



Mount Hermon
Baptist Church

Marshall Key

Minister of Worship & Discipleship

434-724-7118 x.204 (office)

731-599-8401 (cell)

pastormarshallkey@mhbchurch.com

WORSHIP

TEAM

GUIDE

Prospective Members

INTRODUCTION

We're excited that you are interested in being part of the Worship Team here at Mount Hermon Baptist Church. We've put together this guide to help you:

- (1) Capture our vision for worship ministry
- (2) Understand our expectations of worship team members
- (3) Prepare for your first meeting

HOW WE THINK ABOUT WORSHIP TEAM

Anyone involved in Worship Ministry, whether they are a singer, a band member, videographer, slide/computer technician or sound technician is a leader of our church in some capacity. Consequently, we are interested in more than just skill when we add someone to our team. We seek to encourage a culture of **oneness** within our Worship Team and therefore a member:

- Must have good **character**
- Must be part of our **community**
- Must be **competent** and meet the standards we ask of our team

We find encouragement in these three areas in 1 Corinthians 12-13.

CHARACTER

In 1 Corinthians 12:4-7, we are reminded of the variety of gifts, service and activities, BUT THE SAME SPIRIT, LORD AND GOD. In order to have a good character within the Worship Team, one must realize that he/she was gifted for the common good. Not so he/she can be praised but so Christ can be praised and the body can worship.

7. People who have no prior musical knowledge, but are feeling God call them into Worship Ministry are encouraged to come to the Minister of Worship and Discipleship
8. During rehearsals, musicians will be challenged in their musical skills and knowledge.
9. Special trainings will be offered to improve musicality.
10. The Minister of Worship and Discipleship will train musicians in evangelism techniques.
11. The Minister of Worship and Discipleship will intentionally advertise special events in the community so the un-churched have an opportunity to hear the gospel.

MHBC WORSHIP MINISTRY VISION AND MISSION

Vision: The MHBC Worship Ministry exists to serve by encouraging expression of praises and petitions to God through music.

Goals:

1. To present high quality music so people can worship without distraction.
2. To present a wide variety of musical styles.
3. To give musicians within the church a venue to utilize their giftings to serve the Lord.
4. To train new musicians from within the church body.
5. To improve overall musicality within the ensembles as well as within the congregation.
6. To recruit new musicians from within the church body.
7. To be intentionally evangelistic in our outreach by planning special events around a gospel presentation so that the community hears about Jesus.

Action Points:

1. Ensembles will rehearse at least once weekly and have extra rehearsals when needed.
2. Ensemble members will be given their music ahead of time.
3. Ensemble members will be given extra help as needed to lead worship at an excellent level.
4. The Minister of Worship and Discipleship will select and rehearse music that is of varying styles and genres.
5. Musicians, vocal or instrumental, are encouraged to come to the Minister of Worship and Discipleship to discuss joining the MHBC worship ensembles.
6. Children's ensembles meet regularly and perform special music at various times throughout the year.

In 12:14-24, we see that there are NO members that are more or less important. In order to exhibit this good character within our team, one must truly know that his/her position in the team is important but not more or less important than anyone else.

What character defects are problematic on a worship team?

- Laziness
- Viewing oneself as an exception to the rules
- Prima donna
- Over-sensitivity
- Inability to take instruction and/or correction
- Avoiding work considered beneath them
- Sinful lifestyle that dishonors Christ
- Irritating
- Unreliable: chronically late, no show/no call
- Unwilling to submit to authority (esp. when you disagree)

What positive character traits are we looking for?

- Reliability
- Humility: No agenda, Coachable/teachable, understand they are replaceable
- Respond well to others, to correction, to mishaps.
- Good work ethic: on time and prepared
- Devotion to Jesus
- God-honoring lifestyle (no expectation of perfection here)
- Understand and own the mission of Mount Hermon Baptist

- Honesty
- Selfless

Some questions to consider:

- Why do you want to be a part of this team?
- What does it mean for a team member to be coachable? Hard-working? Do you fit this criteria?
- Look at this list of positive and negative character qualities. What is your greatest strength of character? Greatest weakness?
- What is your relationship with God like? Are you close to God or far away?
- If you died tonight and stood before God to be judged, would you be frightened or confident? Why?
- Who is speaking into your life?
- How much of a “need for attention” do you have?
- If we needed you to sit out for a season, say two or three months, how would you respond to that?

