

GOMSF Church Music Federation Ministry
Ministry Transition Report
Summer 2018
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After more than a year of research, consultation, discussion, and planning, the following is the Executive Board's recommended approach to the revitalization of our ministry for the year ahead. Thank you to the many church musicians whose hearts and voices have contributed to this ongoing planning. A special thank you to His Eminence Metropolitan Gerasimos for his patient guidance, and to Mr. Steve Tibbs for his invaluable strategic planning consultation.

Three main initiatives have been taken to broaden the organization's role as a more fully developed ministry of the Metropolis, and to foster collaboration among the four main areas of our work (Music Education, Choir, Chant, Youth Music).

- ***The first initiative involves a proposal to enhance participation in the work of the ministry by discontinuing the requirement that each parish must pay dues*** to have a voice in the business meetings of the organization. If our organization is truly a ministry, then the concept of parish dues is not appropriate. Parishes and church musicians are free and encouraged to offer stewardship and donations to the ministry, but parishes should not be excluded from having a voice in the ministry if they cannot or simply have forgotten to pay their dues. Parish dues have already been temporarily suspended prior to this year's business meetings in order that all parishes may have a voice in the transformation of the ministry.
- ***The second initiative involves a proposal to change the name of the organization*** by adding the word Ministry to its current title. The new name would be GOMSF Church Music Federation Ministry. Adding the word Ministry makes it clear to those outside the organization the nature of the organization's work: the *ministry of church music*. Keeping the word Federation ensures our continued affiliation with the National Forum of Greek Orthodox Church Musicians. In addition, the word Federation is hallowed by current long standing members of the organization and facilitates the continuity of financial accounts.

- The ***third, but most important*** and dynamic initiative is to change the organizational structure from a President, Vice-President, Treasurer, and Secretary model to a collaborative team structure. The President, under provision of the current by-laws of the Federation has called for an immediate creation of the collaborative structure. (*Rationale for this change is outlined in the What, How, and Who questions below, based upon our goals for this coming year and beyond.*)

WHAT is needed?

More support is needed *at the parish level* to assist local church music directors to:

- Re-build adult choirs and support vocal training of adult singers.
- Establish youth music programs, and strengthen existing programs.
- Enrich the development of adult and youth chanters.
- Offer musical resources to parishes who request them to enhance and improve congregational singing.
- Offer resources for the teaching of hymnology through Sunday School, youth, and adult groups.

HOW will these needs be met?

Go local. While annual conferences still hold great value and will be continued, more enrichment and instruction must be made available locally through offering a greater number of Church Music Institutes with programs tailored to the needs of host parishes, including offering youth CMIs. There are three “Ts” that affect the ability of church musicians to participate in music enrichment events: Travel Expense, Time, and Traffic. Local CMIs, which have been at the heart of our ministry’s strength for years, allow an affordable and time conscious way for singers and chanters to grow musically and in their faith, and to foster friendship and fellowship.

On-line presence. The demographic largely missing from church music programs is the 30-55-year-old age bracket. These busy family and professional people need convenient ways to connect with the many activities and resources of the ministry—ways they use on a daily basis in their lives.

- A updated user-friendly website will be complete in early June 2018, which will allow clergy and church musicians to access news of CMIs, conferences, webinars, and many types of resources. It will offer them

simpler ways to submit scholarship applications, register for events, pay their stewardship, and make donations on-line with their credit cards. Of course these benefits are also readily available for any age group familiar with technology. (Hardcopy communications, however, will continue to be offered to those without on-line capability who specifically request them.)

- On-line tools can also be taught in CMIs, conferences, and webinars to enable church music directors to enhance rehearsal and music education time with on-line learning tools.
- In addition, an affordable and effective e-mail marketing service provider has been secured to allow graphically interesting, audience targeted e-mail, with survey and analytic tools so that we can better connect and keep track of the church musicians in our database.
- Younger church musicians are already using social media platforms to share resources and enthusiasm for singing and chanting. We must ask them to help us with this presence.

WHO can bring these programs and assets to life?

A sustainable and robust leadership must be put in place in order to meet the above needs and objectives. The currently configured board of ten individuals *cannot* effectively bring the needed programs and resources into use and practice. More church musicians must be involved in the practical work of the ministry. Broader involvement keeps tasks from being overwhelming and time-consuming for each participant.

- Because church musicians will work best in roles for which they have the most expertise and enthusiasm, a new structure of leadership roles and ministry teams has been put in place in accordance with the by-laws of the Federation to grow a collaborative ministry that allows the various aspects of the music and administrative areas to work in harmony and efficiency with one another.
- Ministry Teams in specific music areas of the ministry (music education, choir, chant, youth music) will be allowed to develop programs and resources in accordance with the aims of the entire ministry. Teams in specific administrative areas of the ministry (ways

and means, events, communication & outreach, and organizational record keeping) will also be put into place to deliver these programs and resources to the parishes and church musicians. When an idea, suggestion, or question comes in to the ministry, it can go directly to the team or teams that would be most effective in acting on an idea or answering the question. Teams can work in collaboration with one another to bring together the best of our past efforts and programs along with all the exciting new ideas they bring forth themselves.

- These teams will work under auspices of the current board until the next election year business meeting, at which time the delegates of the organization can vote to instate the structure as the permanent mode of organizational management.