



Worship Ministry Introduction

We are excited about your interest in joining the Eastside Worship ministry. As a ministry representing Christ and His body, we strive to serve Him excellently, and that means that a standard of spiritual and practical excellence is required of all those who serve on this team.

This document will assist you to understand your role as a member of the Eastside Worship Ministry and includes the following:

1. **KEY ATTITUDES TO DEVELOP**

These will assist you to grow both in your relationship with God and in your gifting as a musician.

2. **VALUES & MODUS OPERANDI**

This will assist you to understand “Who we are” as a church, and what is expected of you practically as a part of this team.

3. **COMMITMENT FORM**

This form is a covenant concerning your ministry at Eastside. All musicians are required to sign this covenant before joining the Worship Ministry.

Should you have any further questions, please feel free to communicate these with the worship leaders or pastors at Eastside.

We pray God’s supernatural favour upon you as you serve Him at Eastside.

1. Key Heart Attitudes to Develop

GOD-WORSHIPPER

(Psa 34:1 NIV) I will extol the LORD at all times; his praise will always be on my lips.)

1. My passion is to see God glorified in all areas of life, not simply in a meeting, on stage or in a practice.
2. I worship as wholeheartedly in the midst of the congregation as I do when on stage.
3. I express praise to God freely and naturally, whether alone or with others

FEAR OF GOD

(Psa 86:11-12 NIV) Teach me your way, O LORD, and I will walk in your truth; give me an undivided heart, that I may fear your name. I will praise you, O Lord my God, with all my heart; I will glorify your name forever.

“The fear of God and the worship of Him feed each other. The more we fear God – bowing before Him in reverential awe – the more we’ll be compelled to worship Him. But it’s also true that spending time worshiping Him will stimulate and increase our fear of God. (Jerry Bridges, *The Joy of Fearing God*, pg. 239)

Evidences of fear of man include:

1. Insecurity about how others might perceive us, sometimes leading to fear of stepping out.
2. Being distracted by other’s gifts.
3. Comparing myself to others.
4. Frequently asking people “How did I do?”

HUMILITY

(Isa 66:1-2 NIV) This is what the LORD says: "Heaven is my throne, and the earth is my footstool. Where is the house you will build for me? Where will my resting place be? Has not my hand made all these things, and so they came into being?" declares the LORD. "This is the one I esteem: he who is humble and contrite in spirit, and trembles at my word.

Evidences of pride include:

1. Heart preparation is minimized or ignored altogether. There is no sense of a need for God.
2. I am threatened by the ideas of others, rather than wanting them to succeed. I am not suspicious of my own motives in presenting ideas.
3. I am bitter or depressed about not being chosen or used more.
4. I constantly reflect on how God used me.
5. I receive critique or no feedback and I'm offended.

TEACHABLENESS

(Psa 32:8-9 NIV) I will instruct you and teach you in the way you should go; I will counsel you and watch over you. Do not be like the horse or the mule, which have no understanding but must be controlled by bit and bridle or they will not come to you.

1. Recognizing my need for correction and appreciating it.
2. Asking for input:
 - a. Don't ask others for input hoping to hear good things.
 - b. Our motive for requesting input should be to serve others more effectively and bring God greater glory.

GRATEFULNESS

(Psa 50:23 NIV) He who sacrifices thank offerings honors me, and he prepares the way so that I may show him the salvation of God."

1. For the mercy of God revealed in the atoning sacrifice of Jesus on the cross.
2. For our relationship with God and all that it entails.
3. For countless blessings God has bestowed.
4. For your church, your leaders, and those on your worship team.
5. For EVERYTHING. (1 Thess. 5:18)

Evidences of ungratefulness include:

1. Being more aware of changes that need to be made than evidences of God's grace on your worship team.
2. A critical, judgmental, or gossiping spirit.
3. An absence of encouragement.

FAITHFULNESS

(1 Cor 4:2 NIV) Now it is required that those who have been given a trust must prove faithful.

