

CBC WORSHIP TEAM INFORMATION



humility, unity, excellence

Scott Marshall
Worship Arts Pastor
717.426.1345
smarshall@cbcpa.org

Aimee Conley
Worship Arts Admin
717.426.1345
aconley@cbcpa.org

James Tumwesiigye
Tech Arts Director
717.426.1345
jtumwesiigye@cbcpa.org

Overview

The church is called to worship individually and corporately. The worship team is structured to follow biblical principles of corporate worship. Musical worship was used from Genesis through Revelation and will be used for all eternity to glorify God. We use music for the same purpose.

Purpose

We exist to use our God-given abilities to lead others in authentic Christ-centered worship.

“Worship him in spirit and in truth” John 4:24 · “Christ is before all things” Colossians 1:17

“Based on the gift each one has received, use it to serve others” 1 Peter 4:10

Individual Values

- **Calling...** *“make every effort to confirm your calling” 2 Peter 2:10*
- **Competence...** *“...who were trained and skilled in music for the Lord” 1 Chronicles 25:7*
- **Character...** *“serve with good attitude, as to the Lord and not to men” Ephesians 6:7*

Departmental Values

- **Authentic Worship...** *“his worshipers must worship him in spirit and truth” John 2:24*
- **Mentoring & Coaching...** *“give to the faithful who will be able to teach others” 2 Timothy 2:2*
- **Embracing Humility...** *“in humility consider others more important than yourself” Philippians 2:3*
- **Pursuing Excellence...** *“whatever you do, do everything in the name of the Lord” Colossians 3:17*

Biblical Expressions of Worship

The following is a list of some of the worship expressions is found in Scripture. We worship with the *freedom of Christ* (Galatians 5:1) and not in *stifling the Spirit* (Thessalonians 5:7). Yet we also worship corporately *not in selfish ambition, but in humility valuing others* (Philippians 2:3).

- Singing to God. (Colossians 3:16; Psalm 47:6-7; Psalm 149:1)
- Singing new unwritten songs. (Colossians 3:16; Psalm 144:9)
- Speaking about God. (Psalm 145:6-12)
- Playing a variety of musical instrumental (Psalm 150; 1 Chronicles 25:1-6; 2 Chronicles 5:13)
- Shouting joyfully to God. (Psalm 47:1)
- Tears in response to awe of God’s presence or joy for what He has done. (Ezra 3:11-13)
- Lifting hands. (Psalm 134:2; Psalm 141:2)
- Bowing down. (Psalm 95:6)
- Kneeling. (Psalm 95:6)
- Standing in His presence. (Deuteronomy 10:8)
- Clapping hands. (Psalm 47:1)
- Meditating. (Psalm 77:12)
- Dancing. (Psalm 149:3; Psalm 150:4)
- Silence. (Psalm 46:10)

Worship Team & Leader

The worship team is an integral part of most services. They must be able to lead in worship without being a distraction to the congregation and so strive for excellence. Their role is to bring other people into the presence of God. The team must know first how to get there themselves before they can lead others there. Just as each person in a family has differing roles, so does each person in the team. (Roles will be further explained in the structure section.)

Ultimately the Holy Spirit is our worship leader. But humanly speaking, the worship leader is a member of the team who acts as the director of the assigned week's team. Although he/she can accept ideas and suggestions, the worship leader is the team's authority under the final authority of the worship pastor. This position should not be abused. Just as Christ is head of the church, so the leader must be the head of the team. The leader feeds and cares for the team, just as Christ does the church.

The following are the methods used to form, add to, and maintain the worship team.

Team Member Requirements:

First & Foremost... Worship is a *lifestyle*. It is not simply what we do on Sunday morning. A worship team member must be a worshipper themselves, so they can help lead others in worship. It is not a show or a performance, but true worship. Your song must come from a passion for Jesus that is already there. To obtain this, worship team members must be a worshipper not only in rehearsal and in services, but throughout their own personal daily lives.

The requirements of being in a worship team fall to three main categories. Below is a description:

1. Calling → Spirituality

- a. A member must be saved and have an ongoing relationship with Christ
- b. A member must be growing in his/her walk a consistent basis
- c. A member must be hungry for God and showing it in outward ways
(ie. regular attendance to church, active in church activities, small group, etc.)

