



20 Worship Team Guidelines

Corporate worship provides numerous benefits to the believer such as awakening the soul, assuring us of our salvation, advancing our sanctification, teaching us to accept one another's leading, and accentuating our joy¹²⁶. However, worship is not simply a means to these ends. True worship "...is the drawing near of the heart to God, or, to put it another way, the quickening of the heart with genuine feelings in response to God's glory. Such feelings are never performances of will power calculated to accomplish other ends. They are ends in themselves. Therefore, since they constitute the heart of genuine worship, **worship is an end in itself**. And our [corporate worship] service is unique in its focus on God who is greatly honored in such worship."¹²⁷

With this in mind, the purpose of the Cornerstone worship team is to corporately respond to our great and awesome God through worship that draws us near to His heart.

Cornerstone Worship Team Organization and Roles

Each Worship Team (WT) member serves in one or more roles. It is not uncommon for one member to occupy multiple roles at the same time.

Worship Team Leader

The Worship Team Leader (WTL) is appointed by the Elders and reports to the WMMT. The WTL is responsible for:

- Working with the WMMT to establish the WT mission, vision, and style
- Identifying potential members to staff the WT
- Recommending approval of WT members to the WMMT
- Recommending dismissal of WT members to the WMMT
- Scheduling the WT rehearsals, sound checks, evaluations, and other events
- Scheduling members of the WT to fill various roles (e.g., Worship Planner, Service Worship Leader, Rehearsal Leader, Vocalist, Instrumentalist)
- Final approval of the WT repertoire of songs
- Acting as the initial Point of Contact (POC) for all aspects of the WT
- Coordinating with other Cornerstone teams
- Coordinating and scheduling faith stories, communion, baptisms, and other specials that require coordination

¹²⁶ 5 Benefits of Corporate Worship, Dave Mathis, <http://www.desiringgod.org/articles/five-benefits-of-corporate-worship>

¹²⁷ Worship is an End in Itself, John Piper, <http://www.desiringgod.org/messages/worship-is-an-end-in-itself>



The WTL may delegate responsibility for some of these functions to members of the WT.

Worship Planner

The Worship Planner (WP) is responsible for:

- Prayerfully reviewing the scheduled preacher's planned Bible text and message for an upcoming service
- Planning the order of worship in response to planned message, including:
 - Selecting appropriate songs from the repertoire
 - Selecting readings
 - Selecting readers
 - Sequencing all of the above with other planned service elements such as specials
 - Selecting which approved announcements will be scheduled for the service
- Coordinating the worship plan with the Rehearsal Leader, preacher, media team, and bulletin
- Ensuring song arrangements are provided to the Media Team (MT) for projection

Service Worship Leader

The Service Worship Leader (SWL) acts as the up-front host for the service and is responsible for:

- Welcoming the congregation
- Directing the congregation to sit, stand, sing, join, etc.
- Cuing the beginning of songs and other service elements
- Directing other up-front choreography, such as invitation for congregants to come forward to give their faith story, dismissal of children, etc.

The SWL will generally also serve as a vocalist, and potentially also as an instrumentalist. The SWL may be responsible for the Invocation, or that may be delegated to another vocalist or instrumentalist.

Rehearsal Leader

The Rehearsal Leader (RL) is responsible for:

- Planning rehearsals based on the songs being considered by the WP for the upcoming service
- Scheduling and coordinating the practice of potential new songs to add to the repertoire
- Locating, preparing, and sharing music across the team
- Leading the rehearsals



- Nominating and submitting rehearsed songs to the WTL for consideration to be added to the repertoire

Instrumentalist

Instrumentalists are responsible for playing musical instruments during rehearsals, sound check, and the service. Instrumentalists are generally responsible for their own instruments, and coordinating with the MT for any sound amplification needs. Instrumentalists are expected to learn new songs for rehearsals, and practice songs from the repertoire, both on their own, and as part of the WT.

Vocalist

Vocalists are responsible for singing during rehearsals, sound check, and the service. Vocalists are expected to learn new songs for rehearsals, and practice songs from the repertoire, both on their own, and as part of the WT.

Worship Team Resources

Repertoire

The Cornerstone repertoire consists of all songs approved by the WTL with approved song sheets placed on the Cornerstone Worship Team shared drive Repertoire folder. In addition to the active repertoire, additional folders may contain retired songs no longer in the repertoire, as well as songs that may be in rehearsal, but not yet approved.

Worship Team Screening and Application Process

Potential members interested in joining the Worship Team must complete the Worship Team Application and Covenant, participate in an audition and interview, and receive feedback from the Worship Team Lead before being invited to serve on the Worship Team.

