

CROSSROADS
NAZARENE CHURCH

WORSHIP MINISTRY

EXPECTATION,
RESPONSIBILITIES, AND
COMMITMENT PACKET

SERVING TO LEAD THE CONGREGATION OF
CROSSROADS CHURCH IN AUTHENTIC WOSHIP AND
PRAISE THROUGH MUSIC!

"COME, LET US SING FOR JOY TO THE LORD; LET US
SHOUT ALOUD TO THE ROCK OF OUR SALVATION"

PSALM 95:1

JANETTE BERGE (WORSHIP PASTOR)

717-413-3523

JANETTE@CRSROADS.ORG

SERVE

Our posture toward worship ministry is one of service. This impacts the way we approach practice, other people on the team, and the people of our congregation. We seek to lift one another up, respect each other's time by coming to rehearsal prepared, and to get to know our congregation so our ministry is done out of love for them.

LEAD

We approach worship ministry as though we are leading people somewhere. You can not lead a people to a place you've never been. Also, you can not lead people without paying attention to them. The fact that we are leading means we must pay attention to our body language and the way we engage with the congregation. One aspect of leading is the fact that we are going first. Going first means we learn the songs our church sings and use them to prayerfully commune with God before Sunday morning. It also means that we seek to become the kind of worshippers we want our congregation to become.

Engage with planningcenteronline.com

All of our scheduling is through this online platform. You are able to blockout dates that you're unavailable and accept dates for which you have been scheduled. The expectation is for you to familiarize yourself with that online platform.

All of our worship services are planned three weeks in advance. You can access the chord charts, mp3s of clicks and cues, and youtube videos of every song through planning center. Please come to Sunday rehearsal prepared.

Window Metaphor: Ways that our worship window becomes ineffective

We have a metaphor for guidance in creating this musical prayer platform: A Window. If the goal of our worship service is to commune with God in prayer, we see the music as a window - a prepared space for people to look through and experience the “outside.” Our goal, then, is to create a clean window.

A DIRTY WINDOW

If there are smudges on the window or if the glass is dirty, all we can see is the dirt. Our eyes are hindered from seeing the reality beyond the window because the window is dirty! There are many ways our “worship window” gets dirty:

- a) Lyrics on the screen not matching what we are singing
- b) Vocalists not all singing the same words
- c) Bad or wrong notes from vocalists or instrumentalists
- d) Music that is too loud (or too quiet)
- e) Instruments that are out of tune
- f) Lack of practice time causing mistakes and insecurity on the worship team
- g) Sin in our lives or un Christ-like attitudes.

I’m sure we could name many more, however, these are just some common ones.

A STAINED GLASS WINDOW

There’s nothing wrong with stained glass in worship. The point of stained glass windows is for people to look at them! They are made to be admired and draw people into their beauty. However, we are trying to create a window for people to look THROUGH rather than AT. There are lots of “professional” worship teams creating wonderful tools for the church. However, the amount of resources it takes to create them makes it impractical for our local church.

There are many ways to “stain” the window, but here are some common ones:

- a) Playing in a key that is too high for a congregation to sing but really shows off our vocal ability
- b) Playing guitar/bass/drum solos that cause people to say, “that was awesome!” (These are solos that go outside the practicality of a song)
- c) Fixating on getting the song “exactly like the recording”
- d) Not tending to our hearts and staining our expression with pride or selfishness

GUIDELINES FOR A WORSHIP TEAM IN MINISTRY

- Participants must have a personal relationship with Jesus Christ that is consistent and growing through prayer, Bible reading, small group/Sunday School and church fellowship. *“All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be competent, equipped for every good work.” (2 Timothy 3:16-17)*
- Participants must be committed attendees and givers at our church, including regular attendance at Sunday Services. *“And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near.” (Hebrews 10: 24-25)“For where your treasure is, there your heart will be also.” (Matthew 6:21)*
- Participants must demonstrate technical musical competence as either a singer, instrumentalist or audio/media technician.
- Participants must be lead worshippers from their seats when not scheduled to be on the platform.
- Singers and musicians must be comfortable on stage and expressive in their praise and worship before God.
- If you are unavailable for a rehearsal or service, please let Janette Berge know asap. Utilize the blocking feature on planning center, But still let me know ahead of time that you have dates blocked.
- Strive to Be Flexible. Team members need to be flexible. Things can and will change with a moment’s notice. It is our job to be prepared and ready for anything that could happen and lead in a positive manner through those changes.