2. Competence → Musicality

- a. A member must have musical talent that integrates into the team
- b. A member must be able to follow musical direction and instruction
- c. A member must be continuing to learn musically

3. Character → Servanthood/Leadership

Servanthood and leadership diametrically opposed, but they actually go hand in hand. A true leader will have a servant's heart towards those who serve. A true servant will have a heart of a leader in carrying out what has been requested of them.

- a. A member must be ready to lay down their own desires and wishes
- b. A member must be ready to do anything asked of him/her
- c. A member must take their responsibilities and carry them out with the heart of a leader

Structure:

These parts all form one team. Teamwork is a must, so we work in humility.

- *Worship Choir* All vocalists are expected to participate in the worship choir. They sing once a month and rehearse the Tuesday night before. No audition required.
- *Song Leaders* This is an auditioned group of vocalists that can lead worship as a soloist in addition to singing harmony and blending well. When not scheduled as a song leader, they are expected to participate within the worship choir.
- *Instrumentalists* This auditioned group focuses on instrumental excellence.
- *Worship Leaders* Leaders are chosen by the worship pastor.

Audition Process:

Every person interested in participating in the worship team as an instrumentalist or song leader must go through an audition with the worship pastor. Auditions are necessary because the music must be of a quality that it does not become a distraction to worship. There are two parts to the audition process:

1. Personal Background (Obtained through the application and one on one discussion.)
 - a. Does the person have a personal relationship with Jesus Christ?
Every person on the team must follow Jesus.
 - b. What is the person's current walk with the Lord?
Every person on the team must have a healthy walk with the Lord.
 - c. Does the person uphold the principle beliefs of the church?
Every person must accept and follow basic biblical commandments.
 - d. Why does the person want to be in the worship team?
Although a passion for music is desirable, they must be on the team for the correct reason: the desire to lead others to intimacy with the Lord.
2. Musical Skills (Obtained through one on one worship with the worship pastor.)
 - a. Does the person have musical ability?
 - b. Does the person's musical ability allow for expression and emotion?
 - c. Does the person have a humility regarding their abilities and do they take direction?

There will be individuals who are denied from joining the worship team. There will be some individuals who may be asked to work on specific skills before re-auditioning. At any time during this process the "candidate" may be asked to step down from auditioning. Reasons may range from answers during the interview to having musical issues. This would be done in confidence and the "candidate" will be encouraged to enter other areas of ministries. ALL church members must have a ministry...the worship team, however, may not be the right one.

NOTE: Those interested in the worship choir do not need a formal audition, but it does need to be established that they can sing on pitch in order to join the worship choir.

Reasons for Probation & Dismissal:

Probation (decided through discussion between worship leaders & the worship pastor)

Reasons for probation are listed, but are not limited to the following:

1. Falling from a healthy relationship with Christ
2. Failure to follow the aforementioned “team member requirements”
3. Failure to attend services regularly
4. Lack of servant hood and grace towards others (teamwork); gossip, negativity

Dismissal (decided only by the worship pastor)

1. A continuation of any item listed under probation

Worship Leader Requirements:

The worship pastor and the worship leaders are responsible for raising up additional worship leaders. A worship leader’s requirements are listed below. They also must meet the same requirements listed under “worship team requirements”. They could be raised up out of the existing worship team, and in fact are expected to be part of the team before becoming a leader.

First & Foremost... Worship leaders must also be worshipers not only on stage but in life. The worship leader needs to regularly enter into the presence of God in order to be an example to the team, which in is an example to the congregation. Below are traits needed in a worship leader.

heart of worship ● life of worship ● healthy spiritual walk ● personal time with God
leadership skills ● proven musical ability ● musicality ● trainable ● coachable
humble ● of good reputation ● self-sacrificing ● servant-hearted ● not given to arguing
passion for Jesus ● time in the scriptures ● gives grace and truth ● follows guidelines

Worship Leader Development:

The position of worship leader will be chosen by the worship pastor. There are multiple worship leaders, but only one directing at any given time. The team and congregation must know who to look to for leadership (other than the Holy Spirit).

There is no audition to be a worship leader. Initially, you either have it or you don’t. It can be encouraged and developed, but this “raising up” may take months or years. Worship leaders are expected to be at regular worship leader meetings and trainings. Anyone interested in becoming a worship leader and desiring training and mentoring in that area should talk to the worship pastor.

