

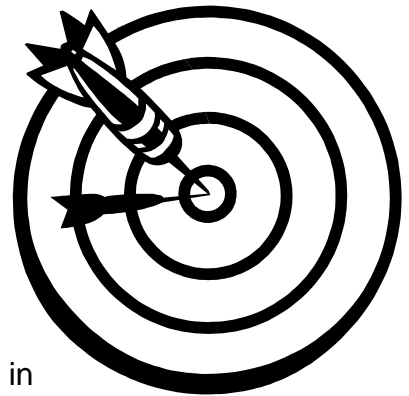
Moving To Contemporary Worship

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** Please be aware that these are my notes from one of my presentations. You may need to mentally "fill in the blanks" on some of this. I hope it helps!

Introductory Thoughts:

People give glowing stories about expansion and growth and they challenge you to do the same. However, they seldom give you the **entire** story.



1. Personal Preparation:

a. Why are we here?

- i. "Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. ¹⁹Therefore go and make disciples of all nations, baptizing them in ^[1] the name of the Father and of the Son and of the Holy Spirit, ²⁰and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." Matthew 28: 18 – 20 NIV
- ii. Win Arn's Survey of 1,000 Churches Found That:
 - o 89% of church members said, "The church's purpose is to take care of my family's and my needs."
 - o 11% said, "The purpose of the church is to win the world for Jesus Christ."

b. Are you ready to face the challenge?

- i. "Suppose one of you wants to build a tower. Will he not first sit down and estimate the cost to see if he has enough money to complete it? For if he lays the foundation and is not able to finish it, everyone who sees it will ridicule him." – Luke 14: 28 & 29 NIV
- ii. "Still another said, "I will follow you, Lord; but first let me go back and say good-bye to my family." Jesus replied, "No one who puts his hand to the plow and looks back is fit for service in the kingdom of God." Luke 9: 61 & 62 NIV
- iii. "If you have any encouragement from being united with Christ, if any comfort from his love, if any fellowship with the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and purpose. Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Christ Jesus: Who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself and became obedient to death-- even death on a cross! Therefore God exalted him to the highest place and gave him the name that is

above every name, that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue confess that Jesus Christ is Lord, to the glory of God the Father.”- Philippians 2:1-11 NIV

iv. *“Then the LORD said to me, “Write my answer in large, clear letters on a tablet, so that a runner can read it and tell everyone else. But these things I plan won't happen right away. Slowly, steadily, surely, the time approaches when the vision will be fulfilled. If it seems slow, wait patiently, for it will surely take place. It will not be delayed.” – Habakkuk 2: 2&3 NLT*

c. What are you ready to **give up**? (

i. No leader has ever effected change without **losing** something.

ii. Hebrews 11 (NLT):

¹What is faith? It is the confident assurance that what we hope for is going to happen. It is the evidence of things we cannot yet see. ²God gave his approval to people in days of old because of their faith.

³By faith we understand that the entire universe was formed at God's command, that what we now see did not come from anything that can be seen.

⁴It was by faith that Abel brought a more acceptable offering to God than Cain did. God accepted Abel's offering to show that he was a righteous man. And although Abel is long dead, he still speaks to us because of his faith.

⁵It was by faith that Enoch was taken up to heaven without dying--"suddenly he disappeared because God took him."^[1] But before he was taken up, he was approved as pleasing to God. ⁶So, you see, it is impossible to please God without faith. Anyone who wants to come to him must believe that there is a God and that he rewards those who sincerely seek him.

⁷It was by faith that Noah built an ark to save his family from the flood. He obeyed God, who warned him about something that had never happened before. By his faith he condemned the rest of the world and was made right in God's sight.

⁸It was by faith that Abraham obeyed when God called him to leave home and go to another land that God would give him as his inheritance. He went without knowing where he was going. ⁹And even when he reached the land God promised him, he lived there by faith--for he was like a foreigner, living in a tent. And so did Isaac and Jacob, to whom God gave the same promise. ¹⁰Abraham did this because he was confidently looking forward to a city with eternal foundations, a city designed and built by God.

