



Worship Times & Worship+

A congregational conversation

Listening • Learning • Discerning Together

Informational meetings • Fall 2026





This is a proposal—and this conversation matters.

**NOT
FINAL**

The elders are
bringing a
suggestion for
discussion.

- **Clarity:** The first letter sounded more final than intended; I apologize for that lack of clarity.
- **Listening:** Questions and concerns are part of faithful discernment, not an obstacle to it.
- **Re-evaluation:** We are testing the proposal, its assumptions, and other possible options.
- **Trust:** Any path forward needs clear communication, appropriate process, and congregational understanding.



OUR VISION

Transforming Lives through Christ

**CHRIST
IS THE
CENTER**

Our schedule is a tool. The Gospel mission is the reason.

Word • Baptism • Supper • Forgiveness • Spirit



The 4 G's describe a whole life of discipleship.

Gather

Worship together. Build Christ-centered relationships. Care for one another.

Grow

Study God's Word. Pray. Practice lifelong discipleship and faith formation.

Give

Offer our Responsibilities, Relationships, Resources (3 R's) for service, mercy, and encouragement.

Go

Live as missionaries where God places us and invite others to Jesus.



Sunday is where Gather and Grow naturally meet.

GATHER

**Word and Sacrament
worship**



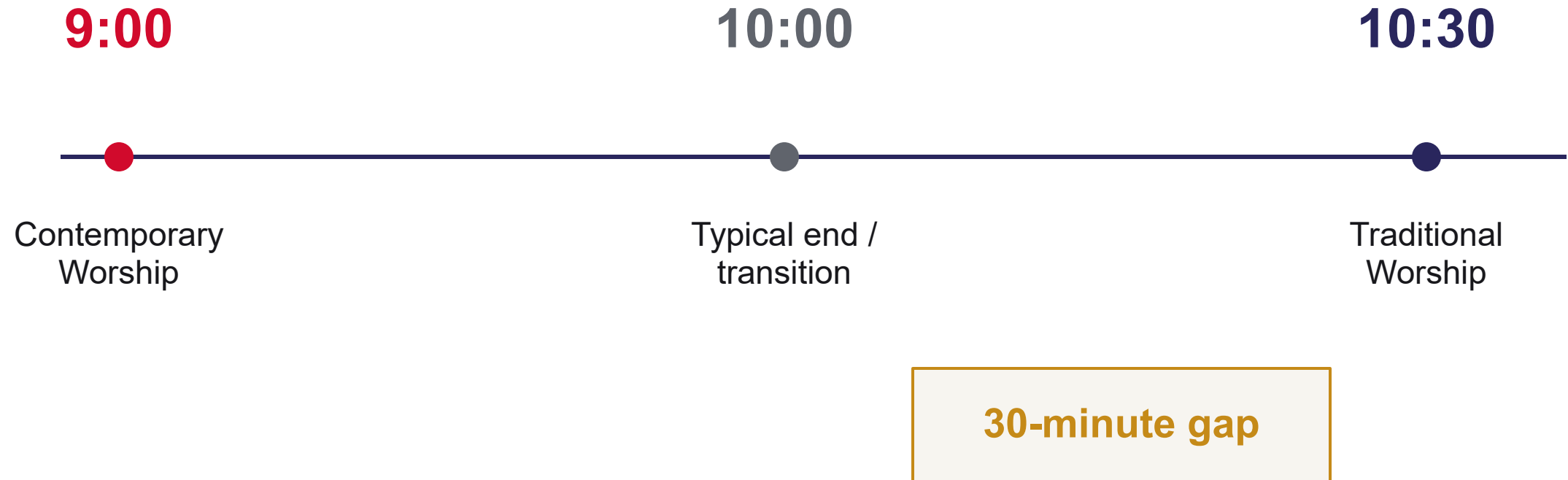
GROW

**Bible study, FaithRoots,
prayer, and relationships**

The question is whether our Sunday rhythm gives both enough room to flourish.



Two services are separated by only 30 minutes.





The narrow gap forces several ministries to compete for the same minutes.

Formation

There is no fuller-length shared time for Bible study, FaithRoots, or youth (junior high/high school) groups.

Fellowship

Conversation is often hurried, and people from the two services have little time together.

FaithRoots

Pre-K – 3rd Grade learning happens during worship, which helps families but also creates tradeoffs.

Transitions

Parking, gathering area movement, volunteers, and room turnover are compressed.

Connection

There is no predictable middle-time between services that provide pathways for guests, new members, and cross-service relationships.



WHAT SHOULD GUIDE THE DECISION?

A faithful schedule must work in ministry—not merely on paper.

