



Worship Arts Operations Manual

Purpose: to draw people into a deeper relationship with Christ by connecting them intimately with God through various expressions of worship.

Mission: To help all who attend the Rock become true worshippers of God who worship in spirit and in truth and who worship not only in song, but also with their lives. John 4:23 Roman 12:1

Core Values:

1. Music will be used as the primary source of connecting people with God (corporately), not the only source.
 - a. We will use a variety of music to achieve intimacy with God including fast songs, slow songs, and various styles of music adapted to maintain the general style of each particular location of The Rock.
 - b. We will sing songs in keys that are appropriate for the average congregant to be able to participate in the singing.
 - c. We will assess the current style of our target people group and strive to attain a style close to what that people group are used to.
2. Prayer will be an integral part of our worship experience at The Rock.
 - a. Both personal and corporate prayer times will be a part of the worship experience.

3. Multi-sensory methods will be used where they will enhance the worship experience. We understand that not all people are connected through song. We believe that the use of video, drama, motion backgrounds, etc. will play an integral part in ensuring that all in attendance have an equal opportunity to be connect intimately with God.
4. Excellence in worship is a necessity. Psalm 33:3 tells us that we are to play skillfully for the Lord. We are not to just do what we can, but to make sure He, and the people we serve, are receiving not only our best, but the best available! We understand there are many distractions to prayer and worship and those a part of the worship team (musicians, singers, tech, etc) should not be a part of those distractions. Also, we should model the concept that we are to offer God our best.
 - a. Excellence extends beyond singers and musicians to also include our worship environment. Sound and lights play a huge role in either enhancing our worship experience or detracting from it. Rarely will sound and lights create a static impact.
5. Scripture will play a vital role in our worship experience. Not only will we require all songs that we sing adhere to Scripture relevance and truthfulness, but also practically applying Scripture throughout the worship experience. The Word is living and active. We understand that it isn't what we do that changes lives, but the Word that does. Reading, praying, and reciting Scripture will be a normal part of the worship experience.
- 6.

Worship Team

Guidelines and Qualifications

QUALIFICATIONS

1. **Spiritually aiming toward maturity** – We believe a person on the worship team needs to understand God’s call and be working toward living out that call in their lives.

2. **Musical expertise** - The musicians and vocalists need to be skilled enough to learn the parts asked of them, and understand the style enough to create within the confines of the direction of the music. The worship team is a place for excellence. Our role is to provide an environment for people to connect intimately with God and to accomplish this,.. we can not be a distraction. We must be able to play our parts and our parts with passion and excellency.

3. **Time commitment** – Personal preparation time – both perfecting your craft and learning the worship songs; Practice sessions – usually Thursday nights from 6-7:30pm; and all Sunday morning services – the Sunday you are scheduled (possible additional services down the line) are mandatory. In addition, there are seminars, special retreats and events, you might be asked to play for. Involvement in this ministry needs to take high priority in your life next to family and work.

4. **Support of family** - It is important that the individual’s immediate family members are willing to accept the necessary time commitment and be a support to the individual.

5. **Ability to flow with the team** - Some people are very gifted musicians and /or vocalists, but for one reason or another (vocal range, musical style, etc.) they have trouble flowing with the team. These individuals are highly encouraged to share their musical gifts in other ways (special music, choir, small groups of similar interest, etc.) with the body.

GUIDELINES

1. **Probationary period** - There will ordinarily be a minimum of a six week probationary period during which the individual will attend practice sessions but will not play or sing with the team on Saturdays or Sundays. After such time it will be at the discretion of the Worship Pastor as to when the individual will begin singing or playing in the services.

2. **Weekly practice sessions** - All team members are required to attend the weekly practice sessions. Musicians and singers are required to be in the auditorium for scheduled rehearsals prior to the services for rehearsal and sound checks. If you are not able to make a rehearsal or be there for the worship service you need to contact the Worship Pastor and inform him. If you cannot make the mid-week rehearsal you will not be able to participate on the following Sunday with us.

3. **Other functions** - The team will be expected to lead worship for seminars and other special retreats and meetings if needed.

4. **Commitment to being spiritually prepared to minister** - Our spiritual preparation has a direct effect on our effectiveness as a worship and music ministry team. We need to come ready not only to sing and play music but to worship the King and minister to His people.

