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BUILDING A WORSHIP CULTURE

Leading through language, values, and expectations

HI! WE ARE...

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BUILDING A WORSHIP CULTURE

“We are not primarily developing competencies - we’re developing Christlikeness.”

- The perfect onboarding process and a team full of talent will NOT create a healthy team culture. Only pastoring and a deep commitment to Christlikeness will.

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MEASURES OF A HEALTHY WORSHIP CULTURE

NOT TRUE MEASURES:

- Volunteers are following the rules and doing what they're told
- Communication is professional & music is excellent

TRUE MEASURES:

- Volunteers are becoming more like Jesus & more in love with Jesus

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BUT...

What we communicate matters.

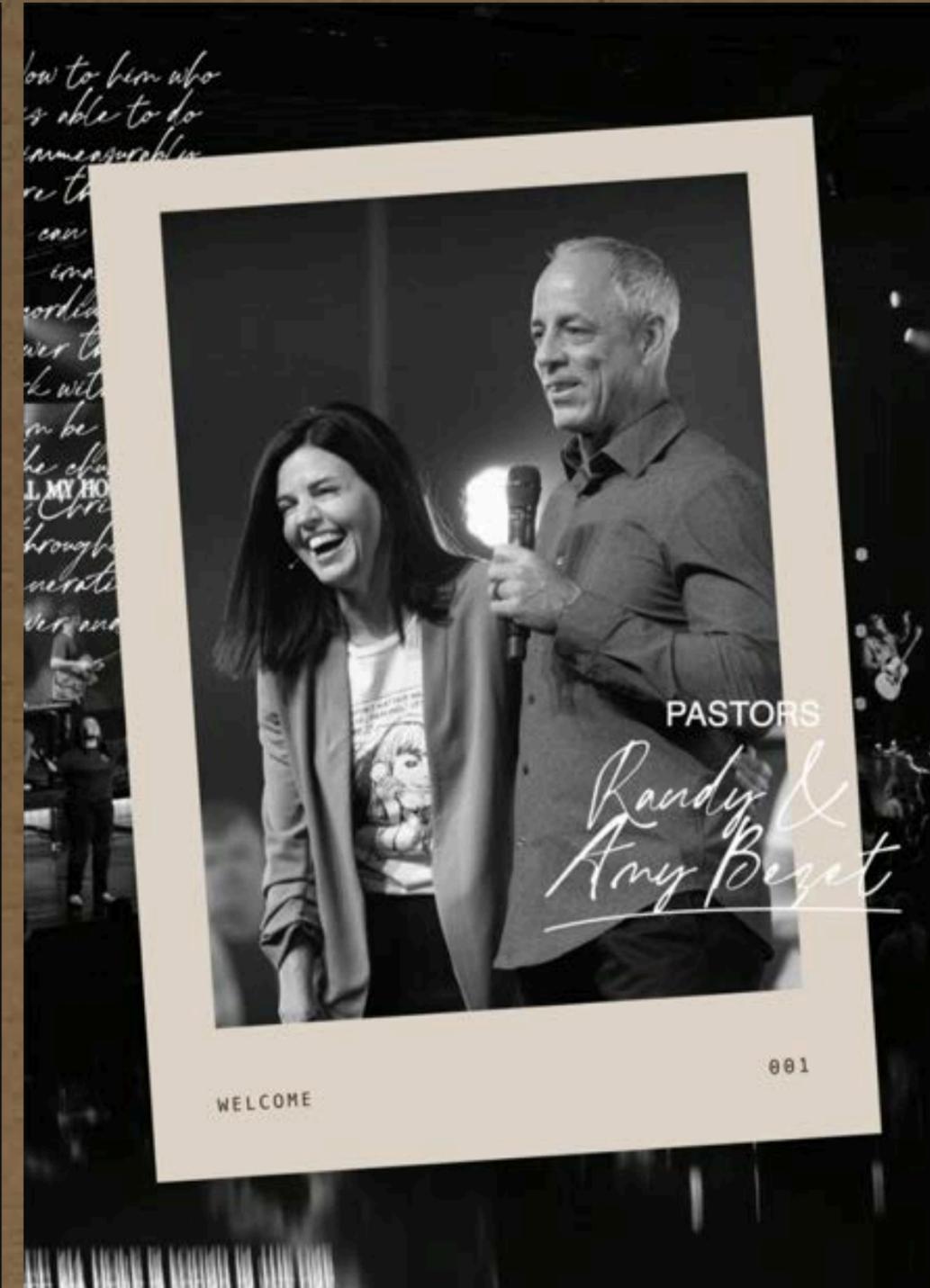
