

WORSHIP TEAM HANDBOOK

Christ Covenant Church



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SECTION 1: Introduction and Purpose

Introduction

Worship Team members are lead worshippers¹ who hold a position of significant visibility and leadership within the church and fill an important role in facilitating the church's corporate worship. This handbook is a summary of the Worship Team's purpose, distinctives, values, and expectations.

The Purpose of The Worship Team

With humble reliance on the Holy Spirit, we endeavor to create an environment each week that encourages people to worship God "in Spirit and in Truth" (John 4).

¹ Everyone on the Worship Team is a "lead worshipper."

SECTION 2: Distinctives

The following are some distinguishing aspects of our Worship Team.

Art and Heart

Serving on the Worship Team involves a certain level of musical skill. However, just as important as musical skill is the motivation of our hearts. The Worship Team is a position of service. Lead worshippers must set their egos aside. Our primary motive should always be to serve Jesus and His church humbly. It should not be as a personal outlet for our musical skills.

Variety in Musical Style and Instrumentation

Our standard instrumentation has been a five or six-piece band with vocalists. Recognizing that there is no one type of instrument or musical genre that is more suited to true biblical worship than another, we vary musical styles and instrumentation when possible. Sometimes we will have a string quartet, or a bluegrass trio, or woodwind/brass ensembles. Also, we incorporate a variety of worship songs, including historic & modern hymns and modern worship songs & choruses. We focus on biblical truth rather than personal preference. Our goal is to encourage God's people to worship "in Spirit and Truth."

Multigenerational

Our Worship Team is a representative sampling of our church. We are proud to involve individuals of many ages in our ministry. On any given Sunday, you may see teenagers and septuagenarians alike leading in worship. We embrace and encourage this diversity. All are welcome and encouraged to help lead in worship.

Shared Leadership

We believe in shared worship leadership. Leadership in each service is shared by pastors, elders, and worship leaders. This allows for variety, helps equip and train leaders, and gives an opportunity for people to grow in and share their gifts.

Develop and Equip

We desire to assist and encourage each person on the team to grow musically, personally, and spiritually. Furthermore, we strive to disciple and equip the next generation of worship leaders so that they can make an impact for Christ on their generation.

SECTION 3: Our Values

Our values include these biblical behaviors and attitudes.

Preparation: We prepare musically and spiritually to be lead worshipers, helping our team and our church to honor God through singing and other worship elements ([Psalm 33:3](#), [1 Cor. 10:31](#), [II Cor. 8:5](#), [Col. 3:23](#)).

Worship Team members:

- Respect teammates by coming to rehearsals musically prepared and on time. ([Phil. 2:2](#), [Psalm 33:3](#)).²
- Take the initiative to regularly prepare spiritually in order to be an effective lead worshiper. ([2 Cor. 8:5](#)).
- Cultivate a lifestyle outside of the church that represents Christ's principles and values. ([1 Cor. 10:31](#)).

Relationships: We are committed to being a [Colossians 3:12-17](#) ministry. We value one another, bear with one another, and forgive one another. We serve with humility and commit to care for and pray for one another. We seek to resolve conflicts with other team members in a healthy and biblical way ([Col. 3:12-17](#), [Matt. 18:15-35](#), [Romans 12:3](#)).

Worship Team members:

- Strive to follow the relational directives outlined in [Colossians 3:12-17](#).
- Value, bear with, and forgive others in the ministry (vs. 12, 13).
- Carry the attitude of patience and encouragement with all teammates (vs. 12, 13).
- Work hard at building appropriate friendships with others in the ministry.
- Assume the best in others (vs. 13).
- Seek to resolve conflicts with other team members or leaders in healthy and biblical way ([Matt. 18:15-35](#)).
- Eliminate gossip or disparaging conversations about my teammates or leaders ([Eph 4:3](#), [Psalm 133:1](#), [1 Thess. 5:11](#)).

Stewardship: It is a privilege to lead God's people in worship. Worship Team members should view whatever they bring as an offering to the Lord ([Hebrews 13:15](#), [Romans 12:1](#), [1 Cor. 12:4-6](#)).

Worship Team members:

- Carry an attitude of humility and honor no matter what position is held ([1 Chron. 22](#)).
- Do not compare gifts, abilities, or opportunities to those of other team members ([Psalm 123:2](#), [1 Cor. 12:22-25](#)).
- Build one another up/encourage one another. ([1 Thess 5:11](#))
- Offer their gifts to God with open hands for Him to use however He sees fit ([Hebrews 13:15](#)).
- Remain open to input and guidance from leaders and teammates ([Hebrews 13:17](#)).

² For more information on preparedness see the "Begin Path" on WorshipWorkshop.

