



**WE ARE THE PRESBYTERY
OF WESTERN COLORADO**

Pressing News

SUMMER 2018

Inside this issue:

Daring Way Faith : Women's Retreat	2
Parish Paper: Making The Nursery a Place of Belonging	3
Cont. Making the Nursery	4
Parish Paper : Inviting, Informing and Including Newcomers	5
Cont.: Inviting, Informing	6
Parish Paper: How to Raise Money for Community Projects	7
Cont.: How to Raise Money	8
Presbytery's Budgeting Change	9
Director Of Music Job	10
Office Closed	11
Invite—Garrett Mostowski	11

Presbytery's Budgeting Change

The Presbytery of Western Colorado has benefited from the Synod of the Rocky Mountains' financial support for many years. That regular support ended last year, and now it is time for this Presbytery to stand on its own.

Previously, in order to use the Synod Grant money for the Presbytery's benefit, the Presbytery of Western Colorado developed two separate budgets: Ecclesiastical (funded by per capita receipts) and Mission. While it was a beneficial and understandable way to budget under those circumstances, we believe, and Presbytery has concurred, a different budgeting process will serve us better in our evolving situation.

Beginning with the 2019 Budgeting year the Presbytery has decided to go to a consolidated budget in which "Ecclesiastical" and "Mission" are combined into a single budget. Consequently, sessions will receive a single funding request called a "Covenant Commitment Pledge" that will include the traditional cost of Per Capita as well as Mission. The Trustees and Finance Committee and Presbytery's Council believe this form of budgeting will be a benefit to understanding of the real cost of doing the work of the Presbytery.

(Continued on page 9)



The Daring Way™ is based on the research of Brené Brown, PhD and her process uses metaphor, story-telling, experiential, and creative exercises to explore how to find what we want more of in our lives and let go of what is holding us back. All Daring Way programs are led by facilitators who have completed The Daring Way training and certification process,



DARING WAY™ FAITH

CREATED FOR CONNECTION

• WOMEN'S RETREAT •

Led by Merritt L. Benz LCSW, Certified Daring Way Facilitator

| Friday 9/21 - Sunday 9/23

| \$175 (includes 5 meals and 2 nights in rustic cabin lodging)

| Sonlight Christian Camp, Pagosa Springs, CO

| TO REGISTER:

<https://daringwayfaithwomensretreat2018.eventbrite.com>

| QUESTIONS? Marty.a.schank@gmail.com | 970-769-2745

ARE YOU LOOKING

to develop a deeper connection with God but the messages of *"I'm not enough"* or *"I'm too much"* creep into your head and you assume that to connect with God, you need to get your life together first?

WAS THERE A TIME

Where your faith made sense and then life got messy and there were more questions about God than answers, and less trust in community and more comfort in isolation? Or Maybe you've never had doubts about your faith but still can't seem to shake the pressure to be perfect and long to open up and say *"I love God but I don't know if God loves the messy, imperfect parts of me"*

THE GOOD NEWS

is that we are created for connection- with God and others- exactly as we ARE, no edits, no modifications- faithful or faithless, every part and detail of our story and life matters to God. When we take the risk to share our story with others- we experience wholehearted and authentic connection with God and others. *It is holy ground, sacred space- a place we were created to experience, no matter what places you have been.*

WHAT TO EXPECT

- Keynote/teaching presentations, guided and structured small group sessions and individual time to write and reflect.
- Content and materials to be based off of The Daring Way™ that discusses how comparisons, shame and perfectionism keep us from building meaningful relationships with others (and don't match with the intention or purpose for which God created us to experience)
- Use of the Psalms, Genesis 1-3 and the life and experiences of Christ as a model for exploring topics such as vulnerability, courage, shame, and worthiness.
- Whether you are in introvert, extrovert, love or loathe "retreats" there will be space for you to be you and have an opportunity to experience growth, connection and spiritual formation.

WHAT NOT TO EXPECT

To be forced to share anything you do not feel comfortable sharing. What you share with the group is completely up to you. The workbook and exercises are set up in a way that you can work through your own thoughts and feelings and then share only if you feel led.

MAKING THE NURSERY A PLACE OF BELONGING

“Where is the nursery?” That is often the first question when young parents visit a new church. At a minimum, they expect their question to be answered with confidence, not bewilderment. Beyond simply asking directions, the inquirer wants to know, Does this church care about us and our children? Is this a place where we can belong?

