

A covenant is a promise between two or more parties that demonstrates complete and total commitment from all parties involved to abide by the covenant out of love, commitment, and concern for one another and out of love and commitment to God.

At Bright Hope, we desire to covenant with one another to be a team with a unified purpose of the glory and honor of Jesus Christ.

This covenant is not a list of rules, but of guidelines designed to remove as many distractions as humanly possible from the worship of God. Because the ministry of the Worship Team is one of the most visible ministries of the church, our conduct must be above reproach in every way. We realize that, while not all encompassing, these guidelines are existent to serve as checkpoints for our heart attitudes and to unify and shape us as a team.

Before you sign this covenant, I ask that you prayerfully consider your willingness to humbly abide by it, while seeking to lovingly hold others accountable to it, not in a judgmental manner, but in a manner that is befitting to one in the family of God. If you choose to sign, your name will be given to all others who have covenanted with you so that we may pray for, encourage, edify, and admonish one another in the love of Christ. And as a signee of this covenant, you will be privileged to serve as a lead-worshiper on the Bright Hope Worship Team. If you choose not to covenant with us, then we (the signed covenant members) will pray that your heart and mind will change regarding this covenant and that you will be able to serve with us in leading worship.

At Bright Hope, the Worship Team is defined as any person who is involved in the leading of worship during our services - either on the stage or behind the scenes. This includes, but is not limited to: drama team, instrumentalists, sound/light technicians, vocalists. Leading in worship implies that you are a worshiper yourself. That is, you are actively involved in desiring and pursuing God in your daily life. Being a member of the worship team does not make you a worshiper. Being a worshiper is a habit and pattern that should be established and evident prior to being a part of leading worship - after all, how can we possibly lead others to do something that we ourselves do not have as a priority in life? Therefore, not only is it a requirement that lead worshipers possess salvation by grace alone through faith alone in Christ alone, but also, lead worshipers must possess a growing relationship with Jesus Christ which is evident by the way you live - not just in public, but also in private.

Being part of the Worship Team is so much more than being part of a “band” or being a singer. A band is something that can be assembled simply by placing together any combination of musicians and playing music. We have a much higher calling as we lead worship in the local church. We are part of leading others to the throne of Almighty God. Please take the time to read these next two paragraphs carefully. These are borrowed from an outside source (although I cannot credit that source, because I simply do not know who wrote it), and I cannot say it any better than this person already has.

“There are individuals who want to join the worship team so everyone will see them. This is the wrong motive for team membership. Proverbs 16:2 says in paraphrase “all of man’s ways are right in his own eyes, but God weighs the motives.” When leading people into God’s presence, the anointing of the Holy Spirit is vital. And we cannot wait until we arrive at the church on Sunday morning to ask God’s anointing. Is this really “in spirit and in truth” worship? God deserves more from us. David acknowledged in Psalm 51:6 that God desires truth from us, We must in the days leading up to Sunday, spend time in God’s presence allowing Him to prepare our hearts to come before the people. *As a praise team, we should be examples of God’s holiness.* The Word says we are temples of the Holy Spirit, and He dwells in us.”

“There are individuals who aspire to be part of the worship team because they sing or play well. If I had to choose between the habitual worshiper and the great singer or musician, I’ll take the habitual worshiper every time. The great singer or musician may prove more concerned about how he/she presents to the people, rather than how he/she presents to God. It is the principle of image vs. integrity. Image says “How did I sound to the people?” Integrity says “How did I sound to God?” The worship team should never function to bring attention to ourselves, but to God. And if one member of the team is drawing attention to himself/herself, then it affects the whole team, but more importantly, it affects the attention that God should receive. I should point out that music is not the chief function of the praise and worship portion of the service. If we had no music, the worship of God ought still to be Job One. But since we do use music as a vehicle into God’s presence, we must be very careful that neither our music nor our team members are there for merely outward showings. While the Word of God offers several references to singing, John 4:24, our chief criterion for worship, makes no reference to music at all. All throughout the church, we have been so conditioned and so traditionalized to the extent we have come to believe that music and worship are synonymous - they are not! Singing all the great songs by the most talented and well-known artists does not guarantee true worship.”