COMMITMENT TO A GODLY LIFESTYLE

- Worship team members are expected to live a lifestyle that is above reproach, avoiding even the appearance of evil (1 Tim. 3). Being a minister, especially one who is “up front,” adds extra responsibility because people see worship ministers as examples of what a Christian should be like. Therefore, it is imperative that we consider the way we treat each other and carefully guard our hearts from impurities and pride.
- It is God’s desire and our desire to see our worship team members living a victorious Christian life, free from bondage. If there are any addictions or issues with which you struggle, please let us know—we are here to help you, not to judge you.

The following issues should be dealt with before any public ministry position is taken:

- alcohol and drug abuse.
 - sexual immorality.
 - a prideful attitude or anger/rage problems.
 - an inability to submit to leadership.
 - gossiping and stirring up strife.
 - an unbiblical lifestyle.
- Dress code: At Crossroads Nazarene Church, we desire the congregation to “come as you are”. Generally speaking, our style of clothing is business casual. Wear clothing that doesn’t distract from worshipping God.
 - a. Men: I will wear clothing that isn’t stained, ripped, or otherwise unkempt. Clothing will be appropriate for more conservative preferences within the congregation. Clothing should not offend. Just ask yourself, “Would I wear this in front of Jesus?”
 - b. Ladies: I will refrain from wearing any revealing or distracting clothing - anything that bears too much skin. (i.e. no low necklines, no see-through clothing, and hems of skirts and shorts need to be to the knee, since we are higher up on stage than the congregation and they look “up” to us. Also please make sure your shirt/blouse and pants/skirt meet in the middle and there is no gap!)

SCHEDULE REQUIREMENTS:

- Arriving on time and ready for music practice is essential for each member! In order to present worship music that is both excellent in quality and anointed, a strong rehearsal is necessary. The more we practice, the more free we are to worship and lead others in worship!
- Learn your instrumental and vocal parts before you come to the mid-week rehearsal.
 - Mp3s of music are available on planning center in the key we will be using.
 - There are many great youtube tutorials available for singers and instrumentalist to utilize.
- Thursday Night Rehearsals:
 - 7:00 pm- Prayer
 - 7:10 pm-9:00 pm- Rehearsal
 - Note: Only the upcoming Sunday's team practices Thursday night prior.
- Sunday Schedule:
 - 7:45 am- 8:45 am- Run Through of the entire service
 - 9:00 am-10:00 am- Sunday School
 - 10:00 am Prayer in the prayer room
 - 10:15 am services begins
- Sunday Schedule on weeks that we do not have a Thursday Rehearsal
 - 7:15am-8:15 am- Rehearsal
 - 8:15 am-9:00 am- Run Through of the entire service
 - 9:00 am-10:00 am- Sunday School
 - 10:00 am Prayer in the prayer room
 - 10:15 am services begins

PLATFORM PRESENCE:

- Worship is active. Don't do anything that isn't your character, but be active in your worship. Leading is not just with your voice and playing your instrument, but it's in your body language and facial expressions as well.
- Do not let the congregation determine your level of expression. Sometimes they will not be engaged in worship. As leaders, we always need to be engaged. Show them an example of how to express worship. Most of the time, they simply need to see worship in order to learn how to express it on their own.
- Be sincere. Worship from your heart. Give a warm smile from within. We are leading people from all different circumstances, so remember that a warm smile ministers more than you realize.
- Instrumentalist: Be sure to stay engaged in worship. Practice ahead of time and know your music so you don't have to focus on your instrument the whole time. Sing while you play. Seeing a musician singing from their heart can help people worship. Move around your area. Use your space to the fullest. When there is no movement, the platform can look stagnant.
- Singers: You should always be singing. Singing off mic is just as important as singing in the mic. Whether you have the solo or not, you are still leading worship.