Out of the Basement

Diane Olsen, a children’s ministry specialist, describes how her church’s ministry for children when she was a child occupied a place in the humid, slightly dark, and largely inaccessible basement. When visiting after returning from college, she noticed that the recently erected new building included only one floor and no basement. Suddenly it felt like the children’s ministry existed on the same level with every other aspect of church life.

“Out of the basement” began to function for her as a metaphor for integrating children’s ministry into the congregation’s overall mission.¹ The same applies to the congregation’s ministry with infants, toddlers, and two-year-olds. Wherever located, the nursery deserves equal treatment with other aspects of church life.

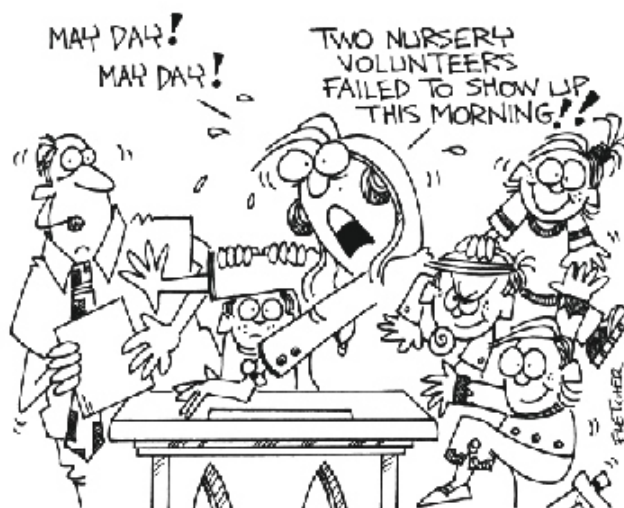
What about room size and location? Offer at least thirty-five square feet of playroom floor space per child, not including bathrooms, closet space, or hallways, as children need space to explore. Choose a central location, ideally adjacent to a primary hallway with visual access for security reasons. A bathroom should be located nearby with a sink low enough for toddlers to use, and a potty chair and diaper changing table located somewhere in the nursery area. The main nursery should be open, bright, and comfortable. Allow space at the entrance for parents to gather when they sign children in and out.²

Calling Mr. Clean

Granted, some congregations may not have much choice in where to locate the nursery, but they can still keep it clean, well-lit, and safe. The cleaning operation starts with four large boxes or trash cans labeled: Keep, Discard, Ask, and Recycle. (“Ask” means consulting with someone before discarding or recycling an item.) Look for toys that need to be thrown away or replaced due to missing parts, broken pieces, or otherwise being unsafe. Next, examine basic equipment such as cribs, tables, chairs, and high chairs. Trust your instincts. When in doubt, toss it out! Finally, clean and wash the floors, walls, toilet, and wash or dry-clean the rugs or draperies. Making the space clean and safe can be an easy way to revitalize your nursery.³

Volunteers or Paid Staff?

Caregivers provide the heart of any childcare system. It all starts with a nursery coordinator to recruit and supervise nursery staff, keep important information about each child, greet parents when they arrive, and generally set the tone for nursery care. With the



coordinator in place, the question becomes, Should we use paid staff, volunteers, or a combination?

Using volunteers may be financially advantageous by saving money on staff salaries, and it may give church members opportunities to use their gifts in the congregation. On the downside, scheduling volunteers may take up too much of the supervisor's valuable time, and volunteers who are less than committed may not show up on the appointed day, leading to a panicked search for a replacement. In addition, some children may feel unsettled by a round robin of ever-changing volunteers and prefer a more consistent routine.

Youth who want to volunteer because they enjoy working with children form a special category of their own. These young persons may already be known by the parents or even babysitting for them. Be advised that at least one adult supervisor must be present at all times, which may stretch some volunteer teams thin. Also, youth need to understand that their primary responsibility is to attend to young children, not socialize with other youth. Some churches provide training to youth on basic matters like changing diapers or sanitation or even offer to pay for a certified babysitting or childcare course in return for a certain number of hours worked.