Cornerstone Worship Team Application and Covenant

Participation in the worship team requires team members to make commitments to the church, to their personal walk with Christ, to our musical skills and abilities, and to each other.

Through this written application, a scheduled audition, and interview, the Worship Team Leader (WTL) will be better able to prayerfully assess your level of musical competence and overall readiness to participate as a member of the Cornerstone Congregational Church Worship Team. Below are the steps in our process:

1. Complete the Worship Team Application.
2. Confirm the date and time for your audition and interview.
 - a. The WTL will send an email to you listing the songs you will be asked to perform and available dates and times. You will be asked to reply to schedule the audition and interview.



3. Participate in an audition and interview.
 - a. Music that you will be asked to sing or play will be sent to you in advance in the form of chord sheets and/or lead sheets. In addition, you will have the option of selecting an additional song of your choice.
 - b. Vocalists will first have their vocal range determined and then will sing melodies and harmonies.
 - c. Instrumentalist auditions will have both an individual and a group component, helping assess both individual ability and the ability to play as a member of a band.
 - d. The audition and interview will take about one hour.
4. Results will be based on factors such as your musical ability, adaptability to specific styles, team chemistry, availability, spiritual maturity, and Christian character.
5. Based on your results, you will receive one of three answers:
 - a. No - at this time we do not believe the worship team is a good fit.
 - b. Training/lessons needed—you have demonstrated you have potential but are in need of additional training that will help you develop further.
 - c. Invited for a Trial Period
 - i. You will be asked to participate for one month in regular worship team practices.
 - ii. The purpose is to allow you to experience being part of the worship team while giving us an extended time to work with you prior to deciding about your long-term participation.
6. Placement on a worship team will be the decision of the Worship Team Leader (WTL) in consultation with the Worship and Media Ministry Team (WMMT).
 - a. If you are asked to join the team, we ask that you prayerfully consider all of the requirements to make certain you can make the commitment before accepting the position.
 - b. If you are not asked or elect to not join the team it is our sincerest hope that you will consider where else you could serve.



Information about the Worship Team Applicant

Name: _____

Date: _____

Instrument(s) and Level of Proficiency: _____

Previous Experience: _____

Worship Team Covenant

Commitments in Relationship to the Church and Leadership

Members of the worship team must be committed to the Body of Christ at Cornerstone and in full agreement with our articles of faith, mission, and direction.

Members willingly submit themselves to the church leadership - the Elders, Pastors, Worship and Media Ministry Team, and the Worship Team Leader.

Personal Character Commitment

All worship team members must demonstrate a commitment to Christ. The character of leaders and planners (Worship Team Leader, Worship Planner, and Service Worship Leader), as well as vocalists with speaking roles must exhibit personal and spiritual maturity in keeping with the characteristics required of overseers and Deacons (1 Tim. 3) with a commitment to and plan for spiritual growth and maturity (1 Tim. 4).

While it is important that members share a commitment to the worship ministry, this is secondary to a commitment to the Lord and to our families (in that order).



Worship Team Artistic Commitment

Musical skill and musical excellence are essential attributes. Members must understand and have the ability to put into practice basic music theory, rhythmic skills, and quality instrumental and/or voice skills.

It is equally important that members understand and demonstrate what it means to perform music harmoniously together as a team. Great team harmony, blend, and dynamics can only be achieved when members submit any personal preferences to team priorities.

Likewise, there needs to be a commitment to individual practice as well as to team rehearsals and meetings. This is a significant time commitment and, as so, members must have their family's understanding and support.

Worship Team Relational Commitment

Team commitment to one another is expressed through regular prayer and support. In addition, members share a desire to listen to each other, respect and value the opinions and perspectives shared, and affirm each other in the Lord. Sensitivity to the needs of others will be demonstrated by putting the need of others, especially those of the congregation, ahead of personal interests.

Excellent communication honors the Lord and helps avoid conflict and misunderstanding. Members must be at a point of maturity to be able to both give and accept constructive criticism and submit to established guidelines. It is important to remain flexible. There is an expectation that members will be able to submit and work without complaining. As difficult as it may be, there may be times when a participant will be asked to step aside for a period of time or step down altogether.

On a practical level, access to the Internet and communicating actively through email is required. Many of our key resources and communications are handled through these mediums.

I am in agreement with the above application process and required commitments and I covenant, and if selected to serve on the Worship Team, will, with the Lord's help, commit to keeping them.

Signature

Date