COMMUNITY

Looking at 1 Corinthians 12:1-11, we see that as a believer we have ONE Spirit, Lord and God. Therefore, we must live and serve in community. Also, in 12:12-26 the idea of many members that are different and serving in different ways is beautifully woven into one body (community). However, 12:25-26 really makes it clear in that, *“there may be no division in the body, but that the members may have the same care for one another. If one member suffers, all suffer together; if one member is honored, all rejoice together.”*

In the interview portion we want to talk with you about:

- Personal and family background: where you grew up, went to school, etc.
- Musical background: when did you start playing, what are you doing with music now
- Technical background: when did you start working with sound, power point/pro presenter, slides, video etc.
- Spiritual background: your history with church and your testimony/faith story

OUR MINISTRY:

- The vision of Mount Hermon Baptist Church
- The vision and mission of Mount Hermon Baptist Church

Worship

- The things we value in musicians/team members: Character, Community, and Competence

For the audition portion, we want to hear you sing/play.

- Be prepared to sing or play something you know well, that highlights your abilities. Any standard worship song is a good choice.
- We may have you sight read a chart of a worship song.
- We will be listening for how you meet the benchmarks outlined in the competence section.

The best way to schedule an interview/audition, is to speak directly to the Worship Team member who gave you this guide.

OUR SCHEDULING TOOL: PLANNING CENTER

Mount Hermon Baptist Church Worship Team uses Planning Center to do scheduling for vocals, band and tech. If you become part of our team, we will set up an account for you. When you are scheduled to play or sing or run tech for a service, Planning Center will send you an email and/or text message to alert you and to give you an opportunity to either accept or decline it. In Planning Center, you can also view the order of worship, download the song charts, and listen to sample recordings and/or click tracks of the music for the service.

Since we rely heavily on Planning Center, it is important that all of our team members respond quickly to scheduling notices. Normally, we expect team members to either accept or decline a scheduling request within 48 hours of receiving it. If you are unsure of whether you can say yes to a request, it is better to decline it quickly than to leave us waiting and wondering.

Planning Center also allows you to block off dates in advance when you know you'll be unavailable (e.g. working, vacations, etc.). We encourage our team members to use this feature.

INTERVIEW/AUDITION OUTLINE

Each person interested in joining the Worship Team at Mount Hermon Baptist Church will have an initial interview and/or audition. Here's what you can expect from that time.

Your interview/audition will last about an hour, and may include more than one of our Worship Team members and pastors.

We are not just a team that works together to present a meaningful worship experience for a large gathering. We are much more, we are a family. In 13:4-7 we see that in order to do this well we must love one another. We must be patient, kind, not envious, not boastful, not arrogant, not rude, not insisting on our way as the only way, not irritable, not resentful, rejoicing in the truth, loving, bearing, believing, hoping and enduring with one another in community.

Our goal in community:

- We want worship team members to be “one of us.”
- We do not want team members who “just do” and exclude themselves from the life of the church.
- Worship team members must be members of Mount Hermon Baptist Church. Some leadership roles require church membership and/or background checks.
- We want team members to be relationally available for friendship.

Some discussion points:

- Have you been to our Starting Points Class? That class is an overview of our mission, vision and values and explains how church membership works.
- What do you know about the mission of Mount Hermon Baptist Church? Is that mission something you can support?
- What is the importance of the church to Jesus?
- Look at the vision and goals of Mount Hermon Baptist Church Worship (see pages 9-10). Is that something you can see yourself being part of?
- What is the church to you?

COMPETENT

If we are given various gifts to be used within the body, if we are different parts within the body, then we must be competent in the use of those gifts or the body will suffer. If an eye is unclear then the body cannot see well, if a foot is injured the body must limp, we must not contribute to a suffering body. Satan is prowling around seeking to devour Christ's bride. Let's not give him a foothold!

This is a list of benchmarks describing a competent candidate for each musical position. Candidates **do not** have to perfectly meet every qualification we list, but they ought to meet most of them.

VOCALS

1. Sing on pitch
2. Good stage presence
3. Contemporary vocal style
4. Can harmonize
5. Presentable: dress, grooming, appearance
6. Leadership sense

GUITAR

1. Read charts
2. Comfortable in any key
3. Familiar with chord structure
4. Sensitive to intonation
5. Sense of balance when playing with the band: how much to play
6. Able to play dynamics: quiet vs driving
7. Good rhythmic sense

DRUMS

1. Can stay on click effortlessly, second nature
2. Sense of taste and proportion; does not overplay
3. Strong leadership sensibility
4. Locked with bass, plays in the pocket
5. Aware of and responsive to direction from worship leader
6. Comfortable at slow and fast tempos
7. Solid on rudiments
8. Can read charts/memorize music

BASS

1. Reads charts
2. Locked in with drummer
3. Solid playing in the groove
4. Full tone
5. Sense of balance with the rest of the band
6. Knows scales