

Worship Team Expectations & Requirements:

January 2018 - Revision 1.1

Kingsway Vision: to build a healthy, life giving church that unchurched people want to become a part of.

As a worship team we serve our church, its vision, and ultimately the Lord with our own team vision:

Creating an atmosphere that encourages people to see, experience and respond to the love of Jesus.

It is our goal to give people an opportunity to connect with God at a personal level. We can't make this happen, but we can lead them in the right direction and do our best not to distract from what God is ready to do. We implement what we have prepared to engage our Church congregation. We don't perform; instead we implement the music in such a way as to invite the congregation to join us. Together we sing songs as an expression of worship to God Almighty. We practice and rehearse not so we can perform for an audience of people, but so that everyone can recognize that the Lord is the only audience and is deserving of our praise. With this in mind, we have some expectations and requirements to help implement this goal.

Expectations:

Personal Worship: Team members are expected to be spending personal time with God in prayer, worship and in the Word during the week. Most of us are worshipers by default, but we need to be actively growing in faith, confidence, knowledge, and relationship with the Lord more than just with music or from the platform. We can't successfully lead others where we have not gone ourselves.

Supporting the Vision: Team members should be actively supporting our church leadership, team leadership and promoting unity within the team and church. When you're not scheduled, regular attendance is still important as you will be better connected with the vision, what's happening with our Kingsway family and encourage others to worship by leading from the audience.

Setting an Example: Team members should set an example to those around them in all aspects of our lives, on and off the stage. We are to set a standard in speech, love, life, faith, purity, and hold each other accountable in this. We're not expecting perfect people, but we need to be aware that whether we're on the platform or not people are looking to us as an example and ambassador of Christ.

Training: Members of our team should be actively improving what it means to bring your "best". This includes finding opportunities to grow your skills on your instrument, vocal training, music theory, rhythm, and sound spectrum. This is going to look different for everyone, but that is why it is called "your best".

Family Support: It is important that our immediate family members understand the necessary time commitments required of this team and are supportive of these roles. Your first ministry is your family. If you need any special considerations in this area don't hesitate to make this known. We want your family behind you in serving with us.

Requirement:

Staying Teachable: Team members should be flexible and willing to be corrected when something they are doing needs to be changed. It could be a wrong note, overplaying, underplaying, a bad attitude, or anything. Getting upset in these moments is never acceptable. Having an attitude that serves our church and keeps calm in these moments only helps make everything run smoother.

Skill Level: Each of us must have some level of musical competence and become a productive addition to the team. Everyone must be open to additional instruction from the music director, worship leaders, and other experienced team members. Encouraged skills to develop are playing/singing by ear, reading sheet music, understanding note subdivisions, chord charts, the Nashville Number System, memorizing music and lyrics and developing "theory" that uses less brain and more ears.'

Practice: Practice and rehearsal are not synonymous. Prior to any rehearsal, each of us needs to have invested time and energy in personal practice in order to come fully prepared for that rehearsal. This includes knowing the song list, knowing all your parts, in the correct key, and for the correct arrangement. This ministry requires a large time commitment where being unprepared or "winging it" is wasteful of the small amount of time the team has together. Arrangements don't work if even one person isn't playing their role so we all need to come to rehearsal as prepared as possible.

Rehearsal: Treat the rehearsal start time as a *start* time. This means arriving early enough to get yourself setup, tuned, check levels, and anything else you need to be ready for sound check to begin at the rehearsal start time. Rehearsals are not a time to jam, practice, and make small talk. Rehearsals are a time to bring all the individual parts together, smooth off rough edges, and polish the final result. Proper rehearsal is only possible after sufficient personal practice from all band members and a sound check.

Sound Check: Sound check happens at the rehearsal start time. It is a time to check the signal level of each individual instrument/microphone and build a base mix for our monitor buses. It is also a time to give the sound engineer anything they might need from us. We check and build our mixes beginning with the drums, then bass, then guitars, then keys, then click and finish with vocals. The most crucial part is to do this without anything else happening at that time. If it is not your turn do not play, just wait patiently. This will make for quick and valuable sound checks where we can move right into the rest of rehearsal.

Rehearsal Attendance: Scheduled team members are required to attend the rehearsal prior to the service. If you are unable to attend a rehearsal or service please let the team leader or worship leader know as soon as possible so they can plan accordingly. If you're unable to attend the rehearsal please don't expect to play in the service.

Scheduling: We use Planning Center Online (PCO) for all our services and schedule one month at a time. You will be contacted by the team leader near the end of each month to obtain you're availability for the following month. A swift response is greatly appreciated and will go a long way with how often you will be scheduled. It will also enable the schedule to be posted sooner. Failure to respond early enough could result in not being scheduled that entire month. Once you've been scheduled please *confirm* or *decline* via PCO. This response is extremely important to us, and will let both the scheduler and the worship leader know to expect you. Worship leaders will post their song lists for the entire month on PCO as soon as possible, but no later than seven days prior to each service. This will ensure everyone has ample time to practice.

Worship Leader: All of our worship leaders are encouraged to give the rest of the team clear ideas of where they want to go within each song and service. They are also encouraged to be specific about what they want from individuals and understand it's okay to tell people what to do. As a team we want to have a servant attitude like Jesus. One of the easiest ways to do this is to serve the worship leader, enabling them to feel at ease and excel at leading our congregation. Sometimes this means playing what is needed and not necessarily what is on an album.

Stage Presence: Be aware that some people are looking to you to usher them into worship. Do your best to keep your eyes up and head up. Smile, look like you're having fun and try not to just have a thinking face on the whole time. You don't want to be on stage looking like you just stubbed your toe. We're not up there to perform a piece perfectly; while we want to bring our best, our hearts should be into it more than worrying about nailing the parts. When we come prepared we can let loose and enjoy leading our people and worshipping the Lord with them – and hopefully we'll look like we enjoy it to.

New Members: New team members are required to attend Kingsway Church regularly for a minimum of six months to give you proper time to become familiar with our culture and vision. After filling out the online worship application form, an interview or audition may also be required. The next step is a trial period lasting a minimum of one month. You should be practicing at home and will be scheduled in as *training* for rehearsals with the rest of the team. During this time you won't, however, be serving during an actual service. It is a good idea to touch base with other members who serve from the same position and get familiar with our team and dynamics. We will do our best to provide you with weekly feedback and things to work on. At the end of the trial period if you've demonstrated you're ability to meet the requirements and expectations of our team we will offer you a position to serve with us. We ask that you prayerfully consider your decision. In some situations the trial period may be extended and we will provide additional feedback. If the worship team is not a good fit, there are still plenty of other amazing areas to serve at Kingsway. We will be happy to help direct you to another way to serve; there is always a place for everyone.

Big Expectations: Remember, we're worshipping the one true living God! Our God, who has done everything for us, is interceding for us right now and is coming again soon! When we are prepared we are ready to move with Him when the time comes. In these moments people can be impacted in ways that change their lives and eternity! In Luke 16 Jesus says it is the person who is faithful in the small things who will be entrusted with big things. We don't live life *waiting* for a moment to come; we live life *preparing* for when that moment comes. Treat this job as the most important job in the world, we have big opportunities so expect big things!