SECTION 4: Summary of Expectations

General Expectations:

Worship Team members

- Are be growing Christ-followers, striving to live a lifestyle consistent with biblical values.
- Are encouraged to be active in other areas of the church, such as bible studies, small groups, or Sunday school classes.
- Are members of Christ Covenant, or are in the process of joining.
- Should consistently attend Sunday mornings at Christ Covenant. Attendance should not be limited only to scheduled Sundays.
- Should attempt to find a substitute if their availability has changed and need to 'decline' a position after they previously 'accepted.'

Rehearsals:

Worship Team members

- Attend and are prepared for the rehearsal for their scheduled Sunday.
- Should arrive for rehearsals with enough time to be "ready to play" at the posted start time.

Sunday Morning:

Worship Team members

- Should always attend one sermon Sundays when they are serving.
- Should arrive spiritually prepared with a worshipful heart.
- Should dress and conduct themselves in a way that is conducive to corporate worship and doesn't distract others from it.

SECTION 5: How We Do Things

Commitment:

When you join the Worship Team, you commit for a year (the Worship Team “year” runs from August to July). In the Spring, we will ask each team member to fill out a questionnaire to commit for another year of service. This will provide an opportunity for the worship staff to understand how best to care for and lead the team.

Worship Services:

Worship Team members lead in all the services on the Sunday they are scheduled. Songs for services are complete 3 to 5 weeks in advance, with occasional minor changes. For the weeks scheduled, team members are required to attend the 7 pm Thursday rehearsal and the Sunday morning run through. Please note that we ask team members to be ready to play/sing by the posted rehearsal times. Worship Team members should be musically well prepared for rehearsal.

Scheduling:

The frequency of scheduling varies by position. Some are scheduled once a month, others as many as three times a month. However, every team member will have at least one Sunday off a month so that he/she can attend worship as a “regular” member of the congregation.

Planning Center Online:

Scheduling is done far ahead of time via an online planning tool called Planning Center Online (PCO). When you join the Worship Team you will get a “welcome email” from PCO. Once you are on PCO you will be able to see the order of worship for the week you are serving, access chord charts, lead sheets, audio files, and more.

Blocking out dates:

There are over a hundred people who serve in the worship ministry each year, and scheduling can be a challenge! Worship staff will send a quarterly email asking team members to block out times when they know they will be unavailable. Please, if you know you will not be able to serve at a certain time, block out the dates on PCO. This will greatly assist us in planning (to learn how to block out dates, watch [this video](#).)

Team Growth:

The Worship Team must continue to grow spiritually, musically, and interpersonally.

Worship Workshop:

One tool we use is “Worship Workshop” (WW), an online training platform. We use WW to train, equip, challenge, and encourage our team members to become more effective lead worshipers. Like PCO, you will get a welcome email from Worship Workshop.

Team Time:

At the end of each rehearsal, we take time to pray for one another and the upcoming worship service. We also take time to talk about specific aspects of worship leadership and how we can improve. Sometimes it is a short devotion, sometimes a video from Worship Workshop, sometimes just a discussion.

SECTION 6: Worship Team Agreement

I understand that Worship Team members are in a position of significant visibility and leadership within the church. Accordingly, I commit myself to the Worship Team's values and guidelines.

1. I have examined my heart for being a member of the Worship Team and found that my motivation is to serve the body and not seek a personal outlet for my musical abilities.
2. I understand that I am not entitled to a position on the Worship Team and will respect any decision made regarding my participation.
3. I am committed to this church body, its mission, and its leaders. I am committed to the purpose and values of the Worship Team.
4. I am committed to growing and maturing spiritually by faithfully practicing spiritual disciplines (personal prayer, worship, bible reading, etc.). I will strive to live a Christlike lifestyle inside and outside the church.
5. I am committed to refining and growing my musical skills. I will develop my vocal/instrumental talents through individual and team practice. I am open to attend conferences (or watch videos or listen to podcasts etc.) to enhance my abilities. I am also willing to receive healthy and constructive feedback from the worship leaders and other team members.
6. I am committed to the Worship Team community and will work to build appropriate friendships with others in the ministry. I will strive to follow the relational directives set forth in [Colossians 3:12-17](#).
7. Because this is a ministry of service, I will also seek a deeper relationship community within the church (bible study groups, discipleship groups, etc.).
8. I will listen to and practice the songs before rehearsal and will arrive prepared and on time.
9. I am committed to valuing every member of the team. I desire to serve in humility, making every effort to keep the unity of the Spirit ([Ephesians 4:3](#)) by looking out for the best interest and well-being of others on the team.
10. I will seek to resolve conflicts with other team members in a healthy and biblical way, involving the Worship Team leadership and/or other team members if necessary.
11. When leading, I will arrive spiritually prepared with a worshipful heart. I will dress and conduct myself in such a manner as to facilitate corporate worship and never distract others from it.
12. I understand that it is only by His grace I have this opportunity to lead others in worship, and I will do so with humility.

My signature below means that I understand this agreement and will strive as best as I can to honor it.

Signature: _____

Date: _____

Name (Print please) _____