1. Keeping commitments
2. Being punctual
3. Maintaining an organized notebook
4. Practicing my instrument
5. Caring for my instrument

ENCOURAGEMENT

(Heb 10:25 NIV) Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another--and all the more as you see the Day approaching.

1. Of the leader
2. Of those you serve with on the team
3. If there is an absence of encouragement in our lives, we should discover why.

CONTINUAL LEARNER

(Phil 3:10-12 NIV) I want to know Christ and the power of his resurrection and the fellowship of s¹haring in his sufferings, becoming like him in his death, and so, somehow, to attain to the resurrection from the dead. Not that I have already obtained all this, or have already been made perfect, but I press on to take hold of that for which Christ Jesus took hold of me.

1. About God
2. About your instrument
3. About how you can best serve in the church for God's glory

¹ Adapted from: Bob Kauflin: *Heart Attitudes for the Worship Team* PDI Worship Conference - *A Passion for the Glory of God*. Copyright 1999 PDI Ministries

2. Team Values & Modus Operandi

Participation of each person in this team is a spiritual ministry, a service to facilitate the worship experience of all those who attend Eastside Community Church. The focus of this ministry is primarily upon facilitation of the worship experience. Musical and technical excellence whilst desirable must not supersede the primary focus. At Eastside we strive for excellence in everything we do in our service for the King, and this area of ministry is no exception. Understanding of what constitutes excellence, varies from person to person. This document sets out the minimum conduct expected from each person. The worship team is also often the area most targeted by the devil for disunity and disharmony, so we need to be wise in how we institute practices to protect us from his schemes.

To Whom Does This Document Apply?

- Worship Leaders
- Musicians & Vocalists
- Sound Mixers
- Multimedia Team
- Backstage Crew

It must be noted that some of the points in this document will not apply to all of the above people but the values in this document are definitely important to all involved in worship. The following are values that we as models of Christ and more specifically the worship team will be expected to adhere to. Not as laws, but as respecting and serving one another in our team. As a church and a worship team, we need to be governed by Kingdom values that are scriptural and uplifting. Remember that we are a team, and teams work together best when operating under the same values and guidelines. Our prayer is that these values – when applied – will provide stability, supporting the vision and mission of this local body and bringing focus to our realm of ministry and service which is Praise & Worship.

A. QUALIFICATIONS FOR WORSHIP TEAM MEMBERS

1. Membership at (or an obvious commitment to) Eastside [1 Peter 5:5]

It is of vital importance that we are not just passing from church to church, so if you are just looking in or passing through, it will exclude you from "worship team membership". We are looking for a form of accountability and commitment with the local body. Regular attendance at Eastside on the weeks you are off duty will be expected.

2. Spiritual maturity [John3:30] [2Tim.2:15]

It is very difficult to give clear definition of this, but it is important that the team members show a level of maturity in their relationship with Jesus. Also in the area of serving the body of Christ, the laying down of self, studying the word to reach maturity etc.

3. Musical ability [1Chron.25:1 & 7]

There must be a level of skillfulness in the area that the person desires to be a part of. We are not looking for perfectionism, which means everybody must live up to the standard of someone else. Excellence is however what we are looking for, and that means you reaching your full potential in your specific call as a musician. This will mean a concerted effort to continually improve as a musician/vocalist.

4. Free time [Eph.5:16]

There will be certain time demands made on you. See if you are able to cope. Family is of great value to us, and we don't want your family never to see you because of music ministry.

5. Support of family [1Tim3 speaks of ruling your house well!]

You need the support of your spouse and older children or your parents. Your call to this ministry will affect their lives too.

6. Models of worship [2Sam.6: 14 & 22]

It is essential that we as musicians and singers who go 'in front' are able to model worship to others. It is of great importance that you are able to express yourself, even physically. This value applies to the weeks you are not on duty as well as when you are up front.