01

Mission

Does it support Transforming Lives through Christ and all four G's?

02

People

Does it serve children, families, older adults, guests, and volunteers well?

03

Participation

Will people actually use the time for worship, formation, and relationships?

04

Stewardship

Can rooms, leaders, parking, safety, and communication support it consistently?



A longer Sunday rhythm creates a 50-minute shared ministry window.

SUGGESTION • NOT A FINAL DECISION

8:30

9:45–10:35

10:45

Contemporary
Worship

Worship+
50 minutes

Traditional
Worship

15-minute transition

10-minute transition



Worship plus a next faithful step.



Worship+ is a shared window for learning, relationships, and connection to ministry.

- It is not a third worship service.
- It is not one class that everyone must attend.
- It is not a two-hour requirement for every member or guest.
- It is a predictable opportunity to Gather and Grow between services.



Different people may take different next steps.



Adult Bible study

A pastor-led study with room for questions, Scripture, and Lutheran teaching.



FaithRoots

Age-appropriate learning designed with families in mind.



Lay-led groups

Electives, topical studies, prayer groups, support ministries, and intergenerational learning.



Fellowship & welcome

Coffee, conversation, newcomer connection, ministry introductions, and intentional hospitality.



The proposal creates capacity—but ministry must fill it well.

CURRENT PRESSURE

POSSIBLE RESPONSE

No full formation hour	→	A 50-minute Worship+ window
Hurried fellowship	→	Intentional coffee and conversation
FaithRoots only during worship	→	An opportunity for connections & deeper learning to occur
Little cross-service overlap	→	A shared between service fellowship time
Scattered newcomer pathways	→	A predictable point for welcome and connection



The schedule creates real opportunities—and real tradeoffs.

- **Participation:** A 50-minute hour is valuable only if people choose to use it.
- **Young families:** Interest in age-appropriate learning does not automatically equal commitment to a close to two-hour block.
- **Outreach:** New times do not reach seekers ***without*** invitation, hospitality, communication, and follow-up.
- **Operations:** Rooms, leaders, volunteers, safety, parking, and transitions will need a workable plan.
- **Trust:** Even a sound idea can fail if people feel unheard or the process appears settled before discussion.

A faithful proposal should become clearer as questions are asked—not more fragile.



Questions we have heard

Direct questions deserve direct answers.

Each answer reflects our current understanding and remains open to refinement as we listen.





Has the worship-time change already been decided?

SHORT ANSWER

No—not as a final decision.

The elders have made a suggestion. Feedback can shape whether, when, and how Timothy moves forward.

- The first communication sounded more final than intended, and that caused understandable concern.
- We are slowing down, listening, and re-evaluating the proposal and other options.
- No one should hear these meetings as a request to approve a predetermined outcome.

Clarity now matters more than defending unclear wording.



Will the congregation have an opportunity to vote?

SHORT ANSWER

The governing documents determine formal action.

Whether a vote is required is a governance question; whether feedback matters is not.

- Timothy should follow its constitution, bylaws, and established authority for worship scheduling.
- Leadership should explain that process clearly before a decision is implemented.
- Even if a formal vote is not required, these meetings are not symbolic—substantive feedback must be considered.

Process should be transparent enough that members know how their voice is being used.



Are people expected to stay at church for two hours?

SHORT ANSWER

No.

Worship+ is an invitation, not a requirement for every member or guest every Sunday.

- A person or family may attend either worship service without staying for the full block.
- Those who choose worship & *Worship+* would spend roughly two hours on campus.
- Guests should encounter a clear, low-pressure pathway—not a test of commitment at the door.

Participation grows through value and relationships, not guilt.



Do we know that young families want a two-hour block?

SHORT ANSWER

Not yet with enough confidence.

Families value age-appropriate learning, but that does not prove they will commit to a separate hour.

- Current FaithRoots participation tells us families value Sunday faith formation.
- Direct family feedback and realistic commitments should inform the final design.

We are looking for feedback to test the assumption before building the whole schedule around it.



Why reconsider the current FaithRoots format?

SHORT ANSWER

Because it solves one need while creating other tradeoffs.

The current model is a thoughtful response to families—not a problem to discard casually.

- FaithRoots during worship provides only Pre-K – 3rd grade learning when families are already present.
- A shared formation time like *Worship+* would provide Pre-K through High School opportunities.
- Any change must preserve what families value rather than assume a separate time is automatically better.

Honor the ministry's history before proposing a new form.



Will children still worship, hear God's Word, and be with their families?

SHORT ANSWER

That must remain a priority.

Children belong in the worshipping body, and the final FaithRoots design should protect that belonging.