Paid staff may result in the best guarantee of reliable caregiving, though for smaller churches, expense may be a factor. In recruiting, look for parents of older children or youth, or parents of young children who might be willing to give a few hours per week as long as they can bring their own child along. Other ideas include posting a job announcement at the student center of a local college, talking with a professor of child development, or checking with congregations with worship hours different from your own. With paid staff as the foundation, some churches fill their needs using a combination of employees and volunteers, with one or two paid caregivers ensuring continuity and a safety net for volunteers who step in as the need arises.⁴

Protecting Children from Harm

Churches must screen all staff, whether volunteer or paid, to ensure that young children are safe from inappropriate behavior or sexual abuse. At a minimum, everyone must be required to complete an application form and be subject to a criminal background check conducted by an agency such as Trusted Employees

(www.trustedemployees.com). Include documentation concerning background checks in the personnel file. Make sure to have at least two nursery attendants present at all times, with at least one worker who is eighteen years old or older. For more information, see Church Mutual's web page, "The Background Screening Basics."⁵

The Nursery Home Visitor

To maintain ongoing care for a family with young children, Mary Alice Gran recommends recruiting a nursery home visitor who sees the family at home at least once after a child is born in order to welcome the child on behalf of the church. This person's primary role is to be someone who listens, supports the family, and, if necessary, acts as an advocate for the family's needs with the congregation. Given the time and stress that young families experience, plan to stay only a brief time. The visitor may bring information about baptism, a nursery handbook, a statement of the church's philosophy on caring for the young child, or a gift such as a book on parenting. Mary Alice Gran's *The First Three Years* provides a variety of parent support leaflets.⁶

Commit to Children's Ministry

As one pastor said, "I learned as a pastor that if the preschool ministry was not going well, the rest of the church probably was not going well either."⁷ Conversely, a church that pays special attention to its nursery may be laying the foundation for revitalization. It signals to young families a commitment to provide a place of belonging for anyone, no matter what age.

1. Diane C. Olsen, *Out Of The Basement: A Holistic Approach To Children's Ministry* (Nashville: Discipleship Resources, 2001), 5-6.

2. Mary Alice Gran, "Room Size and Location," in Mary Alice Gran, ed., *The First Three Years: A Guide for Infants, Toddlers, and Two-Year-Olds* (Nashville: Discipleship Resources, 2001), 81.

3. Olsen, 29-30.

4. Sarah Heckert, "Hiring and Recruiting Personnel," in Mary Alice Gran, ed., *The First Three Years*, 56-58.

5. <https://www.churchmutual.com/10451/The-Background-Screening-Basics>. See also Joy Thornburg Melton, *Safe Sanctuaries For Children And Youth* (Nashville: Discipleship Resources, 2008).

6. Mary Alice Gran, "The Role of the Nursery Home Visitor" and "Parent Support Leaflets," in Mary Alice Gran, ed., *The First Three Years*, 101-102, 91-105.

7. Janice Haywood, *Enduring Connections: Creating a Preschool and Children's Ministry* (St. Louis: Chalice Press, 2007), 1.

INVITING, INFORMING, AND INCLUDING NEWCOMERS

In the 1950s, a new church start pastor challenged every member to invite two newcomers each month. Members enthusiastically committed to such a plan and the pastor's wife, feeling a special call to grow the children's ministry, regularly prayed for new babies to be part of the church's growth. No one was more surprised than she was when half of the young couples in the congregation became pregnant that year! Although this was not an intentional church growth strategy, growing families primarily fueled church growth in the 50s.

Times have changed, and declining birthrates along with cultural shifts are part of shrinking church attendance numbers. These shifts involve the secularization of Sunday, longer work weeks, and two-earner households that reduce opportunities for family time. Additionally, a growing proportion of the population distrusts institutions or do not see the church as particularly relevant to their daily lives. Despite the trends toward secularization, eight out of ten adults in the U.S. believe in God.¹ Therefore, given a changing context, what methods play a role today in how people connect to God and grow in faith through a congregation? An examination of how to invite newcomers, how to inform them, and how to include them requires new reflection.