Vocalist Expectations/Responsibilities

1. Rehearsals are on Thursday evenings. Vocalists have a call time of 6:45. This will allow time for you to have your mic in hand, pack and tablet ready to go by 7:00 pm. Practice times with the whole band starts together in prayer at exactly 7:00pm. We will try our best to be done by 9:00pm but plan on staying til 9:15pm. “Sing to him a new song; play skillfully, and shout for joy.” (Psalm 33:3)
 - “As the heart is newly inspired by the Lord, the heart erupts in an effort to explore that new-truth-learned, creatively. Without our increasing in our ever-growing skill level, we lose the ability as believers to creatively erupt in new responses before the Lord. We may feel something new, learn something new, or even be inspired afresh, but if the hands, feet, lips, and tongue, lack the skill to execute new things to keep up with our new learning in Christ, we are at a loss.” (Taken from a Devotion titled: A Call to Play Skillfully)
2. Vocalists are responsible for coming to rehearsals and service with their own working ear buds.
3. Sing OUT.... during rehearsals as well as during the service. Let our sound team adjust your volume. When you sing softly during rehearsals, it makes mixing very difficult.
4. Stay in the lane of your part. For example, if you are singing the alto harmony keep from singing the soprano harmony.
5. Download the airfader app so that you can control your monitor mix during rehearsals.
6. Comfort Level. Team members should strive to grow in a relationship with others on the worship team. With that comes a responsibility to encourage and support one another. In order to best lead the congregation in worship, you may be asked to go beyond your comfort level and be flexible in your role as a worship team member. This may include:
 - Changing your vocal style
 - Singing or not singing at different times
 - Not singing during certain songs or time
 - Reading scripture
 - Saying a prayer
8. Foster a Teachable Heart. Team members should be willing to be corrected when singing a wrong note and understand that it’s for the best interests of the individual and the team that we hold each other accountable.

Instrumentalist Expectations/Responsibilities

1. Instrumentalist are responsible for all set up and maintenance of their equipment.
2. Rehearsals are on Thursday evenings. Instrumentals have a call time of 6:45 pm, so they can turn everything on, and be ready to play by 7:00pm. Practice times start together in prayer at exactly 7:00pm. We will try our best to be done by 9:00pm but please plan on staying til 9:15pm.
 - “As the heart is newly inspired by the Lord, the heart erupts in an effort to explore that new-truth-learned, creatively. Without our increasing in our ever-growing skill level, we lose the ability as believers to creatively erupt in new responses before the Lord. We may feel something new, learn something new, or even be inspired afresh, but if the hands, feet, lips, and tongue, lack the skill to execute new things to keep up with our new learning in Christ, we are at a loss.” (A Call to Play Skillfully)
3. Foster a Teachable Heart. Team members need to be willing to be corrected when playing a wrong note and understand that it’s for the best interests of the individual and the team that we hold each other accountable.
4. Be respectful to not play on your instrument during a rehearsal when sections are trying to work on a specific part.
5. Serve the song:
 - All instruments may not play for every song.
 - Make sure you are not playing the same part as someone else. You are all playing a “piece of the pie”.
6. Play during rehearsal just as you would during a service. (Levels, volumes, etc)

Audio Technician Expectations / Responsibilities

1. Rehearsals are on Thursday evenings. Sound Technicians have a call time of 6:45 pm, so they can turn everything on, help set up the stage, and get ready for Worship Team by 7:00pm. Practice times start together in prayer at exactly 7:00 pm. We will try our best to be done by 9:15pm.
2. Make sure that all mics and monitors are set up on stage prior to rehearsals and services.
3. Listen to and be familiar to the songs before rehearsals and services. The better you know the song, the better you will know how the lights, camera and sound will compliment the music.
4. When giving feedback, please direct your comments to the worship leader only. Do not address the team. Allow the worship leader to deal with the situation that needs to be corrected. Comments need to be private.
5. Be honest and respectful when giving feedback. Your feedback is important for creating the best sound however, please be Christlike and respectful when giving feedback. Please keep in mind that we may not be able to fix every issue. Our goal is to lead others in worship, not to put on a concert. Excellence is important, but we need to keep in mind that serving the congregation by leading them in worship is what is most important.

Computer / Light Technician/ Online Media Technicians Expectations & Responsibilities

1. Arrive to rehearsals on Thursdays by 6:50pm have all computers on and ready to go by 7:00pm.
2. Please use the time during the rehearsals to organize and set your light, camera and sound settings.
3. On Sunday Mornings, arrive and have the computer and projectors on and ready to go by 7:45 am. (7:15 when we have an early morning practice.)
4. Be familiar with the songs before Sunday Services. This will allow you to start envisioning what lights, camera angles etc, you will need for each song.
3. If there is a discrepancy in the order of a song, please fix it as needed.
4. Be familiar with how to use pro-presenter. If you need training, please schedule a time to meet with Janette or someone else who knows how to use the program.
5. If you can not attend a rehearsal or Sunday Service, please find a replacement, and contact your ministry leader to let them know of the change.

THE FINAL THOUGHT: RESPECT

Jesus was pretty clear about what mattered most to the heart of God, “love God, love others.” We’re committed not only to giving God our best, but that should naturally flow into loving one another. If we miss this, we cannot be offering God our best.