So what is the purpose of the worship team here at Bright Hope? It coincides precisely with our church’s purpose statement: The Purpose of Bright Hope Community Church is to introduce people to Jesus Christ and to assist believers in becoming passionate followers of Him. Our purpose is to help people become passionate worshipers, to teach them the truth of God’s Word through music, to share the wonder of the gospel of grace through song, and to do all of these things with excellence. We further desire to be true worshipers by worshiping in spirit (from the heart with all sincerity) and in truth (in accordance with the truth of the Word of God) - all to the glory of God.

So as we pursue this covenant together, we will focus on the things that we truly value as a team. Let us strive to be unified and to demonstrate love for one another. It is impossible for us to truly know what is in the depths of each other’s hearts, so let us be open and transparent enough to share when we are struggling. Let us be sensitive enough to God to not participate in leading worship when our heart is not right with Him. Let us demonstrate love and concern for each other as we build genuine relationships with each other. Let us pray for and with each other. Let us project a unified spirit to those we are leading. Let us aspire to the glory and honor of Jesus Christ in every area of our lives.

### **MY COVENANT WITH GOD and THE BHCC WORSHIP TEAM:**

(please note that all of the “I will” statements within this covenant carry with them the understanding that they cannot be accomplished under my own strength, but with the power of God resident within me). If, after you review this covenant, you are willing to agree to it, a separate copy will be provided to you to sign and return to the worship leader/pastor.

1. I will strive to love, obey, and follow Jesus Christ in a deeper, more intimate manner than I did yesterday. I will strive to have a regular time with God in Bible study and in prayer. I will commit to growing my relationship with Him. Included in this growth process is the examination of my own heart and motives on a regular basis. In so doing, my personal worship of Him will help me to know Him more deeply and will better prepare me to lead in corporate worship with my church family. (Philippians 3:8-10, II Timothy 2:15)
2. I will commit to the spiritual well-being of the team. I will put aside selfishness and have an attitude of submission and selflessness as I consider others better than myself. (Philippians 2:3,4)

3. I will take seriously the responsibility of leadership at Bright Hope. I will cultivate a lifestyle outside of church that demonstrates my commitment to the principles and values of scripture. I am a representative of this church everywhere I go. More importantly, I am representative of Jesus Christ everywhere I go. (II Corinthians 5:20)
4. I will strive toward personal holiness. I will desire to live a life of obedience to Him in the public eye and when no one but God is watching. When I sin, I pray that I will be sensitive to the Holy Spirit's conviction and immediately make right my relationship with Him. If I have a sin issue in my life that is unconfessed and of which I have not repented, I will be sensitive enough to God, my church family, and to this covenant that I will refrain from participating in leading worship until I have made it right with God. (II Timothy 2:22, I Peter 1:15,16)
5. I will have a forgiving heart toward those around me. I will stand ready to forgive anyone who has offended me and I will pray that I am sensitive to offenses I have caused. I will carry an attitude of patience and encouragement toward other members of the team. I will demonstrate toward others the grace that God has marvelously demonstrated toward me. (Ephesians 4:32)
6. I will be careful in the manner of my communication with others, knowing that words can be harmful and can cause division. I will communicate in love. When disagreements arise, I will speak gently and seek immediate resolution to any conflict. I will not be critical of others directly or indirectly. I will not speak in an unwholesome manner - not only with those in my church, but also with those in my everyday life. Instead, I will speak in a manner that glorifies God and builds up others. I recognize that my speech is a reflection of my heart. (Proverbs 15:1, Ephesians 4:15, Ephesians 4:29)
7. I will desire a pure heart attitude and an attitude of humility so as not to grieve and/or quench the Holy Spirit and not to be a weak link in the chain of leading worship. (Matthew 5:8)
8. I will be a dependable member of the team. Barring unforeseeable circumstances, I will always keep my commitment to the team. If I am aware that I will not be able to keep my commitment, I will inform the worship pastor at the earliest possible time. (Psalm 37:5,6)
9. I will be punctual when asked to arrive at a given time. Everyone's time is valuable, so I will be considerate and respectful of others and be ready when called upon. (Philippians 2:3,4)
10. I will arrive musically prepared. I will commit to working through the music during the week prior to the Sunday I am scheduled to be a part of the team. This will allow our limited practice times to flow smoothly. I will also strive to develop and improve my musical knowledge and abilities so as to give God my best. (Numbers 18:29)
11. I will be flexible and teachable as a member of this team.
12. I will enjoy and celebrate the worship experience. My countenance speaks volumes about my joy or lack thereof. (Psalm 95:1-7)
13. I will, above all else, live my life - in every area - for the glory and honor of Jesus Christ. (Colossians 3:17)