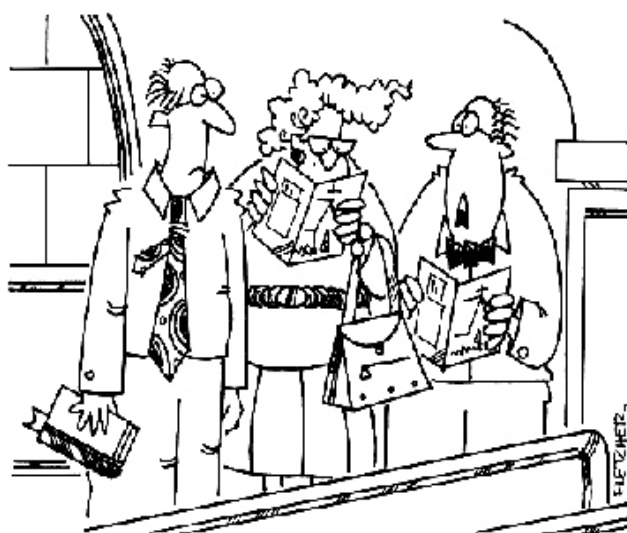
How to Invite

Not all potential new members or participants come out of the same mold. Transplants that recently moved to the area and participated in a congregation in their former location tend to use a narrow search platform because they know what type of church they would like to attend. The more challenging newcomers to reach are those friends and relatives who live near the congregation but do not currently attend anywhere. And the most difficult population to reach are seekers and those with no church background or history. Still, research clearly demonstrates that at least half to two-thirds of adults find a church through personal invitations.²

Hearing about a congregation from someone you know means the information is more likely to be trusted.

Several methods help encourage members to invite relatives, friends, neighbors, and coworkers. First, the congregation should develop a card, postcard, brochure, or flyer that members can hand or mail to people as they invite them. The printed material should at least include the church location, worship times, and website address. Yvon Prehn, a church communication specialist, warns against getting bogged down in design details because "people are not wowed into the kingdom." Rather all material should offer useful content and be easy to read and understand.³

Special events and holidays offer another opportunity for members to invite people they know. Some congregations designate a particular Sunday as Invite-a-Friend Sunday, Open House Sunday, or Special Recognition Sunday (such as honoring teachers, first responders, or others in the community).⁴ Congregations can create



WE NEED TO UPDATE OUR
CHURCH INFORMATION BROCHURE...
'DESSERT DISCO, AND DEUTERONOMY'
IS NO LONGER A FELLOWSHIP EVENT!

cards or flyers for these special worship events for members to distribute or mail.

Mass communications—the church website and social media channels, direct mail, yard signs, door hangers, church banners and signs, radio and print ads, and community ads (such as bulletin boards, ads in movie theaters, or sponsoring events)—are additional broad strategies for reaching people. The goal of these efforts is to show the congregation as a place that welcomes newcomers. While no one media strategy produces the desired results in today's context, some experts argue that there is a growing preference for printed materials. In fact, even though many congregations have invested in digital marketing strategies, a recent study found that direct mail outperforms all digital communications combined by 600%.⁵ Still, an up-to-date and easy to navigate church website (optimized for mobile phones) serves as a primary source of information to which print pieces can direct.

How to Inform

Successful efforts to invite newcomers do not yield new members. Sadly, at most, only three out of ten visitors return for a second visit. Too many visitors catch only a glimpse of what the congregation offers. Prehn claims that two printed pieces are important for informing newcomers: the church bulletin and connection or visitor cards.

The church bulletin. When people attend a worship service, the bulletin is the first picture they see of the congregation. This description of church life should be jargon free, friendly, and clearly written. The order of service should be easy to follow and related to congregational theology and commitments. The bulletin should provide information for linking to the church website, phone numbers, and other contact information (such as church office hours). Visitors are highly likely to take the bulletin home, so consider what information might be most useful to them.

Connection or visitor cards. Visitors typically fill these out during worship services to drop in the offering plates or return to ushers at the end of the service. Too often visitors aren't given the time during services to complete the card. Worship leaders should give some thought as to when to bring the cards to the attention of visitors (early in the service) and how visitors are welcomed because many visitors do not want to be publicly recognized. In addition to the cards, brochures or visitor packets help visitors learn more about the congregation.⁶

How to Include

Think about a movie theater website. The website makes it easy to see what is showing, at what times, ticket prices, the theatre location, and maps. Participating in a church small group or event should be as easy as going to a movie. A web-supported calendar is essential for including new people as well as current members. Do not make people go through nonessential steps to figure out what is going on and how to participate (such as "call the church office for more information").