B. RELATING TO WORSHIP TEAM MEMBERS

1. Audition

If you want to be part of the worship team, an audition will be mandatory. This will not be in the form of an intimidating professional audition but will assess your musical and or vocal ability and your ability to work within a group context. Members of the worship leadership team will be at this interview and audition. This audition could also form part of your probation period as described below.

2. Probation period [1Tim.3:6 & 10]

If you have the musical ability and you have passed the audition, it does not make you a part of the team automatically. There will be a 6 week period (at the discretion of the worship co-ordinator) wherein you will be expected to come to rehearsals (at least 4), and get to know the songs and the people you will be ministering with.

3. Rehearsal attendance [1Chron.25:1 & 7]

No rehearsal no play! If there are real reasons, discuss them with the worship leader! For us to grow in excellence we must practice. To better facilitate the spiritual we practice in the natural. He is the King of all kings and desires and longs for our best, not "lame" and "blind cows" as mentioned in Malachi 1:7-8. You don't have to be at all the rehearsals, only the weeks that you are ministering or if it is your first 6 weeks.

4. Spiritual preparation for ministry [11 Tim.2: 15]

It will be each individual's own responsibility to prepare him/herself for the services. There might or might not be times of prayer before we start leading people in worship, but this will be at the discretion of the worship leader or Pastor.

It is expected of each person to give the necessary priority to their individual spiritual lives (e.g. quiet times) and to be in submission to the leadership at ECC. Ministry in the worship team is primarily an outward expression of a worshipful relationship to God - to lead others in worship, you must be a worshipper at heart yourself.

5. Submission to authority [1 Peter 5:5]

The whole team, worship leaders included, are under the authority of the senior pastor. He is the main visionary and knows best where God is taking the sheep.

C. EXPECTATIONS AND COMMITMENT

We are not going to expect any commitment you cannot give. The minimum will be that you are able to be on the worship team 2 weekends a month. In other words, 2 mornings and 2 evenings. The roster will be drawn up 2 months in advance using our online rostering system, Planning Center Online. Upon your acceptance into the Worship Ministry, you will be issued with a username, password and PCO tutorial. Once you have accepted your scheduled positions on PCO, you will be held accountable for your commitment.

Part of your commitment to serve on the team will involve a certain amount of manual labour with regards to setting up and packing up each Sunday (this keeps us humble too!). It is not the sole responsibility of the sound engineer to make sure all is in order and ready to roll. All team members will be given a responsibility and this must be carried out as quickly as possible. Please do not stand around while others are working. If you are unsure what to do, ask. All members must remain and help pack after the evening service until everything has been put away. Remember, many hands make light work.

Worship workshops or retreats will be held occasionally and your commitment includes attending these. The workshop times will be used for team building, new song analysis, skills development and fellowship and growing in our understanding of the theology of worship.

D. OTHER DETAILS

1. Rehearsal times

Thursdays - 19:00-21:30. Rehearsals will be at the shed. When you arrive as musician or singer make sure you are ready for a sound check by 19:00, your instrument tuned and your vocals warmed up.

Setlists for the weekend services will be loaded two weeks in advance. It is important that you arrive at Rehearsals prepared for the rehearsal. This means that you would have learned any new songs on the setlist, practiced old songs, and familiarized yourself with the structure or any

additional requirements the Worship Leader would have loaded on PCO. Rehearsals are not a time to learn the songs but rather a time for the team to put the songs together.

2. Service times

Sunday mornings: 07:30 - 'till the end of the service

Sunday evenings: 16:30 - 'till everything is packed away

On occasion, the above times might be earlier (at the discretion of the lead worshipper).

At arrival, see if there is anything you can help in terms of the setting up of the sound. Ask the soundman what you can do to assist.

3. Sound checks

Sound checks will start at 07:30 on Sunday mornings and 16:30 in the evenings, so once again be ready to go, tuned and warmed up. Practice ends and no instruments may be tuned or played after 08:30 in the mornings and 17:30 in the evenings.

No cell phones or wandering around in rehearsals on Thursdays or Sundays, except in emergencies. It's rude and it makes the rehearsal unproductive for the whole team. The worship team is generally expected to sit together once the worship set is over, since our ministry extends into the rest of the service.