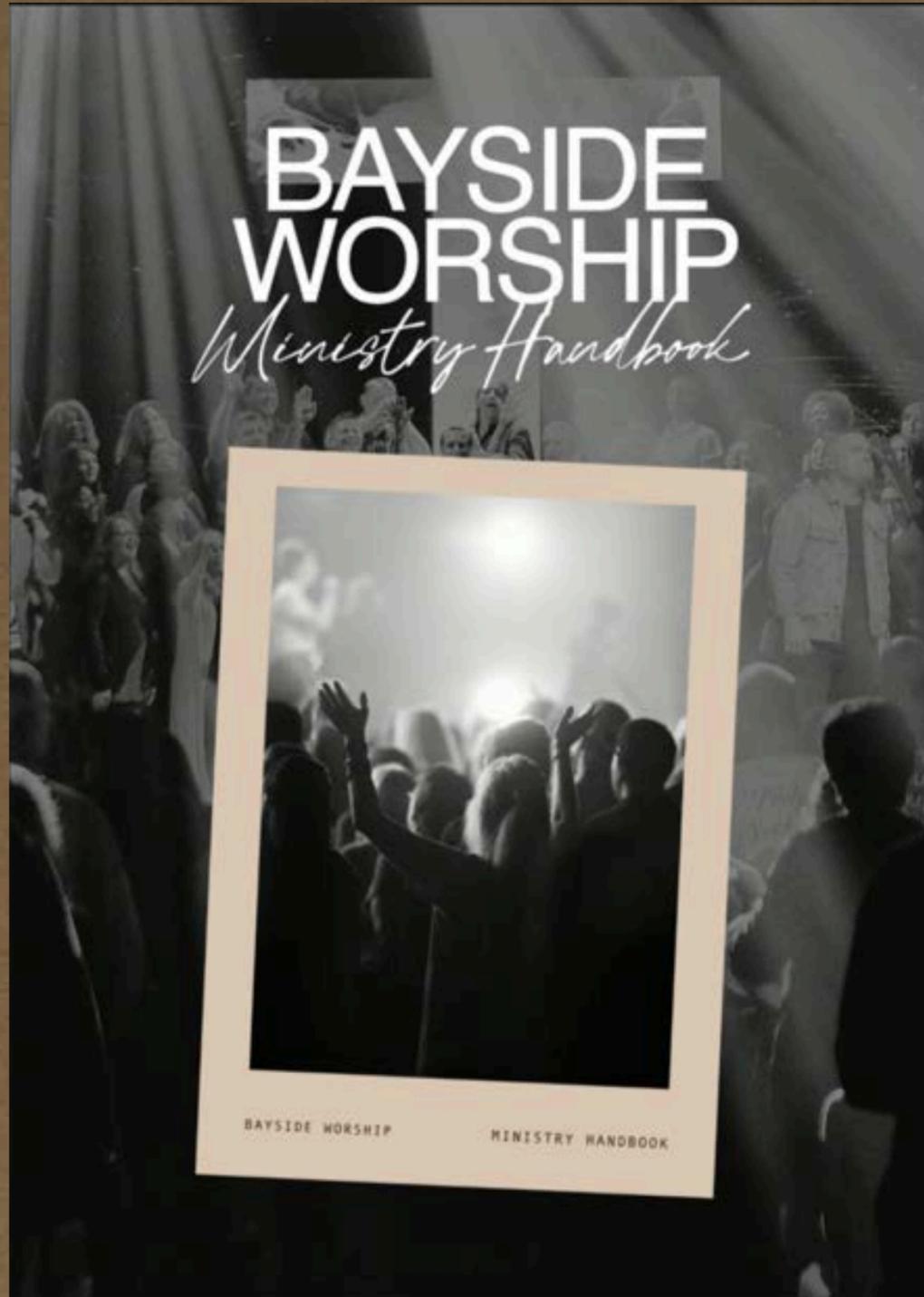
Setting expectations and standards matters.

A team with a good pastor, a commitment to Christlikeness AND clear expectations and paths to growth DOES create healthy culture.

If you have no written standards, you'll do ALL of the building work yourself.

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MINISTRY HANDBOOK

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BUILDING A WORSHIP CULTURE

- What does your church believe about God & Worship?
- Does anything you're trying to do within worship conflict with that?
- Our Worship Team Handbook is our one-stop shop for what our church believes, what our ministry aims to do, and how to live for Christ within the context of serving

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001 **GOD
FIRST**
God First

WE PRIORITIZE
GOD'S PRESENCE
AND GOD'S
WORD ABOVE
ALL ELSE.