- Children should continue to hear God's Word in worship and participate with their families.
- The exact balance of worship and age-appropriate learning should be built with family input.

Formation is not an either/or choice between children and worship.



Would a pastor-led study take opportunities away from gifted lay leaders?

SHORT ANSWER

It should not.

A pastor-led study can equip the church while lay leaders expand the range and reach of Sunday formation.

- Pastors bring teaching responsibility and theological depth to a core study.
- Gifted lay leaders bring experience, relationships, testimony, and diverse areas of learning.
- *Worship+* should create more places for faithful leaders to serve—not fewer.

Pastoral leadership and lay leadership are partners, not competitors.



Will there be both pastor-led and lay-led adult classes?

SHORT ANSWER

That is the intended direction.

The strongest model is a pastor-led core with rotating lay-led electives and groups.

- A pastor-led study can provide opportunities to learn from the pastors outside of the worship service.
- Lay-led options can address relationships, vocation, prayer, support, and topical studies.
- The final number of offerings depends on leaders, rooms, participation, and a sustainable rotation.

Start with quality and sustainability, then grow the menu responsibly.



How will people have access to the pastor during *Worship+*?

SHORT ANSWER

Teaching is one form of access—not the only one.

Pastors can rotate teaching and remain available through worship, fellowship, appointments, and congregational life.

- A pastor-led class gives people direct access around Scripture and real questions.
- Pastors can rotate so no single pastor is always unavailable during the middle hour.
- Before and after worship, fellowship time, scheduled conversations, and pastoral care remain essential.

The goal is meaningful access, not merely physical visibility in the hallway.



What fellowship opportunities are planned for people who stay?

SHORT ANSWER

Fellowship should be a real option—not leftover time.

Some people will learn in a class; others may connect through coffee, conversation, welcome, and care.

- A consistent coffee and conversation space can help relationships grow naturally.
- Newcomer tables, ministry introductions, and intergenerational conversation can lower barriers.
- A host can notice people who are alone without turning fellowship into another program.

People need room to belong, not only another place to sit and listen.



How will this schedule reach more people than our current schedule?

SHORT ANSWER

The schedule alone will not.

It creates a clearer invitation and follow-up pathway, but outreach still depends on people and practices.

- A predictable in-between service time can give guests an easy next step beyond a first worship visit.
- Families can be invited to worship, FaithRoots, fellowship, or a combination that fits them.
- Personal invitation, excellent welcome, follow-up, and community presence remain indispensable.

A better doorway matters only if we lovingly invite people through it.



Is the plan for current members or for the unchurched?

SHORT ANSWER

It must be both/and.

Timothy strengthens disciples so they can welcome, serve, and witness to people who are not yet here.

- Current members need Word, Sacrament, formation, relationships, and opportunities to serve.
- Guests and seekers need clarity, hospitality, appropriate expectations, and a low-pressure next step.
- A plan that serves only insiders or only an imagined outsider will miss Timothy's full mission.

Healthy disciples do not turn inward; they are formed and sent for their neighbors.



Will a new schedule actually make new disciples?

SHORT ANSWER

Only Christ makes disciples.

A schedule can remove barriers and create habits; Christ works through His Word, Sacraments, and people.

- Times and programs are servants of the Gospel, never substitutes for it.
- A shared in-between service time like *Worship+* can support relationships, Scripture learning, invitation, and follow-up.
- Over time, evaluate more than attendance: invitations, return visits, relationships, participation, Baptisms, and new members.

The goal is not a fuller calendar; it is lives being transformed through Christ.



Where would Worship+ classes and groups meet?

SHORT ANSWER

The room plan is not final.

Church and school spaces can be used, but capacity, accessibility, safety, and signage must be mapped first.

- Adult studies may use Auditorium, Library, Conference room, and classroom spaces according to size and accessibility.
- Children's areas need age-appropriate rooms, check-in, supervision, and clear traffic patterns.
- Greeters, maps, and signs should make the campus understandable to a first-time guest.

A room exists only when people can find it, enter it, and use it safely.



Why keep Contemporary first and Traditional second?

SHORT ANSWER

To limit the number of changes at one time.

The elders' suggestion changes the clock while retaining the current order of worship expressions.

- Current attendance patterns, volunteers, and habits are already organized around that order.
- Reversing styles while changing times would introduce another major variable.
- Traditional-first was considered, however, with our current building situation, we cannot support that change.

Preserving one familiar element can make a significant schedule change easier to evaluate.



Could Timothy have one combined worship service?

SHORT ANSWER

Occasionally, yes; weekly, that is not the proposal.

Combined worship can serve special celebrations, but it also raises capacity, style, and scheduling questions.

