

DRAFT WORSHIP COMMITTEE SMART GOALS BY SUBCOMMITTEE – 7/25/25

INTRODUCTION – There are several ongoing PCB-wide initiatives that are being integrated into the individual SMART goals proposed here. These initiatives include:

- Developing formal documentation for existing standards and procedures to ensure consistent execution today, and availability of this knowledge for the future.
- Expanding involvement in Worship Committee services by an intergenerational representation of PCB worshipers.
- Expanding committee agendas to include extended future visioning, discussion, decision-making, planning and execution of topics that will result in a broader appeal to new attenders, resulting in growth of the PCB population.

WORSHIP EXPERIENCE – While not an actual subcommittee per se, this is a catch-all for SMART goals that will allow the entire Worship Committee to provide leadership in key areas of growth in support of overall PCB goals.

Smart Goal WE-1: Specifically, to **recruit new volunteers into the Worship Committee** who have the passion and availability to meaningfully participate in committee meetings and activities, as well as the vision and creativity to sponsor new ideas that will contribute to PCB's growth.

Measurement – There are presently 9 members of this committee, in addition to Pastor David. It is assumed that there may be some transitions off this committee over time. This is a desirable possibility as it ensures room for volunteers with new ideas, and it also provides a respite for existing members to take a break or find roles to contribute elsewhere within PCB. The intent is to keep membership in the range of 9-12 principal members of the committee, with an additional cadre of “non-member regulars” who support the work of the various subcommittees. The measurement for this goal will be the net count of new members added, with a goal of a total of 12 members of the committee.

Attainability – Given the present steady growth in church attendance, the growth of new members is viewed as quite attainable. This can be enhanced by expanding the visibility of the various services that the committee provides, as well as actively targeting and recruiting for new members in cooperation with the PCB Nominations Committee.

Relevance – As PCB competes for new attenders to fuel its growth, it will become more important to have energetic and visionary persons who can ensure the worship experience will continue to serve the current membership as well as attract new members. Given the breadth of services involved in the following areas, it would be

optimal to seek new members who have experience in music, ushering and a vision for the worship experience.

Timing – The goal is to have a net gain of 1 new member in each of the next 6 months:

- One net new member by December 31, 2025, for a total of 10 committee members
- One net new member by June 30, 2026, for a total of 11 committee members
- One net new member by December 31, 2026, for a total of 12 committee members

SMART Goal WE-2: Specifically, to **expand topical discussions within the committee beyond monitoring current or short-term future activities**, to include discussions involving visions of possible future worship experiences. Such topics might include:

- Using the Offering time during Sunday services to introduce to the congregation what various PCB committees/organizations do, and how their ministries impact the church.
- Discussing using the hymnals instead of the display screens for hymn singing.
- Assisting the Music Ministry with planning and executing program offerings.
- How to involve our youth and children more in the worship experience.
- When and how to start considering the need for a second service at PCB, and how that service should be structured.

Measurement – Committee meeting agendas and minutes should be expanded to include specific areas for “New Business” in addition to continuing discussions on “Old Business”. Success will be measured by the inclusion of these practices and a count of the number of “New Business” topics added to meeting agendas and minutes, with actionable outcomes.

Attainability – This goal will promote the introduction of new topics of discussion to the Worship Committee meetings, encouraging an expansion of discussion regarding the vision for worship at PCB. To attain this goal, it will be necessary for committee members and leadership to actively identify needs or opportunities within worship at PCB and encourage the committee to address them with a passion for creative and solid solutions. Given the potential sensitivity of some of these topics, it is incumbent on the committee to solicit appropriate input from other areas of church leadership and membership as well.

Relevance – Adding discussions on new topics can involve substantial planning, time investment, and coordination with other PCB committees and leadership. It will be important for Worship Committee leadership to appropriately anticipate the needs for

coordinating and implementing substantial changes relating to PCB's worship to ensure that any resulting proposals are received positively by all concerned parties and implemented with full cooperation to ensure the greatest degree of acceptance and success.

Timing – If agendas and minutes are to be expanded to include “New Business” and “Old Business” topics, that can be done before the end of 2025. Given that the initial introduction of new topics – especially some that may generate debate – can be expected to require additional time as the committee adjusts to this new role, implementation may be modest at first. It seems possible to identify and initiate discussion on at least one new topic before the end of 2025, with up to four new topics being added during calendar 2026. Notwithstanding this intention, to avoid overloading the committee with concurrent new topics, it is suggested that no more than 2 new topics be active at any one time.