¹¹It was by faith that Sarah together with Abraham was able to have a child, even though they were too old and Sarah was barren. Abraham believed that God would keep his promise.^[2] ¹²And so a whole nation came from this one man, Abraham, who was too old to have any children--a nation with so many people that, like the stars of the sky and the sand on the seashore, there is no way to count them.

¹³All these faithful ones died without receiving what God had promised them, but they saw it all from a distance and welcomed the promises of God. They agreed that they were no more than foreigners and nomads here on earth. ¹⁴And obviously people who talk like that are looking forward to a country they can call their own. ¹⁵If they had meant the country they came from, they would have found a way to go back. ¹⁶But they were looking for a better place, a heavenly homeland. That is why God is not ashamed to be called their God, for he has prepared a heavenly city for them.

¹⁷It was by faith that Abraham offered Isaac as a sacrifice when God was testing him.

Abraham, who had received God's promises, was ready to sacrifice his only son, Isaac, ¹⁸though God had promised him, "Isaac is the son through whom your descendants will be counted."^[3] ¹⁹Abraham assumed that if Isaac died, God was able to bring him back to life again. And in a sense, Abraham did receive his son back from the dead.

²⁰It was by faith that Isaac blessed his two sons, Jacob and Esau. He had confidence in what God was going to do in the future.

²¹It was by faith that Jacob, when he was old and dying, blessed each of Joseph's sons

and bowed in worship as he leaned on his staff.

²²And it was by faith that Joseph, when he was about to die, confidently spoke of God's bringing the people of Israel out of Egypt. He was so sure of it that he commanded them to carry his bones with them when they left!

²³It was by faith that Moses' parents hid him for three months. They saw that God had given them an unusual child, and they were not afraid of what the king might do.

²⁴It was by faith that Moses, when he grew up, refused to be treated as the son of Pharaoh's daughter. ²⁵He chose to share the oppression of God's people instead of enjoying the fleeting pleasures of sin. ²⁶He thought it was better to suffer for the sake of the Messiah than to own the treasures of Egypt, for he was looking ahead to the great reward that God would give him. ²⁷It was by faith that Moses left the land of Egypt. He was not afraid of the king. Moses kept right on going because he kept his eyes on the one who is invisible. ²⁸It was by faith that Moses commanded the people of Israel to keep the Passover and to sprinkle blood on the doorposts so that the angel of death would not kill their firstborn sons.

²⁹It was by faith that the people of Israel went right through the Red Sea as though they were on dry ground. But when the Egyptians followed, they were all drowned.

³⁰It was by faith that the people of Israel marched around Jericho seven days, and the walls came crashing down.

³¹It was by faith that Rahab the prostitute did not die with all the others in her city who refused to obey God. For she had given a friendly welcome to the spies.

³²Well, how much more do I need to say? It would take too long to recount the stories of the faith of Gideon, Barak, Samson, Jephthah, David, Samuel, and all the prophets. ³³By faith these people overthrew kingdoms, ruled with justice, and received what God had promised them. They shut the mouths of lions, ³⁴quenched the flames of fire, and escaped death by the edge of the sword. Their weakness was turned to strength. They became strong in battle and put whole armies to flight. ³⁵Women received their loved ones back again from death.

But others trusted God and were tortured, preferring to die rather than turn from God and be free. They placed their hope in the resurrection to a better life. ³⁶Some were mocked, and their backs were cut open with whips. Others were chained in dungeons.

³⁷Some died by stoning, and some were sawed in half; others were killed with the sword. Some went about in skins of sheep and goats, hungry and oppressed and mistreated.

³⁸They were too good for this world. They wandered over deserts and mountains, hiding in caves and holes in the ground.

³⁹All of these people we have mentioned received God's approval because of their faith, yet none of them received all that God had promised. ⁴⁰For God had far better things in mind for us that would also benefit them, for they can't receive the prize at the end of the race until we finish the race.^[4]

iii. What you may **lose**

iv. What you may **gain**.

d. It all starts on your **knees**.

e. Transition from **manager** to **leader**

i. The **leader**

1. **Sees** the picture

2. Continually **casts** vision

3. **Monitors** to see if the movement is true to the vision

ii. The **manager**

1. Makes the leader's vision happen
2. Places the right **people** in the right **places** doing the right **things**
3. **Monitors** and **improves** progress
4. Like Moses and Aaron. Aaron manages the day to day affairs and Moses has his head in the clouds, listening to the voice of God. *“A manager without the leader's vision ends up building a golden calf. Many churches never grow because the pastor is simply managing and so busy with day to day affairs that they never have time to seek out the true will of God to take them forward. The visionary must find a manager to help implement that dream.”* – Michael Slaughter