Additionally, most newcomers want to try things out before making a big commitment. Classes or groups that require a multi-week commitment scare away new people because they are not certain they want to make such an extended commitment. A brochure that describes ideal groups and activities that new members can try could be included in the visitor packet. Church consultant Jeff Woods believes encouraging people to engage in common activities builds trust, and helping participants to reflect on those activities builds commitment to a common purpose.⁷

Three Pillars of Evangelism

Three complementary efforts serve the congregation's ministry goals: inviting, informing, and including new people. Just like a three-pillared tower, without one support, the overall purpose becomes unstable. To invite is to increase the church's visibility and relevance, to inform is to offer opportunities for connection, and to include means spiritual experiences that promote Christian maturity and growth. Which effort needs more intention and planning in your congregation?

1. "When Americans Say They Believe in God, What Do They Mean?" Pew Research Center, <http://www.pewforum.org/2018/04/25>.

2. Cynthia Woolever and Deborah Bruce, *A Field Guide to U.S. Congregations: Who's Going Where and Why*, 2nd edition (Louisville, KY: Westminster John Knox, 2010).

3. Yvon Prehn, *5 Steps of Effective Church Communications and Marketing*, 2nd edition (Ventura, CA: Effective Church Communications, 2016), 54.

4. See Church Effectiveness Nuggets, Vol. 4: "How to Increase Worship Attendance" and Vol. 8: "How to Attract First-Time Worship Visitors," <https://www.theparishpaper.com/free-resources>.

5. www.twosidesna.org

6. See Yvon Prehn, *Church Connection Cards*, 2nd edition (Ventura, CA: 2011).

7. C. Jeff Woods, "What Type of Follower Attends Our Church?" *The Parish Paper*, Vol. 22, No. 7: July 2014.

HOW TO RAISE MONEY FOR YOUR COMMUNITY PROJECTS

A congregation's community project often starts with someone's idea or dream, followed by a plan designed by a core team, and then, a group of volunteers willing to roll up their sleeves and get to work. Yet how can this worthy work be sustained over time? Whether the project involves food, clothing, or housing assistance; counseling and job training; or organizing residents around an issue of local importance like the need for a community garden or more stop signs, at some point the program might require funding in order to continue.

Plan for Sustainability

In order to raise money effectively, leaders must develop a plan for future spending, that is, a budget. Some leaders prefer to build long-range planning into their thinking at the outset. The Reverend Constance Delzell, Rector at St. Andrew's Episcopal Church in Denver, decided to factor the necessity for funding into her dream of a children's ministry for the community. She describes waking from a dream, which she believes was divinely inspired, telling her that now was the time to take action on her wish to start an arts ministry.

Based on this vision, she founded the Children's Center for Arts and Learning, a neighborhood ministry serving a low-income community in the city of Denver. From the beginning, she began developing a plan for sustainability. She thinks that many congregations often make a mistake by failing to plan for their project's financial future. Because St. Andrew's was small with few resources, she approached members of previous churches she had served whom she thought might be interested and who had financial means. Then a personal friend provided \$10,000 in seed money over three years. At this point, she took some of the total received to hire a secretary and part-time grant writer. Thinking strategically helped the program move from vision to funding.¹

Beyond Grants

As this example illustrates, individual giving plays an important role in fundraising efforts. In fact, a vast majority of funding for nonprofits originates from individuals, not foundations. In 2017, foundations provided only about 15% of all donations to U.S. nonprofits, while 72% originated with individuals.² With this in mind, leaders can keep their eyes on the prize by reaching out to both close ties and community members, letting foundations take a secondary role. Basing a budget strategy on individual gifts provides more stability than funding from foundations, whose priorities tend to change every few years.

Joy Skjegstad, who advises churches on their community ministry programs, suggests starting with church members who already have the strongest connection with the project, including volunteers currently working in the program or previous volunteers. Meet with potential donors face to face and ask for a specific amount, following up with written materials (no more



"ANYONE INTERESTED IN SERVING AS THE NEW
FUNDING APPEAL COORDINATOR
IS ASKED TO SEE ME
IMMEDIATELY FOLLOWING THE SERVICE"

than one or two pages long) that describe the project's activities, its mission, and various amounts that could be given. Make sure to follow up, which could be as simple as sending a brochure or program budget.

