

Hope Evangelical Free Church
Worship Team Guidelines

Spiritual Guidelines

1. Worship Team members need to know Jesus Christ as your personal Savior and Lord and have a consistent, growing relationship with God through: personal time in the Word, prayer, and fellowship with other believers. This is someone who has made a conscious choice to turn from their sin, ask for God's forgiveness, put their faith in Jesus and follow Him as their Lord. It's also very important that you are not living a lifestyle of rebellion to God and authority. In other words, you are not actively engaging in sinful activities that the Bible clearly opposes. We do not mean sinless perfection. We all sin at times. It's more about an attitude of submission to God and actively pursuing Him and asking for forgiveness when we do sin. This is an area we have to trust you on. We will only respond to what we know. But we do reserve the right to ask you to come off the worship team -- at least for a time -- if we feel that you are in a place in your spiritual walk where you need to be ministered to before being capable of ministry to others.
2. As a Worship Team member, you are also a leader. Your life is a constant witness in your words and actions, both on and off the platform. You are a representative of the Lord Jesus Christ and of the ministry of Hope Church, and, as such, your life must be a good reflection of both. You should regularly be asking yourself questions like, "Is this glorifying to the Lord?" "Does this reflect well on my home church?" and "Could others stumble in their faith or reject Christ because of my witness?" Paul reminds us in Romans 14:19, "Make every effort to do what leads to peace and to mutual edification." He goes on to warn us about things that we might feel "free" to do which could potentially be harmful to others. "It is better not to eat meat or drink wine or do anything else that will cause your brother to fall" (Romans 14:21). We ask that you prayerfully consider all aspects of your life while serving in this visible leadership role.
3. Regular church attendance (even if you are not scheduled to play, sing, or run sound) -- This means being attentive to the sermon, being teachable and involved in ways that will help us grow in our faith and as members of the body of Christ as Hope Church. (Bible study, Sunday School, youth group...) This means being a worshipper whether you are on the platform or in the congregation.

4. Supporter of the church, including its leadership and the church body (vocal support, physical support, financial support, etc.) -- Worship Team members should display a biblical attitude of respect for leadership. This includes being in agreement with our church's basic statement of faith and living in such a way outside of church walls that is consistent with our beliefs. We cannot lead double lives and be leading others in worship on Sunday mornings. (Col. 3:17)

5. We believe that our worship is opposed by very real enemies (the devil, his demons, the world, and our own flesh). While taking care not to allow these to steal our focus away from God, we will be aware of the devil's schemes and tactics, worldly mindsets, and the sins of the flesh. Worship ministry in general, but especially Sunday morning, is a time to be heightened to attitudes, relational issues, and the spiritual battle for our hearts and our worship of God. We must be aware of what may disrupt our focus. Leading a congregation in worship takes intense concentration and it is not the time to bring up volatile issues that can be addressed at a later time. Prayer is huge! We ask that worship ministry team members be involved in personal as well as worship ministry prayer times, whenever possible. We would even suggest each member find a person outside of this ministry to pray for you as you serve.

Practical Guidelines

1. A vocal or instrumental review of pre-approval by the director is required. We are looking for vocalists who can stay on pitch, be confident in singing up front into a microphone, possibly harmonize, and work off of a chord chart versus musical notation. We are looking for players who can play skillfully, blend well in a contemporary band setting, and be able to work off of a chord chart versus sheet music. New players/vocalists will participate in two rehearsals before actually playing on a team.

2. Be able to get along well with other team members. (Read Col. 3:12-15)

3. Be punctual to all events, i.e., rehearsals, meetings, services, etc.

4. Be prepared for events, i.e., familiar with music, words, etc. (not perfection but prepared to the best of your ability).

5. Be willing to pursue more training if necessary. Understand the difference between excellence versus perfectionism. This is not about performance and being perfect. We believe that the level of musical quality is directly related to the level of effectiveness that the music has. We try to do our music well in order to be the least distracting as possible to the listener/participator. We also want to give God our best.