2. **Leadership** Preparation:

a. Creating a **Hunger**:

i. Showing the need

1. Sell the **problem**, not the **solution**. This allows them to take ownership of the change process and may invite the most creative of solutions from those previously resistant.
2. Put leaders and resisters in contact with the **de-churched**, the **underchurched** and the **unchurched**. Do not bear the burden alone. Allow them to truly perceive the challenge. Let them see the problem first hand. Make it **their** problem.

ii. Demographic Projections

iii. If we continue to do the same as we are now, what will we look like in:

1. 5 Years
2. 10 Years
3. 20 Years

b. Casting **Vision**:

- i. Why are we here?
- ii. Who do we reach?
- iii. Who are they, really?
 1. Communication Methods
 2. Music
 3. Doorway to truth

- iv. Who is doing this successfully in a similar setting?
 - 1. The most successful entrepreneurs of the past century have been the imitators, not the originators
 - 2. Luther
 - 3. Who invented the light bulb?

c. Gaining **Permission** from the Congregational Influencers:

- i. Know which individuals will lose what – be specific.
 - o their peer group
 - o the roles that gave them a sense of competence
 - o their chances for promotion
 - o the strategies that fit with their values
 - o their old expectations
- ii. Know what the group will lose:
 - o A chapter in the ministries history?
 - o An unspoken assumption about what employees can expect from their employer
 - o Something the ministry stands for?
 - o Whatever has ended might be buffered with statements of values like these:
 - We take care of our people
 - We are a cutting edge ministry
 - We won't settle for finishing second
 - We will always act ethically
 - We promote from within
- iii. Communicate, communicate, communicate
- iv. Personal Meetings
- v. Understand their focus –
 - 1. Buildings
 - 2. Tradition
 - 3. People
 - 4. Programs
 - 5. Purpose
- vi. Take them to a church
- vii. Take them to a conference
- viii. Study a book
- ix. Show steps of faith in your congregation's history to establish precedence.
- x. Show steps of faith in your denomination's history to establish precedence.

- xi. Bible Study on Worship
- xii. Acoustic worship times in your home
- xiii. Introduce contemporary worship in non-traditional settings such as:
 - 1. Retreats
 - 2. Camps
 - 3. Prayer Meetings
 - 4. Small Groups (Cell Groups)
- xiv. Suggest a “trial” run to establish a “tradition”.
- xv. Walk them through the four “P’s” of change (from ‘Managing Transitions’ By William Bridges)
 - 1. Explain the basic purpose behind the outcome I seek. People have to understand the logic of it before they turn their minds to work on it.
 - 2. Paint a picture of how the outcome will look and feel. People need to experience it imaginatively before they can give their hearts to it.
 - 3. Lay a step by step plan for phasing in the outcome. People need a clear idea of how they can get where they need to go.
 - 4. Give each person a part to play in both the plan and the outcome itself. People need a tangible way to contribute and participate.

3. Practical Tips For Introducing Contemporary Worship at the Congregational Level:

a. Leadership Gives Permission:

i. Make the most of your Pastor

- 1. Make sure your pastor is on side (use tools above to do this)
- 2. Get the Pastor to teach a series on worship
- 3. Get the Pastor to teach a series on Mission & Outreach
- 4. Have pastor share teachings in other settings:
 - a. With worship team at practice
 - b. Church Board Meetings
- 5. Have pastor give short thematic bridges between songs in the song set.

ii. Give denominational permission from your founders

iii. Make your introductions scripturally rich (New Creation Ministries web site)

iv. Re-vision your church

b. Walking People Through The Wilderness of Change

- i. Assure them that you are not there to destroy what is precious to them
- ii. Show the church's history of great faith (tell the stories – use older lay people)
- iii. Give testimonies from older lay people on why they want to see their grandchildren in church and what they are willing to give up
- iv. Help them to carry something from their traditions
- v. Give them the vision of “planting a mission”.
- vi. Take a survey:
 1. Ask about these people's neighbors:
 - a. The radio stations they listen to
 - b. What they do for entertainment
 - c. Why they are not a part of the church
 - d. Ask when would your neighbors most likely want to attend church?
 2. Ask about the people themselves:
 - a. The radio stations they listen to
 - b. What they do for entertainment
 3. Tabulate the surveys and show findings to support mission

c. Musical Transition Tools:

- i. Make worship CDs and tapes available for your people (Break Forth, WOW, etc.) Establish a worship song library.
- ii. Involve children or young people. You can get away with much more:
 1. Musically
 2. Movement
 3. Informality
- iii. Do hand and body movements to free people up (Lord, I Lift Your Name on High)
- iv. Do a musical on worship. Involve people across the ages. Use the choir as well.

- v. Use Medleys of choruses and hymns
 - 1. Hymns that work well with choruses:
 - a. Celtic or Appalachian-flavored hymns
 - b. Break Forth Songbook
 - c. Maranatha – 100 Hymns and Choruses
 - d. Gospel Hymns
 - e. Best of The Best – Fellowship Ministries
 - f. Hymns with repeated choruses
 - 2. Choruses that work well with hymns
 - a. Greater lyrical complexity (Shine Jesus Shine, There Is A Redeemer, How Deep The Father's Love For Us)
 - b. Less syncopation.
 - c. Comfortable keys for vocals
 - 3. Transition between songs
 - a. Continue musical flow
 - b. Have pastor, lay reader give **brief** introduction
 - 4. Other factors
 - a. Place songs in bulletin
 - b. Do not make people stand too long
 - c. Start with 2 songs together
- vi. Use Contemporary Choruses as Prelude and postlude music
 - 1. On Organ
 - 2. Variety of Instruments (i.e. Organ with flute)
 - 3. CDs
- vii. Use choruses as special music
- viii. Start with fewer musical additions:
 - 1. General MIDI files on laptop or synthesizer
 - 2. Soundtracks
 - 3. Auto-accompaniment software or synthesizers
 - 4. Guitar and percussion
- ix. Take a chorus and make it **less** contemporary

- x. Invite a band to come and demonstrate – keep on the conservative side.
- xi. Invite a guest worship leader – keep on the conservative side
- xii. Bring in someone to teach on contemporary worship during the adult Sunday School class.
- xiii. Do not just focus on the latest choruses. Start safe and move forward. Look at the CCLI USA top 25 for the February 2002 reporting period.

Report period - 401			
Rank	Song	Author/s	CCLI #
1	Lord I Lift Your Name On High	Founds, Rick	117947
2	Shout To The Lord	Zschech, Darlene	1406918
3	Open The Eyes Of My Heart	Baloche, Paul	2298355
4	As The Deer	Nystrom, Martin J.	1431
5	I Love You Lord	Klein, Laurie	25266
6	Awesome God	Mullins, Rich	41099
7	Shine Jesus Shine	Kendrick, Graham	30426
8	You Are My All In All	Jernigan, Dennis	825356
9	Give Thanks	Smith, Henry	20285
10	Majesty	Hayford, Jack W.	1527
11	Come Now Is The Time To Worship	Doerksen, Brian	2430948
12	He Has Made Me Glad	Von Brethorst, Leona	1493
13	Change My Heart Oh God	Espinosa, Eddie	1565
14	He Is Exalted	Paris, Twila	17827
15	I Could Sing Of Your Love Forever	Smith, Martin	1043199
16	Sanctuary	Thompson, John W. / Scruggs, Randy	24140
17	More Precious Than Silver	DeShazo, Lynn	11335
18	My Life Is In You	Gardner, Daniel	17315
19	I Exalt Thee	Sanchez, Pete Jr.	17803
20	Celebrate Jesus	Oliver, Gary	16859
21	Glorify Thy Name	Adkins, Donna	1383
22	We Bring The Sacrifice Of Praise	Dearman, Kirk	9990
23	Great Is The Lord	Smith, Michael W. / Smith, Deborah D.	1149
24	This Is The Day	Garrett, Les	32754
25	I Will Call Upon The Lord	O'Shields, Michael	11263

4. Open Questions and Answers on Contemporary Worship Transitions