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**Heartland Worship MINISTRIES**

Overview | Standards | Covenant

*“Let everything that has breath praise the LORD!”*

*Praise the LORD!”*

*~ Psalm 150:6 ~*

*2021*

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Introduction

Heartland Worship Ministries’ purpose is not to just play and sing songs in church; our purpose as a collective ministry extends far beyond that. Bob Kauflin, director of Sovereign Grace Music, defines the responsibilities of a worship leader in the following way, and we believe these same responsibilities ought to apply to any worship team or worship collective; a collective group of people who are leading the church together as one unit:

*“A faithful worship leader (team) magnifies the greatness of God in Jesus Christ through the power of the Holy Spirit by skillfully combining God’s Word with music, thereby motivating the gathered church to proclaim the Gospel, to cherish God’s presence, and to live for God’s glory.”*

As believers in Jesus Christ, we are called to come to Him, Follow Him, and Serve Him with passion! We exist to know Jesus and to make Him known. Additionally, as a worship team, we have a weighty charge to lead our church family in corporate worship. This is something that we, as a collective ministry, cannot afford to take lightly.

This document outlines the ministry standards that have been set in place; not so that we can lord over one another, but rather that we may hold each other accountable out of Christ-like love, compassion, and grace in order that we may maintain a healthy balance in theological and musical excellence as we lead the church together in corporate worship.

We have been given a serious charge, and we ought to handle it well and with excellence; not to make ourselves great, but to make Jesus even greater (John 3:30).

Fellow worshipers, may we continually seek to know our Savior, and let us continually strive to make Him known and famous! Let us praise Him together using the gifts He has given us. As long as we have breath in our lungs, let us praise the LORD (Psalm 150)!

**Rachael Bomsta**

Worship Ministries Director and Coordinator

2021

**Lyle Fashant**

Worship Ministries Intern

2021

1) TEAM STANDARDS: Planning Center & Scheduling

Planning Center Online (PCO) is an application that our ministry uses in order to easily schedule all of our volunteers, plan services and events, and post music-related material that will be used for services and events. Expectations regarding Planning Center are as follows:

* All team members are expected to check their Planning Center accounts on a consistent regular basis to (1) update their account and scheduling preferences, (2) update their PCO calendar by blocking out days that they’re unable to serve, and (3) respond to scheduling requests in a timely manner.
* If they are unable to serve for their scheduled service, members must communicate this ASAP to the Worship Ministry Coordinator as well as their team leader.
* Worship Ministry leadership agrees to have scheduling requests sent out well in advance in order to give fellow members enough notice.

1a) Taking Needed Rest

* Members are asked to inform their immediate team leader and the Worship Ministry Coordinator if they need time to rest or if they feel over-scheduled. As a collective ministry, we want to avoid “burn-out” and we desire that serving in worship ministry be a joy and not heavily burdensome.

2) TEAM STANDARDS: Preparation

* All team members are expected to be both musically and spiritually prepared for each rehearsal that they are scheduled to attend. Team members are expected to prepare musically by utilizing the resources provided on PCO to prepare on their own time before and after rehearsal.
  + Musicians are expected to practice their parts and be well-versed in the songs that are listed for each week before they arrive at rehearsal, and they continue to practice on their own time between rehearsal and Sunday morning.
  + Tech Engineers are expected to prepare as well. Examples of this could be any of but not limited to the following:
    - Knowing the song lyrics and their order, knowing who is in the band for that week and which instruments are being played, knowing when the song is loud and soft, knowing when there are instrument solos, knowing the voice ranges of the vocalists, etc.
  + Worship Leaders are expected to have their material (songs, resources, scripture reading, etc.) prepared and up on PCO at least 5 days before the scheduled rehearsal in order for their team to have enough time to prepare for rehearsal. Worship leaders are also expected to have something prepared for Team Huddle on Thursday evening rehearsals. *(see pg. 6)*

3) TEAM STANDARDS: Rehearsals & Sound Checks

* Members are expected to arrive at Thursday Evening Rehearsals and Sunday Morning Sound Checks early enough to setup, tune, warm-up, and be ready to go prior to the scheduled call time (start time).
* TEAM HUDDLE: Members are asked to take the first 10-15 minutes of Thursday Evening Rehearsal to sit down with rest of their team for what we refer to as “Team Huddle”. This is part of the team’s spiritual preparation (i.e. weekly devotional, praying for one another, etc.) and this helps us to focus our minds and hearts, to build community with each other, and to help remind us to keep Jesus at the center of all our efforts; both individually and as a team.
* Attendance at Thursday Evening Rehearsals is necessary in order to serve on Sunday, unless cleared with designated leadership in-lieu of special circumstances (i.e. family emergency, travel, work, etc.)
* Worship leaders are expected to have thoroughly planned and prepared for rehearsal; having prepared Team Huddle, arranged and thought through the music, and making sure that resources and equipment are available for their team.

