

- I. Purpose**
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*Brandywine Valley Baptist Church
Worship & Music Ministry
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I. Purpose

Scripture for Focus: Colossians 3:12-17

Put on then, as God's chosen ones, holy and beloved, compassionate hearts, kindness, humility, meekness, and patience, bearing with one another and, if one has a complaint against another, forgiving each other; as the Lord has forgiven you, so you also must forgive. And above all these put on love, which binds everything together in perfect harmony. And let the peace of Christ rule in your hearts, to which indeed you were called in one body. And be thankful. **Let the word of Christ dwell in you richly, teaching and admonishing one another in all wisdom, singing psalms and hymns and spiritual songs, with thankfulness in your hearts to God.** And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him.

Purpose of Worship Team

Musically skilled worshippers equipped to communally and sacrificially lead the corporate worship of the Triune God in a contemporary style

Theological Breakdown of Purpose

Musically Skilled/Lead - Worship team participants should have an appropriate degree of mastery and experience in their voice or instrument for confidently leading, demonstrating, initiating, and supporting a large group of people (Psalm 33:3, I Chronicles 15:22; 25:7)

Worshippers - Worship team participants should lead with integrity by believing the gospel of Christ themselves and having a personal worship life (Col. 3)

Equipped - Through regular rehearsals and worship services, musicians will hone and develop the musical gifts God has given them in a worship ministry context. (Romans 12:3-8)

Communally - Three-fold Christian community: #1) The worship team will be a group of people committed to mutually edifying friendships by building one another up in Christ. #2) Worship team members will commit to building up the local church body as a Christian community. (Col. 3, Hebrews 10:24-25, I Cor. 12) #3) Christian community is under the God-ordained authority and leadership structure of the local church. For BVBC, the Worship & Music Director is the worship team's direct report. (Hebrews 13:17)

Sacrificially - Worship team members should have attitude of service and humility. (Col. 3, Phil 2:1-10, I Peter 5:1-13, Luke 22:26)

Corporate Worship - Worship team musicians are tasked to help others worship God, not to perform for exposure. (God-centered, not self-centered.) (Col. 3)

Triune God - Our songs will be about, for, and to the Triune God of the Bible: God the Father, Jesus Christ the Son, and the Holy Spirit (I Cor 8:6, John 14:26, I Cor 13:14)

Contemporary style - Band-led song selections and arrangements that include:

- a culturally relevant and modern sound/arrangement
- a balance of theologically rich, gospel-focused, heart-engaging content, appropriate to the direction and movement of the service
- lyrics by modern poets, scripture songs, and time-tested texts and hymns set to new music (Col 3, Psalm 40:3, Psalm 149-150)

II. Qualifications for Members

Qualifications to participate on the Worship Team:

1. Follower of Christ
2. Motivated by desire to sacrificially serve the church and the Lord (not to perform)
3. Talent AND skill on instrument/voice
4. Teachable & Humble spirit
5. Commitment & Dependability
6. Ability to learn music quickly
7. Ear for harmony and/or improvisation
8. Fill a need/blend

Follower of Christ - Each worship team member should be a baptized believer moving toward greater involvement (and even membership) at BVBC. *An exception will be made for guest musicians/artists who do not intend to join the BVBC community with strong reason (student in area temporarily, member of local church helping us out, or other reason acceptable by director) but who we are confident fit the other qualifications. We benefit from and glorify God through the gifts God has given outside the local church for special occasions.*

Motivation of Service - He/she should be motivated by a desire to serve the church and the Lord, not by a desire for performance exposure.

Talent and skill on instrument/voice -

- a. **TALENT** - Members should have an obvious, natural musical knack and pleasing sound.
- b. **SKILL** - Because the worship team is much smaller & more exposed than a choir, members should be able to produce a stylistically appropriate tone, show relevant knowledge and mastery of their instrument, and play/sing with musicality and expression. Should be able to tonally & dynamically blend well with others.

Teachable & Humble spirit – Attitude of humility and ability to work harmoniously with others.

Commitment & Dependability - Members are expected to promptly and attentively participate in assigned rehearsal(s) and service(s).

Ability to learn music quickly - Members should be able to sightread or learn music by ear very quickly.

Ear for harmony and/or improvisation - Both harmony & improvisation are an important part of the contemporary music “style”. Musicians must be able to navigate lead sheets or chord charts without written notes, harmony and/or improvisation as appropriate. (see Skill Requirements Below)

Fill a need/blend - Great care is taken to combine musicians who will blend well together when amplified. Ministry opportunities will be shared among a large number of worship team members - only a few are practically needed on a given Sunday morning.

III. Evaluation Process

Process for Potential Musicians to Be Considered for Worship Team Participation

1. Read through the Purpose and Qualifications Statement.
2. If potential musician would like to explore whether his/her musical gifts could be useful at BVBC, contact Worship & Music Director for meeting/evaluation.
3. Meet with director for meeting/evaluation at mutually arranged time - plan for 30-45 minutes.
4. After meeting/evaluation, director will make recommendations for musician.