Logistic Information:

Schedules:

The schedules will be created by the worship leaders and worship pastor. Notification must be made as soon as possible if there is a problem with the schedule, so it can be corrected. Late notification without appropriate cause (family emergency, illness, etc) may be a reason for probation if frequent. Scheduling changes are on a person by person basis. Members must find their own subs or switch with someone unless the worship leader instructs them otherwise. Finding subs or switching with others does not pertain to the worship choir.

Rehearsals:

Tuesdays from 7:00 p.m. to 9:00 p.m.

Rehearsals will contain the following elements:

worship • rehearsal • devotions • prayer

Rehearsals are a Necessity. Attendance at rehearsal is needed for a member to take part in the team on Sunday. However, this decision rests solely on the week's worship leader and the worship pastor. Regularly missing rehearsals is a reason for probation.

Atmosphere of Rehearsals. Rehearsals are primarily for rehearsing, not learning your part. Do that at home. A good rehearsal combines hard work with a freedom to have fun. Rehearsals must be a place of openness and honesty between team members, where people can feel safe to experiment and even mess up! Team members need *to encourage each other and help build each other up (1 Thessalonians 5:11)*. Rehearsal is a place where the team must become a family.

TECH NOTE: Tech needs on stage should be communicated through the worship leader.

Services:

There are two types of services: Sunday services and special services. Sunday services will utilize portions of the worship team most Sundays. Special services such as Christmas Eve, Easter, funerals, weddings, missionary visits, etc, could be large teams or small teams. Every team member is expected to participate in special services from time to time.

Sunday Service call times are as follows:

7:30 a.m.	All worship team members ready to go!
9:00 a.m.	1 st Service*
10:45 a.m.	2 nd Service*

* If a team member is helping to lead at one service, they must do so at the other. Do not expect to lead only part of the second service. Be available for the entirety of both services.

Substitutes/Guests They are brought in sparingly to fill gaps in scheduling or for special reasons.

PCO (Planning Center Online):

Every team member is responsible for signing in to PCO *regularly* for worship service information. They are also responsible for learning new music *before* rehearsal through the tools found on PCO as well as *worshipartistry.com* (see below). This includes learning parts from the RehearsalMix found for each song in PCO.

Worship Artistry:

Every instrumentalist is responsible for utilizing *worshipartistry.com*, which is an online resource for learning instrumental parts for many of the songs used by the church. The subscription is given to team members by the worship department.

Email & Communication:

Every team member is responsible for *regularly checking their email and Realm posts* and being in good standing in the area of communication with the weekly worship leader and the worship pastor. Failure to regularly check emails and communicate can lead to probation.

Music and Music Binders:

Every team member is responsible for maintaining their own organized music binder. Music will be accessible from PCO and available at the church. Note taking during rehearsals is required. Please keep notes from week to week to shorten the rehearsal time needed. (Riff Binders can be given to instrumentalists who would like sheet music to learn riffs from.)

Dress Code:

Our responsibility is to lead the church to focus on God. Not us. Be mindful of what you wear!

The general dress code is modern and casual. Jeans are acceptable, but no holes. Skirts must be below the knee. No shorts, no sleeveless tops/shirts, no straps from camis/bras/etc., no form-fitting clothing, no large logos, nothing that reveals cleavage, nothing that could be distracting. Skirts, jackets, ties are not required!

Commitment Form:

Everyone on the team must be committed! The commitment form at the back of this packet will serve as a reminder of what you are committing to by joining the team. Keep it in your binder!

WORSHIP TEAM COMMITMENT



humility, unity, excellence

"... If anyone serves, he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ..." 1 Peter 4:11

Believing God is leading me to serve in the Worship Ministry of CBC, and trusting in His strength, I make these commitments to God and to the other members of this ministry.

- † I commit to loving God first so that worship will flow from my heart before I ever step foot on stage.
- † I commit to growing in community with the CBC church family and be regular in attendance at services and events.
- † I commit to reaching out to others who are far from Christ, sharing his love, and helping them become devoted followers.
- † I commit to being loyal to CBC wherever I am, speaking well of it and one another, keeping CBC in my prayers, my presence, my time, my talent and my treasure.
- † I commit to the CBC Worship Team, its leaders, and their leadership for the duration of my membership within it.
- † I commit to knowing my parts and using PCO and worshipartistry.com.
- † I commit to rehearsals and worship services and will communicate any unavoidable scheduling conflicts with my worship leader.
- † I commit to serving the Lord Jesus Christ through musical worship, so others may deepen their relationship with him.
- † I commit to developing a servant's heart.

Name _____

Signature _____ **Date** _____