SMART Goal WE-3: Specifically, to **use monthly Worship Committee meetings to solicit and evaluate feedback regarding services** over the last month. The focus will be to identify things that worked, worked better, were well received, or not as well received, or need some modification.

Measurement – Worship Committee agendas and minutes need to be expanded to include discussion of worship service feedback. In addition, a procedure must be developed to define how feedback is to be solicited and how any resulting outcomes are to be processed, and by whom. Success of this goal will be achieved when both of these prerequisites are completed, and the Worship Committee begins regularly considering service feedback evaluation.

Attainability – This goal will require the identification of areas for feedback. These may include feedback on :

- Sermon topic and delivery quality
- Music choice and delivery quality
- Guest pastor experiences
- Audio/visual systems quality

Attaining this goal will require establishing the aforementioned meeting agenda and minutes components to ensure regular followup, as well as the completion of pertinent procedures. Of additional importance is gaining the acceptance and involvement of the congregation and lay leadership in providing quality feedback.

Relevance – This process will be more productive with solicitation for feedback from all service attendees (including virtual attenders) to supplement the observations of Worship Committee members. As a topic of discussion for future meetings, the

committee should explore how to accomplish broad and constructive feedback rather than just complaints. This should also address the possible need for anonymity so respondents feel secure in providing their feedback. It will also be incumbent on committee leadership to encourage the offering of opinions, as well as to ensure that an open and accepting environment is present to allow divergent opinions to be raised and discussed, both inside the committee and elsewhere.

Timing – The initial addition of feedback discussions at Worship Committee meetings can be implemented before the end of 2025 by adding that to meeting agendas and minutes, and instructing committee members on the types of feedback that are desired. Assuming that discussions and agreements with the congregation and leadership can take some time, along with the development of resulting procedures for soliciting and acting on this feedback, development of such procedures should be completed by the end of 1Q 2026, with broad and successful solicitation of feedback from across PCB by the end of 2Q 2026.

LITURGISTS

SMART Goal L-1: Specifically, to **document standards and procedures** for liturgist service, including:

- Scheduling liturgist volunteers
- Instructions for liturgist responsibilities

Measurement – Liturgist standards and procedures will be considered “complete” when each document has been submitted to the Worship Committee members for review and documented as approved within the minutes of a scheduled meeting of the Worship Committee.

Attainability – Bob Dick has been engaged as a temporary member of the Worship Committee to advise on the completion of standards and procedures. All standards and procedures will either be completed by Bob or by Worship Committee members working with him to produce documents consistent with the format used for that purpose.

Relevance – All standards and procedures documentation must be developed with the cooperation of subject matter experts who are familiar with all aspects of the procedure in question. In addition, those subject matter experts will be asked to approve the final version of all documentation, along with the securing of the approval of the full Worship Committee membership.

Timing – Pertinent standards and procedures documentation is anticipated to be completed at the rate of approximately 1 document per month, with an expectation that all documentation will be completed by the end of 2Q, 2026.

SMART Goal L-2: Specifically, to **encourage participation in liturgist activities by a broad range of age groups.**

Measurement – Success of this goal will be measured by:

1. Increasing the number of PCB attenders who participate as liturgists. A list of liturgist participants will be established as of the beginning of October, 2025. Thereafter, an updated list of participating liturgists will be made at the end of every calendar quarter, through calendar 2026. Comparisons will be made to determine the increase or decrease in the total number of liturgists each quarter.
2. Increasing the number of attenders of school age (through college) who participate as liturgists. A list of school age liturgist participants will be established as of the beginning of October, 2025. Thereafter, an updated list of participating school age liturgists will be made at the end of every calendar quarter, through calendar 2026. Comparisons will be made to determine the increase or decrease in the total number of school age liturgists each quarter.

Attainability – Given the present steady growth in church attendance, the growth of new liturgists, including those of school age, is viewed as quite attainable. This can be enhanced by expanding the visibility of the duties of the liturgist, as well as actively targeting and recruiting for new liturgists in cooperation with the PCB Nominations Committee.

Relevance – As PCB competes for new attenders to fuel its growth, it will become more important to have energetic and dedicated persons who can effectively perform the duties of a liturgist. Given the projected relatively infrequent need for an individual to serve as liturgist over the period of a year, this service is not expected to be onerous. In addition, some leeway will be allowed for school age liturgists who may go to school away from home, and therefore cannot be as consistent participants as other servers.

Timing – The goal is to have a net gain of 2 new actively participating liturgists named in each of the following periods, including one new liturgist of school age:

- Two net new liturgists by December 31, 2025
- Two net new liturgists by June 30, 2026
- Two net new liturgists by December 31, 2026,