5. **Commitment to musical expertise** - We need to work at our instrumental and / or vocal ability to become the very best we can be. This means a great deal of individual practice (maybe even lessons) as well as playing with the team. Keep in mind that the team will only be as musically proficient as the individuals that make it up.

6. **Commitment to growing spiritually** - This too is as important on an individual basis as it is with the team. As a leadership ministry, we need to be committed to maturing in Christ.

7. **Commitment to “flowing” with the team** - More than individual expertise, our musical goal needs to be the ability to “flow” with the team. We need to look at our team as not just a collection of separate musicians but as a single unit with a single purpose. Our heart attitude should not be to shine forth our own technical skill but to use that skill to enhance the team as a whole.

EXPECTATIONS:

All Positions (M1 or M2 depending on how define - Believer working their relationship with God.)

- The ability and desire to learn new songs.
- The ability and desire to spend an adequate amount of time in personal rehearsal and musical development.
- The ability and desire sacrifice their own talents and abilities for the greatest good of the overall product.

Vocalists

- This person has the ability to sing in a modern style.
- This person has the ability to sing melody and learn harmonies by ear.
- This person has the ability to blend with and adapt their vocal style to a team of vocalists.
- This person understands and can adapt to different vocal stylings.
- This person enhances the lead vocals and finds places to make a difference rather than wanting to sing all the time.

Lead Electric Guitar

- This person has the ability to read a basic rhythm chart.
- This person understands what it means to play lead guitar in a modern worship setting.
- This person has a working knowledge of scales and basic music theory.
- This person has the ability to learn parts by ear.
- This person has the ability to improvise.
- This person is familiar with his/her equipment and is able to adapt their tone and style of playing to fit different genres of music.

Rhythm Electric Guitar/Acoustic Guitar

- This person has the ability to read a basic rhythm chart.
- This person understands what it means to play rhythm guitar in a modern worship setting.
- This person has the ability to learn parts by ear.
- This person is familiar with his/her equipment and is able to adapt their tone and style of playing to different genres of music.

Bass

- This person can read a basic rhythm chart.
- This person understands what it means to play bass in a modern worship setting.
- This person can learn parts by ear.
- This person is familiar with his/her equipment and is able to adapt their tone and style of playing to different genres of music.

Keys

- This person can read a basic rhythm chart.
- This person has a working knowledge of different keyboard instruments and styles and is able to adapt them to a modern worship setting.
- This person can learn parts by ear.
- This person has the ability to improvise.

Helps for Recruiting Worship Team Members

Here are a few questions (not necessarily in order of importance) to consider when choosing worship team members.

1. Is the person a worshiper? Do they worship during congregational worship services? Do they worship in private?
2. Does the person have a servant's heart? Do they volunteer in other areas of ministry? Do they mind getting their hands dirty? Do they have compassion for others?
3. Do they have a problem submitting to authority? Are they teachable? Are they argumentative? Are they spiritually accountable to others?
4. What is life like at home? Are they rebellious or submissive to parents? Do they have a stable marriage? What are their kids like?
5. What is their level of spiritual maturity? Are there any outstanding character flaws? Any addictions?
6. What musical abilities do they possess? Are they accomplished or a beginner? CAN THEY CARRY A TUNE? Will they be able to mesh with the other worship team members?
7. Do they have a heart for God's person and presence?
8. When is the right time for them to join the worship ministry?

These questions may seem scrutinizing but there is a lot at stake. Placing a person in such a visible position who is not ready for the responsibility and accountability will do them more harm than good. Also, they will eventually cause disruptions or disunity in your worship ministry which could filter down to the congregation in time.

WORSHIP TEAM APPLICATION

Name: _____

Email: _____ Phone: _____

I have been attending The Rock for _____ years and/or _____ months

I am a member of The Rock ____ Yes ____ No (If no, I am willing to become a member ____ Yes No ____)

1. Please describe how you came to know Jesus Christ as your savior.

2. Why do you want to be a part of the worship team at The Rock?

3. Please list all your past musical and worship team experience (all that would apply to the position you are seeking).

Please check yes or no to the following statements:

___ I am willing to do whatever it takes to enhance the worship experience at The Rock.

___ I am willing to sacrifice my own tastes and abilities for the greater good of the worship team.

___ I am willing to spend the time necessary to know my parts and to play them with expertise.

___ I understand that being on the worship team is for God's glory, not mine

___ I really like peanut butter, banana, and honey sandwiches.