Process for "Yes" - New Worship Team Member

1. If director recommends immediately participating with the team, candidate will rehearse with worship team (possibly alongside another musician playing your instrument) for probationary period set by director.
2. When probationary period is over, candidate would then be assigned to an appropriate tandem (musicians he/she might blend well with) in scheduling matrix to assist in worship leading as needed.

Process for "Not Yet" - Worship Training Team

In the case that the candidate exhibits strong potential to be on the worship team but is a little weak in 1 or 2 areas of skill, faith/church commitment, character, experience, or other, the Worship & Music Director will work with the candidate to formulate a plan for growth in area(s) of weakness. This Worship Training Team process will encompass a defined period of time at the end of which there will be a re-evaluation. (To be repeated as often as needed.)

Direction for "No"

It may happen that someone has been evaluated and the director discerns that he/she meets none or few of the qualifications for participation on the worship team (for example, singer cannot match pitches or drummer cannot maintain simple, consistent tempo). In this event, the candidate will not be invited to participate on the worship team. However, they may be invited to participate in occasional group or choral opportunities open to all, regardless of skill level or talent. These opportunities will occur periodically throughout the year during worship services or other worship-related events (ex. Christmas, Easter, community outreaches like caroling, retirement homes, etc.). If person desires to find another area to serve in the church, they will be referred to Connections Cafe.

What To Expect at Evaluation

1. Informal interview (musical background, faith story, history at BVBC or other churches, discussion of personal motivation and expectations, getting to know you)
2. Prepare (2) worship songs of contrasting style to play or sing - your choice (choose songs you love or are very familiar with)
3. Rehearse (2) unprepared songs of director's choice (get a sense of what rehearsal would be like with pieces from BVBC's regular repertoire)
4. Vocalists and Instrumentalists - see below for skill requirements that will be evaluated
5. After evaluation, director will give an immediate direction (yes, not yet, or no).

Technical Skill Requirements

Below are the basic technical skills needed for each position on the worship team, not including an overall assessment of musicality and expression.

Worship Vocalists

The worship vocalist's primary function is to provide tuned vocal harmony with the worship leader and other worship vocalists. They also model worship for the congregation by maintaining an attitude of worship while singing with the team. Their focus is on God, not on performing.

Skill set

- Be able to sing on pitch.
- Be able to hear and sing a harmony part for a given melody, i.e. should be comfortable learning parts by ear.
- Be able to reproduce a harmony part for a given song consistently, i.e. sing the same part for a song each time that song is used.
- Be able to control vocal elements such as volume and vibrato in order to blend with the worship leader and other vocalists. The ability to sing in different styles is very desirable.
- Ability to confidently sing lead/solo is desirable, but not required.

Acoustic Guitarists

To provide rhythmic support as needed by the worship leader.

Skill set

- Have a good knowledge of open chords and barre chords. Should have good working knowledge of the guitar neck.
- Be able to play different strumming patterns as called for by the given song.
- Be able to control dynamics while maintaining consistent tempo.
- Be able to transpose chords and use a capo.
- Should be comfortable learning parts by ear.
- Must own their own guitar with built in electronic pickup system, and an electronic tuner with bypass. Instrument should be able to hold tune and be in good repair.
- Ability to arpeggiate chords and flatpick very desirable.

Electric Guitarists

To provide rhythmic support and sonic textures as needed by the worship leader. To play specific parts (lead lines) for songs as needed.

Skill set

- Have a good knowledge of major and minor chords and basic scales. Power chords are essential!
- Should be able to play competently in the upper registers of the neck (above the 5th fret).
- Be able to control dynamics while maintaining consistent tempo.
- Must own their own guitar and equipment, and be able to reproduce tones consistent with modern contemporary music. (This can be done inexpensively with modern modeling amps. A big pedal board is not required!) Must own an electronic tuner with bypass. Instrument should be able to hold tune and be in good repair.
- Should be comfortable learning parts by ear
- Ability to arpeggiate chords and flatpick very desirable.

Bass Guitarists

To provide bass content and rhythmic support as needed by the worship leader. To play specific parts for songs as needed.

Skill set

- Have a good knowledge of the neck, i.e. know the notes in the first five frets of the neck on all strings, preferably without looking.
- A knowledge of basic scales would be useful.
- Should understand basic rhythmic divisions; quarter notes, eighth notes, triplets, etc.
- Should be comfortable learning parts by ear.
- Be able to control dynamics while maintaining consistent tempo.
- Should own their own instrument. Instrument should be able to hold tune and be in good repair.

Drummers

To provide solid rhythmic foundation for the worship team.

Skill set

- Must be able to hold steady time.
- Be able to play a variety of basic quarter note and eighth note drum patterns.
- Should be comfortable learning parts by ear.
- Be able to control dynamics while maintaining consistent tempo.
- Must own their own sticks/mallets/brushes.

Keyboardists

To provide sonic textures and/or keyboard parts for the worship team.

Skill set

- Must be able to hold steady time.
- Be able to read simple chord charts. Reading music is desirable but not required.
- Be able to play in a variety of musical styles.
- Should know chord inversions and be able to find different chord voicings.
- Should have familiarity with general modern keyboard architecture, i.e. how to recall patches, find different sounds, use a modulation wheel, etc.
- Should be comfortable learning parts by ear.