Asking church members may be complicated by the fact that other appeals are being made at the same time of the year for some other worthy cause. Check with the pastor or staff to avoid inadvertently blindsiding other ministries. When possible, coordinate with others. Skjegstad tells of one scheduling conflict that required just such coordination. While working on the church staff, she sought to make a funding appeal for the nonprofit she directed, which had close ties to the church. Her group's appeal sought funding for a health clinic, tutoring, and a computer-training center. Yet at the same time, the church's food pantry was making a funding appeal for Christmas food baskets and the trustees had launched a drive to fund special "fix-it" projects. All three appeals happened at that prime time in the church's life—the end of the year. After some discussion, the three groups decided to coordinate their appeals, making joint announcements from the pulpit three weeks in a row, and providing bulletin inserts with all three appeals listed together.³

A Miracle Sunday

Church leaders can take the idea of joint fundraising to a new level through planning a "Miracle Sunday" offering. The Miracle Sunday approach utilizes a strategy found in a variety of annual stewardship campaigns: an extensively planned campaign culminating in a single, celebratory event in which church members make their offerings at the Sunday worship service and tabulate the results that same day. As with other stewardship campaigns, Miracle Sunday relies on a team of people with strong financial giving records, a promotional campaign built up over a period of weeks (twelve weeks is recommended), and an explicitly stated and ambitious financial goal. However, unlike most stewardship campaigns, Miracle Sunday focuses not on the overall budget, but on one to three worthy causes, such as community projects, building improvement, or music or education that benefit church members. Another difference between Miracle Sunday and traditional stewardship campaigns is that donors are asked to give not from current income, but from their accumulated resources, such as savings, stocks, or from the sale of other valuable items such as cars, boats, or real estate.

A Miracle Sunday campaign typically lasts about twelve weeks and takes place in the spring so as not to interfere with the fall stewardship campaign. The planning team sends four mailings spread over several weeks, holds two informational meetings, and makes a series of worship service announcements. No home visits are required. The goal for the Miracle Sunday is a single offering that exceeds anything the church has given before (hence the name, "Miracle Sunday").

To make it most effective, set an ambitious goal, usually at least one-third of the church's annual budget. Herb Miller states, "Miracle Sunday has raised an amount equal to between one-third and three times the size of the church's annual operating budget in countless congregations across the United States." He observes that congregations that experienced a budget shortfall in the previous year are surprised at the success of their Miracle Sunday campaign the following year, which may be due to the fact that contributions come from accumulated resources and may even represent a once-in-a-lifetime gift. For that reason, Miracle Sunday should not be relied on as a yearly event, but used sparingly.⁴

Providing funds can help community engagement work grow and thrive. When projects reach a certain size, fundraising may provide an answer to previously insurmountable challenges such as maintaining volunteer involvement, acquiring needed equipment, or ensuring enough space to make it all work. While funding should never be considered an end in itself, it can help keep the lights on, the bills paid, and the program thriving. Funding just might be the key to future success.⁵

Do you have stories or comments to share about your church's experience with Herb Miller's Miracle Sunday? Please email them to info@theparishpaper.com.

1. Linda-Marie Delloff, *Public Offerings: Stories from the Front Lines of Community Ministry* (Bethesda, MD: Alban, 2002), 32-33.

2. "Giving USA 2017: Total Charitable Donations Rise to New High of \$390.05 Billion," <https://givingusa.org/tag/giving-usa-2017>.

3. Joy F. Skjegstad, *7 Models for Community Ministry* (Valley Forge, PA: Judson Press, 2013), 177-181.

4. Herb Miller, "Planning and Leading a Miracle Sunday Campaign," <https://www.theparishpaper.com/sites/default/files/resources/Planning%20and%20Leading%20a%20Miracle%20Sunday%20Campaign.pdf>

5. Excerpted from Dana Horrell, *Engaging the Community: Tools for Church Leaders* (Minneapolis, MN: Fortress Press, forthcoming).

(Continued from page 1)

The “Covenant Commitment Pledge” is based on the concept that all of our congregations are in a covenant relationship as a Presbytery and that we intend to share equally the cost of our ministry as a unified part of the body of Christ. What basically will happen is that once the expenses for presbytery are determined for the coming year, the budgeted amount will be divided by the combined number of members of the congregations in our Presbytery. That figure will be the Covenant Commitment per member that each congregation will be asked to contribute.