4) TEAM STANDARDS: Accountability

* All team members are to be current proactive members of and in good standing with Heartland Evangelical Free Church.
  + In the event of unique circumstances (i.e. college attendance, employment, seasonal church attenders, etc.), candidacy for involvement with Heartland Worship Ministry will be assessed on a case-by-case basis by the ministry leadership.
  + Team members under the age of 18 who are regular attendees at Heartland are not required to be church members in order to be involved with Heartland Worship Ministry.
* Members are expected to “work out their salvation” (Philippians 2:12) both when they are serving and when they are not serving. Leading the body of Christ in corporate worship is a very visible role of leadership and thus demands that watchfulness and prudence be exercised by all team members so that the name and honor of Christ be maintained.
* Members agree to honor the leadership of Heartland Worship Ministry, along with its elder and pastoral overseers, by receiving correction and instruction with humility, knowing that the leaders, pastors, and elders love them and desire to help them grow and flourish in their walk with Christ (Hebrews 13:17; 1 Peter 5:5).
* Team Leaders, Heartland Worship Ministry leadership, along with its elder and pastoral overseers, agree to shepherd Heartland Worship Ministry and its members out of a spirit of willingness and humility with a desire to eagerly serve those they lead and help them grow in their walk with Christ (1 Peter 5:1-4).

5) TEAM STANDARDS: Ongoing Training & Discipleship

* All members agree to *continually* sharpen their skills and grow in their craft (i.e. guitar, drums, keys, vocals, music theory, sound, camera, music technology, etc.) in an effort to be excellent stewards of the gifts that God has given us (1 Peter 4:10).
* All members agree to attend scheduled training sessions and ministry-related meetings (quarterly, annually, etc.); whether it is for the worship ministry as a collective or for their assigned team.
* All members agree to be proactive in training and discipling the next generation of musicians and tech engineers here at Heartland Evangelical Free Church; passing on their knowledge and experience out of a spirit of joy and a desire to pass on the “torch of faith” to the next generation.

**HEARTLAND WORSHIP MINISTRIES**

Song Selection Guidelines

These are the current guidelines set in place by the Heartland Elder Board, Pastors, and Worship Ministry Leadership for choosing music that will be sung and played in Heartland’s Worship Services.

1. **The lyrics of the song are theologically sound and Biblical.**
2. **The lyrics of the song point us towards adoration of God and His works.**
3. **The lyrics and melody of the song are singable for the congregation.**

**NOTE TO WORSHIP TEAM LEADERS:**

Be wise, discerning, and selfless as you choose music for the church. Take all things into account. Think about lyrics, melody, key, complexity, simplicity, the song’s writer and origin, how it may or may not resonate with the church body, etc.

**HEARTLAND WORSHIP MINISTRIES**

Member Covenant

**As a member of Heartland Worship Ministries, I do solemnly resolve:**

To come to Jesus, follow Him with joy, and serve Him with passion!

To faithfully steward the gifts that God has given me and to serve Him and the church in a spirit of humility (1 Peter 4:10; Philippians 2:3-4).

To honor and adhere to the standards set forth by Heartland Worship Ministries and agree to hold myself, my fellow members, and leaders accountable in order that we may faithfully serve the LORD and the church with a spirit of unity and with values of excellence (Philippians 2:1-2).

To humbly submit myself under the authority of the LORD and the leaders He appoints over me, knowing that they care for me and desire to see me grow and flourish in my faith (Hebrews 13:17).

To magnify the LORD in order that He may receive all glory, honor and praise.

**By signing this document, I agree to this resolution.**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature

\_\_\_\_\_\_\_\_\_\_\_\_\_

Date

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**HEARTLAND WORSHIP MINISTRIES**

Leadership Covenant

**As a leader of and within Heartland Worship Ministries, I do solemnly resolve:**

To come to Jesus, follow Him with joy, and serve Him with passion!

To faithfully steward the gifts that God has given me and to serve Him and the church in a spirit of humility (1 Peter 4:10; Philippians 2:3-4).

To honor and adhere to the standards set forth by Heartland Worship Ministries and agree to hold myself, my fellow members, and my fellow leaders accountable in order that we may faithfully serve the LORD and the church with a spirit of unity and with values of excellence (Philippians 2:1-2).

To humbly submit myself under the authority of the LORD and the overseers He appoints over me, knowing that they care for me and desire to see me grow and flourish in my faith (Hebrews 13:17).

To lead by example and model Christ-likeness as I shepherd my team and also as I shepherd the church by leading them in corporate worship (Acts 20:28).

**As a leader of and within Heartland Worship Ministries, I recognize that I am held to a higher standard and will faithfully execute all responsibilities and duties that come with the role of leadership. By signing this document, I agree to this resolution.**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature

\_\_\_\_\_\_\_\_\_\_\_\_\_

Date

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