6. Attending rehearsals is required to participate in Worship on Sunday, unless excused by the Worship Director. Attending special worship ministry meetings is also required.

7. Be a team player, working together for God's glory versus competing or "star" mentality. Be aware of jealousy, coveting, and contention (read Phil. 2:1-11). If we are vying for position, obsessed about what people think about us on the platform, we have ceased bringing glory to God and have become self-focused.

8. Be in agreement with other family members about your position with the worship team.

9. Be enthusiastic and joyful when involved in worship (especially when singing or playing from the platform). This should be an expression of what is already in our hearts.

10. Clothing -- Our church tends to be more casual in our dress for Sunday, so while we don't ask for those in worship ministry to be dressed up, we do ask that we all be aware of our leadership role and of the example we set for others. We should wear clothing that is clean and in good condition (no "holiness" here). The Bible speaks clearly about the seriousness of lust. We should be asking ourselves these questions: "Does what I am wearing distract others" "Does it invite lust in others?" Low necklines exposing cleavage, short hemlines, exposed midriff, tight clothing, and sagging waistlines are all things we should avoid in order to help others focus on God.

11. Moral purity -- As members of the worship team, we desire that our lives be marked with purity. We desire to see the covenant of marriage held in high esteem, whether it be our own or others, and to focus our minds and attention to our spouses, being mindful not to spend too much time with others in possibly compromising situations. Making every effort to maintain healthy marriages, healthy singleness, and a united witness, we will encourage one another toward purity. The

apostle Paul encourages all of us, "But among you there must not be even a hint of sexual immorality, or of any kind of impurity, or of greed, because these are improper for God's holy people" (Eph. 5:3). We desire that our lives be marked with the same purity and devotion to the Lord, whether married or single. Worship Team members should remember they are leaders of the congregation in the procession of worship and therefore need to have a personal conduct befitting of this leadership role for God's holy people. Please take extreme caution in your time and contact with members of the opposite sex.

12. Attitudes -- As members of the Worship Team, we are joining our collective gifts and talents for the glory of God. Serving, whether it be singing, running sound, playing instruments, or anything else in the worship ministry should be done with an attitude of service to Christ. Jesus himself modeled this for us and we should be quick to take note, "...just as the Son of Man did not come to be served, but to serve, and to give His life as a ransom for many." (Matthew 20:28). Our example is Christ. "Your attitude should be the same as that of Christ Jesus: Who, being in the very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant." (Phil. 2:5-7). Therefore, with an attitude marked with humility, sacrifice, gentleness, a teachable spirit, kindness, love, and compassion should be the mark of anyone who wishes to serve. We are part of a team and as such we need to work together. Attitudes of anger, bitterness, deep sarcasm, pride, defiance, control and/or an unwillingness to work together as a team, hurt the team and our effectiveness. While we seek to foster an environment that welcomes team members' ideas, creativity, and input, we also practice biblical respect for leadership and leadership decisions. That respect means bringing complaints directly to the the Worship Leader or pastor and not complaining amongst team members, people in the congregation, or others. This only stirs up trouble, dissention, and factions, causing great harm and disunity for our church.

13. In respect of the time and planning involved for the service and time limitations of the service, any changes or announcements should be brought in advance to the Worship Director or pastor's attention for their approval. Brief announcements should be brought prior to Tuesday the week of. For other additions such as presentations, drama, etc., notice at least two weeks or more prior to the service is helpful for planning purposes.

Please read and sign for each question:

I have read through the Worship Team Guidelines, including scripture references, and understand them and am willing to be lovingly held accountable to them.

Name _____ Date _____

I have read through Hope Church's statement of faith and agree with it.

Name _____ Date _____

I understand that integrity in leadership matters to God. I understand that the leadership of Hope Church deeply cares about me and the health of our whole church and so has the responsibility and right before God to lovingly speak to these issues in my life. I understand that being inconsistent with these guidelines could possibly result in being asked to step down from the worship ministry team temporarily if I am in a place in my life where I need ministry myself before I can effectively minister to others.

Name _____ Date _____