4. Dress code [Phil.2:3-7]

There is no official dress code, but the word says that we should not let our freedom become a stumbling block to our brother [1 Cor.8:9]. So let's do things in this area that are edifying and keep the attention on the Father when we worship. Also, a well dressed person exudes a pride and that is a reflection of how we, as a team, feel about serving God.

Some ome practical suggestions (especially for those serving visibly i.e. on stage):

- a. No mini skirts that are so short that you can't raise your hands.
- b. No muscle tops/revealing tops
- c. No shorts.

d. Remember that we come prepared to praise and worship in an expressive way, so think before you dress for a service.

e. No clothing that contradicts our values eg. T-shirts that say "I hate my mother" or "Stoner!".

Please keep certain signs and symbols in mind, and try to be objective when choosing clothing to wear on a Sunday.

5. Punctuality [Phil.2:3-4]

Lets be on time and respect one another in this area. If you keep coming late for things you will be asked to sit out for a period for a "heart check". This includes arrival times for church services when we are not on duty (i.e. before 9am on Sunday mornings and before 6pm on Sunday evenings). We must set the example in this regard.

6. Conflict/Offence

It is inevitable that from time to time personal conflict or offence may develop with other members of the worship team or other members at ECC. In this case, it is expected that the person concerned follow the scriptural injunctions (Matthew 18: 15-17) to resolve the conflict or address the offence. No thought of "pulling out" should be entertained until the above scriptural directions have been followed.

7. Worship Set Lists

The worship leader must ensure that setlists are loaded onto PCO on Tuesday, two weeks before the Sunday service (ie, 12 days in advance).

8. Worship meetings

Occasionally, worship meetings will be held when necessary. It is important that the worship team makes every effort to attend these, as important information will be shared. These meetings are important since there is seldom a time when the whole worship team is together at the same time. In this way, we also honor God, have fun together through fellowship, and keep in touch.

7. Planning Centre Online

Team members are expected to regularly check PCO for any changes that may have been made.

3. Worship Team Covenant.

Our mission is to glorify God using relevant music to draw the congregation into heartfelt worship, exalting the Lord and experiencing His presence.

“Glorify the Lord with me; let us exalt His name together.” Psalm 34:3 NIV

As a member of the worship team at Eastside Community Church, I commit myself to the following values and guidelines.

1. I am committed to this particular church body, its mission, its leaders and to the worship values of the Church.
2. I commit myself to spiritual growth and maturity. As a follower of Christ, I am determined to run the race set before me and to pursue the Son of God with passion and devotion.
3. I am committed to musical growth. This means I intend to develop my vocal and/or instrumental talents through individual and team practice. I am open to attending seminars/workshops in order to learn and enhance my abilities.
4. I will attend all team practices that apply to me, realizing that being in fellowship and prayer, receiving teaching, and worshipping with the team is a vital part of being in the worship ministry. I will notify the worship leader timeously when I am unable to do so, and will arrange a replacement as to not burden the team.
5. I am committed to coming prepared for all rehearsals when I am scheduled for that particular week. I will communicate with the worship leader in due course if for some reason I am unable to attend and will find a replacement as to not burden the team.
6. I will do my best to come to services spiritually prepared in order to be effective in leading others in worship. This includes praying for the services, praying for the worship leader and other team members and asking God to prepare my heart for ministry in the services.
7. I commit myself to valuing every member on the team. I desire to serve in humility making every effort to keep the unity of the Spirit by looking out for the best interest and well being of others on the team. I will seek to resolve conflicts with other team members so as to prevent the enemy from getting a foothold.
8. I will serve “behind the scenes” whenever able .
9. I will welcome in and help mentor new team members.
10. I accept that if I do not fulfil one of the above, I may be asked to step down from this ministry for a certain period of time.

By the grace of God, I commit myself to these values for the coming year.

Signature

Name

Date