- Festival Sundays and major congregational moments may be well suited to combined worship.
- A weekly combined service could reduce worship-style choice and create seating or parking pressure.
- The current proposal retains two regular services with a shared middle hour.

Unity is deeper than everyone worshipping at the same clock time every Sunday.



Is 50 minutes enough when transitions are included?

SHORT ANSWER

Yes—if the schedule is disciplined.

Worship+ itself is 9:45–10:35; the transitions sit before and after that 50-minute block.

- The proposal allows about 15 minutes from the first service to Worship+.
- It allows about 10 minutes from Worship+ to the second service.
- Classes must begin and end on time, and rooms, children, and volunteers need efficient handoffs.

A workable timetable requires operational habits, not merely printed times.



Why 8:30 a.m. instead of 8:00 a.m.?

SHORT ANSWER

**It is a
balance.**

An 8:30 start creates the shared hour without moving the first service earlier than necessary.

- An 8:00 start would create more margin but may be difficult for families, volunteers, and guests.
- An 8:30 start still produces a full *Worship+* block and a later second service.
- Other time combinations should remain available for comparison.

The best time is the one that serves the ministry design and the people who must live it.



What about parking, transitions, and volunteers?

SHORT ANSWER

They need a tested operating plan.

A longer shared window changes traffic patterns and volunteer handoffs; it does not solve them automatically.

- A parking and traffic walk-through should test arrival, departure, and *Worship+* overlap.
- Worship, children's ministry, hospitality, and volunteers need sustainable schedules and handoffs.
- Clear signs, room maps, and start-and-stop discipline are part of the ministry experience.

Good hospitality is often experienced through small operational details.



What if feedback shows this is not the best option?

SHORT ANSWER

Then we should change course.

The mission is not tied to one timetable. Re-evaluation may improve, delay, pilot, or replace the proposal.

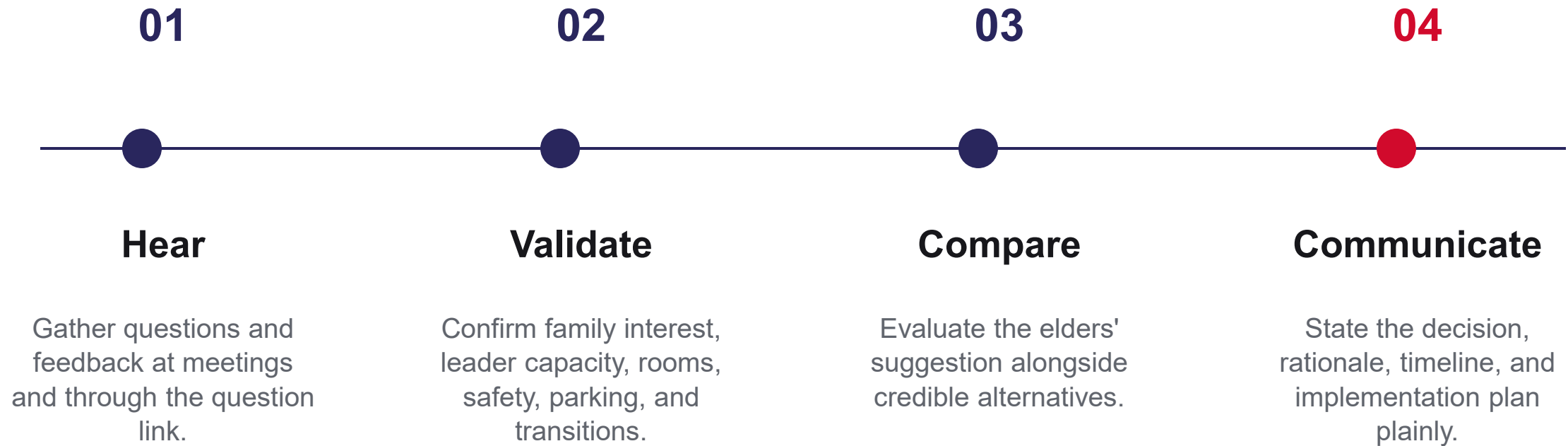
- Options could include keeping times the same, a pilot season, or formation outside the proposed block.
- Leadership should compare alternatives using the same mission, people, participation, and stewardship criteria.
- Once a direction is chosen, the congregation deserves a clear decision, rationale, timeline, and implementation plan.

Faithfulness means holding the mission firmly and the timetable humbly.



NEXT STEPS

Listen carefully. Test assumptions. Communicate clearly.





**The faithful question is
bigger than:**

“Which time do I prefer?”

**What Sunday rhythm
will best help Christ
gather, grow, give
through, and send His
people?**

**Thank you for listening, asking, and
praying.**