In summary, here are some practical expectations:

- Be prepared. Know your music and have your materials.
- Be on time. Arrive 15-minutes early to rehearsals, run-throughs and sound checks in order to setup, tune, etc... “Early is on time. On time is late.”
- Be conscious of other musicians. Specifically be aware of their parts and the BIG PICTURE we are painting in a song. Be cautious of overplaying. “Sing to Him a new song; play skillfully, and shout for joy.” (Psalm 33:3) “Skillfully” is a broad term meaning, “to be good, be pleasing, be glad.” It also carries the idea of “to be well placed.” “Do nothing out of selfish ambition or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interests of others.” (Philippians 2:3-4)
- Be conscious of the people you’re leading. Be mindful that we are not playing to merely put on a good show, but to lead people to a place of worship.
- Be respectful to the leadership. This includes not just the Worship Leader, but any person God allows to assume that role in rehearsal or worship.
- Be an example to those you’re leading. People are always watching how we live and interact with one another. We must respect those around us.

Crossroads Nazarene Worship Team Agreement

1. Time Commitment:

- a. I commit myself to faithfully practice in preparation for rehearsals and church worship times. This includes viewing and practicing the lead sheets or chord charts, listening to the music prior to rehearsal, and practicing my instrument or vocal parts.
- b. I agree to be on time and know my parts *before* Thursday's rehearsal.
- c. I will arrive early enough to set up my equipment prior to rehearsal.
 - i. Rehearsal Times: vocalist and all band/tech prayer Thursdays @ 7:00pm, Pre-Service rehearsals, Sundays, 7:45am. (7:15am when we do not have a Thursday rehearsal) Worship Services are: Sundays, 10:15am

Guidelines for Absences:

- ii. If I am unable to participate on a scheduled day, I understand it is my responsibility to contact the main worship leader (Janette Berge) ASAP but no later than Monday. The worship leader will make arrangements for my replacement. This includes blocking times on planning center and letting the leader know.
- iii. Instrumentalist and Vocal Members : Missing mid-week practice means I will not be able to participate on Sunday, unless I have made other arrangements with the worship leader. This will be to the leaders discretion.
- iv. I understand that missing or being late to Thursday or Sunday rehearsals/worship times will trigger a conversation from worship leadership. If tardiness continues, I may be asked to reconsider participation in the ministry.

2. **Planning Center.** I will learn how to use Planning Center to, among other things, obtain chord charts, view worship song sets, and find out other details for the upcoming Sunday. In addition, I will respond to emailed request sent via Planning Center.
3. **Servant Attitude:** I commit to developing and demonstrating a servant's attitude and heart. I understand that participating on the worship team is an act of privileged service to God and the church body. I will strive to put others before myself and assist wherever needed (ie. stage tear-down and set-up, picking up garbage and water cups from the stage, keeping the back room clean and crows nest clean, etc).
4. **A Peacemaker:** The Bible says "Blessed are the peacemakers." (Matt. 5:9). If I have an offense with a leader or someone else on the team, I will go to that person in love and attempt to work it out. If we are unable to work it out, I may then approach the worship leader or a pastor on staff for assistance in resolving the issue.
5. **Committed Participation at Church:** As a regular attender, I commit to attending worship services at Crossroads even when I am not playing/singing. I commit to participate in other aspects of church and body life as I am able, and to submit myself to the leadership of Crossroads Nazarene Church.
6. **Spiritual Maturity:** I understand that serving and leading in worship requires that I have an ongoing relationship with Jesus Christ. I commit to seek a deeper and relationship with Jesus Christ as His follower.
7. **Testimony outside the church:** The Bible calls Christians to be a light in this world of darkness. As part of the worship team I will commit to interact and behave in a godly way; including being examples to others in the church through my personal life. I will not be involved in any behavior that doesn't reflect a godly life.
8. **Dress code:** At Crossroads Nazarene Church, we desire the congregation to "come as you are". Generally speaking, our style of clothing is business casual. Wear clothing that doesn't distract from worshiping God.

- a. **Men:** I will wear clothing that isn't stained, ripped, too tight or otherwise unkempt. Clothing will be appropriate for more conservative preferences within the congregation. Clothing should not offend. Just ask yourself, "Would I wear this in front of Jesus?"
- b. **Ladies:** I will refrain from wearing any revealing or distracting clothing – anything that bears too much skin. (i.e. no low necklines, no see-through clothing, and hems of skirts and shorts need to be to the knee, since we are higher up on stage than the congregation and they look "up" to us. Also please make sure your shirt/blouse and pants/skirt meet in the middle and there is no gap!)

I have read and will abide by the Crossroads Nazarene Church's Worship Team agreement

Signed _____

Date _____

Printed Name: _____

Janette Berge

(717-413-3523, janette@crsroads.org)