It is understood that not all of our congregations will be able to contribute that whole amount, just as it has been true that not all congregations have been able to pay their Per Capita amount. Additionally, some congregations have not been making Mission Pledge contributions. Nevertheless, the per-member Covenant Commitment will be a number that reflects the real cost of doing the whole work of the Presbytery. It is a faithful way of understanding and sharing the cost of our work together, and will serve as a reality check as we make budgetary decisions each year.

The new Covenant Commitment Pledge form will continue to provide the opportunity for congregations to make pledges to General Assembly’s Undesignated Mission Giving or to specific projects or ministries of the General Assembly’s Mission Program Agency that are not part of the Presbytery’s budget.

If you would like to have a representative of the Presbytery come to talk with your session about our new Covenant Commitment approach to budgeting, you can contact our Presbytery Administrator, Beth Gilleece at bethwco@montrose.net (ph. 240-8455 or 497-6925) or our Stated Clerk, Jeff Harmeling at wcoclerk@gmail.com (ph. 245-0850).

Serving with you as partners in ministry,

The Trustees and Finance Committee



REMINDER

All Congregational Contributions and all Vouchers need to be submitted to the Presbytery office at 101 N. Uncompahgre Ste 9, Montrose, CO 81401

Part Time Director of Music



Looking for a joyous congregation with whom to share your music leadership skills? Covenant Presbyterian Church in Grand Junction is looking for you! This person is responsible for developing and leading our worship music ministry. Approximately nine hours per week. Please submit cover letter and resume to covpresgj@yahoo.com.

The job description for this position is attached. Questions? Email us or give us a jingle at (970)434-5683.

Blessings!

Covenant Presbyterian Church
Grand Junction, Colorado
www.covpresgj.org

Director of Music

The purpose of a Director of Music is to develop and lead the worship music ministry for our church, in consultation with the pastor and other team members, in a way that is consistent with our mission, values, and theology.

Musical Competencies:

- Ability in wide range of styles including Christian classics (hymns) and contemporary music.
- Proficient in directing choir and leading praise team.
- Professional quality keyboardist.
- Producing and directing special events, musicals and programs.

Responsibilities:

- Plan and participate in both Sunday worship services as well as special services (such as Christmas and Holy Week) with the Pastor.
- All music is subject to approval by Pastor.
- Recruit, equip, motivate, supervise and shepherd musicians.
- Develop and lead musical teams and ensembles for services and lead scheduled practices.
- Prepare schedule for Sunday traditional worship service accompaniment.
- Sunday worship services are streamed live on the church's Facebook page. The Director of Music agrees to support our Facebook ministry.
- Develop children's music ministry including participation in Vacation Bible School.
- Communicate faithfully with the Pastor and staff.
- Participate in the life and ministry of the church.

Qualifications:

- Attested musical skills and competence.
- Ability to organize, coordinate, and motivate musicians and technical team members.



Dates the Office will be closed

August 28-September 5 Beth Selling Ice Cream in Idaho

Even though the office is closed Beth will still have the Lap Top and Presbytery cell phone with her and can answer most questions that way. Beth@wcopresbytery.org and 970-497-6925



FIRST PRESBYTERIAN CHURCH MILES CITY, MONTANA
AND
YELLOWSTONE PRESBYTERY

CORDIALLY INVITES YOU TO THE

ORDINATION AND INSTALLATION SERVICE FOR

GARRETT MOSTOWSKI

SATURDAY, AUGUST 11, 2018

FIRST PRESBYTERIAN CHURCH MILES CITY
1401 MAIN
MILES CITY, MONTANA

PLEASE JOIN US FOR LUNCH: 1:00 PM – 2:30 PM

ORDINATION AND INSTALLATION SERVICE: 3:00 PM

PLEASE RSVP TO FIRST PRESBYTERIAN CHURCH MC CHURCH OFFICE – mcfpc@midrivers.com
or (406) 234-4855

CLERGY WHO WISH TO PARTICIPATE IN THE PROCESSIONAL, PLEASE ROBE AND WEAR A RED STOLE.

Presbytery of Western Colorado
101 N. Uncompahgre Ave. #9
Montrose, CO 81401-3763

970-240-8455
fax 240-1318

Return Service Requested



Serve the Lord with Gladness