text to Joel Momper and Mary Obringer (my leadership team).

What an immense blessing they are to me. They immediately rallied behind me, found time in their schedules, and we met this past Thursday (November 12th) after our Christmas Eve Rehearsal. I explained that I know I have the capacity for good leadership, but I've let myself believe a good leader does everything and works the hardest. I'm learning a true leader delegates, empowers, and allows others to invest in the work, so I can be at my best when things do go south and lead and love my team in a better way. I want to be the leader who responds and doesn't react. I can and do "respond" often, but I'm "reacting" more and more because I haven't delegated and structured healthily.

My biggest frustration was not knowing where to start. I felt like I was in too deep, carrying so many things that I didn't know where to hone in and create a plan. The three of us identified not just some areas to tackle, but also some protocols to help us step into a new structure where I can lead and not be drowned with the 1000 little details that I take on too much ownership.

I'd like to share a few here with you, not just for accountability sake, but for you to pray with us as we adjust. I know that this won't all be accomplished in just a few weeks. It will take some time. Some things might fall through the cracks at first. There may be some "unpolished" things for a little bit as we train and empower. Please know that I am not here to settle for mediocrity and I'm not accepting these mistakes/hiccups as a new normal, but the way I have tried to chase excellence is not sustainable, and chasing it in a new sustainable way is going to take time and grace. Frankly, I know that starts with modeling what it looks like to give myself grace, something I know is very difficult for me and have been growing in this year.

I know this is a lot to write in a report, especially without more lead time to process. I would be more than happy to discuss these plan items, or any other feedback and thoughts that you have as I pivot and empower my team. For those of you that don't already have it readily available, here is my contact information:
724-757-7837
hannah.ford3110@gmail.com

Action Plan

1- Once service starts, Hannah does not leave the platform unless “the wheels fall completely off”. Let the production team know I am no longer leaving. Have them record things that went wrong during service or things they didn’t know how to fix and have mini teaching/training moments following services to help them learn more on the job.

2- Rewrite Team Captain Responsibilities to include coming earlier to review service order/any details we need to pay special attention to, review/check ProPresenter, and start to shadow more things I handle on Sunday mornings so they can learn and be prepared for those scenarios. Will also be delegated certain tasks/fixes that come up during rehearsal so I’m not completely preoccupied before services. Also handle some green room stocking.

3- Create a list of “common glitches/mishaps” with troubleshooting guide, including protocol for Lu’s mic. This will be an ongoing effort as we discover what those “teaching moments” in the booth look like.

4- Create a one page document with 10 or so steps to a successful service that give the production booth reminders of important details so they can transition things appropriately and smoothly.

5- Install StreamDeck by end of Jan 2027 that will allow for more ease of operation for AV in the booth.

6- Schedule a time in late January or February for an AV training for anyone currently serving in AV (Adult, Student, or Discovery), any of my current team members, and anyone interested in serving. This will also be an opportunity for my team to give feedback on things that would be helpful for the troubleshooting lists and the sheet of steps for a successful service.

7- I’ve had some ongoing trouble with my Adult “Team 2” who happens to be serving this Sunday. Last month, I kindly and firmly let them know that the level of preparation/lack thereof wasn’t acceptable. It’s not fair to the team or the congregation to lead that way, and if it happened again, I would have to pivot and transition into an acoustic style set in the middle of rehearsal. Joel and Mary (Mary is the captain of Team 2) agreed with me. Mary was there leading with me last month and mentioned in our meeting together that she contemplated intervening before I had done so. We decided to handle this Sunday in the following manner:
-If things go poorly, go acoustic as I had warned them (on this team, it means we strip down to Mary (keys), Bill (guitar), and all vocals). Voice that things will be changing and individual discussions will be had as necessary for the team.
-If things go well, voice that this is the standard and whatever was done to prepare for this week is what the expectation is. When things are not at this standard, there will be discussions and changes made to maintain the standard. The team members causing the most issues on this team can be replaced as we have people ready/ skilled in their positions if comes to that (which it hopefully, will not, as our end goal is reconciliation, not punishment).

<u>Goals for the Next 30 Days</u>

-Rewrite Team Captain role and start to train and guide into those new expectations

-Stay committed to the action plan even when it’s uncomfortable

-Conduct more Christmas Eve Rehearsals

-List some older equipment that we are “sitting on” in storage for sale

-Look at Training dates for Jan/Feb

-Introduce Song Select Rehearsal to the teams for more effective preparation for Sunday Mornings