## **Worship Team Guidelines and Responsibilities**

- > Each team member will manage and maintain their own folder of music. Electronic copies of material will be provided for downloading purposes. The worship leader/pastor commits to having music in your hands at least one week prior to the Sunday service. If you do not have a copy of a certain song, please let the worship leader/pastor know.
- > Each team member will prepare/practice their music prior to rehearsal.
- > Arrive at rehearsal on time and be prepared for a sound check 5 minutes after report time.

>Practice prior to a service is mandatory in order to participate in leading worship during that service. Sometimes, last minute changes or a variations in arrangements are necessary, and the sound tech is not able to perform a sound check on your instrument or vocal microphone in combination with the rest of the team (please note that special exemptions may be granted out of the need for additional instrumentation or vocals).

>A musician in the Worship Team must recognize his/her own limitations and must also recognize when their musical part is not to be in the forefront of a particular song. Our goal is to mesh in a way that no one musician stands out and that all of the attention, praise, and glory is directed to Jesus Christ.

>Participation in the Worship Team is designed for those who are faithful believers and members of Bright Hope Community Church. However, if you are a regular attender who is considering membership or is in the membership process, we invite you to go through the application process and begin serving for a probationary period of up to 3 months prior to becoming an “official” member of Bright Hope Community Church.

>Dress Code: Please be aware that the scriptural standard for dress is modesty. We should be modest in our dress everyday. As we lead worship, we also need to focus on modesty. Therefore we ask our females to be aware of dress/skirt length and wear modest shirts. We ask males to please refrain from wearing shorts. Remember as you dress, that the stage is about 2 feet higher than the congregation. Also, because we want all attention to be pointed directly to God, we ask that you do not dress in a manner that would intentionally draw attention to yourself.

>If you have a song that you would like the worship leader/pastor to consider using as part of the Worship Team repertoire, please submit as much information about the song as possible (i.e. audio file, sheet music, chord sheet, author, artist, etc..). Please understand that the final decision will be made by the worship leader/pastor - certain songs sometimes do not fit the environment we are trying to create in our worship service and some songs do not fit the abilities of our team.

>If a member of the Worship Team has excessive absences as determined by the ministry leader, then that person will be removed from the schedule and must go through the application process listed below in order to be reinstated as a part of the Worship Team.

>Anyone interested in becoming part of the BHCC Worship Team must:

- be a professing and committed believer in Jesus Christ who is actively pursuing a thriving relationship with Him
- be at least 13 years of age (unless already participating)
- have musical ability that would qualify them for leading with excellence; if applying for sound technician, one must possess a musical “ear” and the ability to appropriately mix sound levels for live music under the lead of the worship pastor
- complete an Application for Participation in the Bright Hope Worship Team
- sit through a brief interview/possible audition with the worship pastor and/or lead pastor and possible representative(s) from Worship Team

Please understand that this is a living/growing document. there are portions that may be deleted or added as growth continues. Flexibility is a huge part of leadership.

Every individual who is a part of the Bright Hope Worship Team is a critical part of the team. You are all valued and appreciated. Our goal is to be strongly connected to Him and to each other so that we can uniformly bring Him honor and glory and praise. It is our hope that this covenant will provide direction, unity, stability, growth, and accountability to the Worship Team of Bright Hope Community Church.