002 **OTHERS
FOCUSED**
Others Focused

WE HONOR
GOD'S PEOPLE,
THEIR PURPOSE
AND OUR
RELATIONSHIP
WITH THEM.

003 **ON
MISSION**
On Mission

WE PURPOSE OUR
LIFE AND OUR
WORK TO KNOW
HIM AND MAKE
HIM KNOWN.

BAYSIDE'S CULTURAL VALUES

- This isn't unique to us - this is Christian living!
- How can we channel these values into nuances of our ministry ?

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GOD FIRST: PRACTICALLY

- Do they know God?
Attend church?
- Growth Track
classes complete
before joining
- MyFreedom
completed within
1st year

ST GOD FIRST GOD FIRST GOD FIRST GOD FIRST GOD I

GROWTH TRACK

All potential worship volunteers must complete the Growth Track prior to serving. We also ask all team members to prioritize completing the 7-week My Freedom small group within their first year of serving. My Freedom provides essential teaching to ground us in our identity in Christ, rather than in what we do. This group helps us to throw off what hinders us, allowing us to run the race God has marked out for us! (Hebrews 12)

GOD FIRST: PRACTICALLY

COMMITMENT

We aim to do everything as unto the Lord (Colossians 3:23), from our private times of worship and preparation to serving with our team on the platform. When we're scheduled for a service, we weigh the time and preparation it will require and either enthusiastically accept or humbly decline. A standard weekend requires 7-10 hours of your time, including preparation, rehearsals and services. Fully preparing for a rehearsal means we have our designated parts memorized for each song, yet we are flexible enough to make adjustments as needed. We trust that our level of commitment has a real impact on our teams and how we minister to the church.

- Do they know that serving God & the church requires sacrifice?
- 7-10hrs per weekend
- Memorization & flexibility
- YES = YES

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GOD FIRST

Panel Discussion

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TABLE DISCUSSION (10MINS)

- What steps are in place to ensure new team members are saved and have a real relationship with the Lord?
- What process do YOU use to discern if a person will be a healthy addition to your team or not?
- Does your team have a list of expectations in writing anywhere?

OTHERS FOCUSED: PRACTICALLY

- Community
 - We are a serve team, small group, and skill development track all in one
 - Expect to talk, share, make compromises, pray, receive feedback, and be social
 - Like it or not...this is your new family!

*Team Gatherings

*Training Nights

*Special Services

*Group Studies

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UNITY

A state of oneness, where all unique parts come together as a complex whole.

Psalm 133:1

KINDNESS

An attitude of gentleness, consideration and helpfulness towards others.

Colossians 3:12

TRUST

We give the benefit of the doubt first, and choose to believe that others' commitments, obligations and treatment of others has good intent.

Psalm 133:1

LOYALTY

Our faithfulness to our commitments, obligations, the people around us and their well-being.

John 15:13

HONOR

A commitment to honesty, respect, fairness and integrity.

Romans 12:10

HUMILITY

Not pride or arrogance, but having a modest opinion of our own importance. We don't think less of ourselves, we just think of ourselves less.

Romans 12:3

BAYSIDE WORSHIP'S RELATIONAL VALUES

- These are behaviors of ALL Christ-followers
- Model them yourself
- Serving will require Christ-likeness in different areas than they're used to

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OTHERS FOCUSED: PRACTICALLY

- Dress Code
 - Why does this matter?
 - What are your non-negotiables?
 - How does your church define “modest,” “professional,” etc.? - how does one practically accomplish those?

OUR DESIRED PLATFORM STYLE

- Cohesive, thoughtfully chosen outfits
- Blend of personal style, modesty, physical flexibility & professionalism
- Use of layers to balance overly casual or tight clothing
- Clean & styled clothes, face & hair
- Demonstrates honor for the house of God, beyond our own comfort
- Demonstrates humility in directing attention to God, not to ourselves

OCCASIONALLY PERMITTED

- Loud designs / colors
- Beneficial text
- Hats
- T-shirts & athletic wear, with intentional styling
- Distressed clothing

NOT PERMITTED

- Bottoms shorter than calf-length
- Holes above the knees
- Flip flops / slides
- Spandex or leggings as pants
- Retail logos / non-beneficial text
- Clothing matching your skin tone, unless it's loose or oversized
- Visible cleavage, armpits, stomach, or back during any movement
- Head-to-toe form-fitting clothing / excessively casual clothing

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OTHERS FOCUSED

Panel Discussion

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TABLE DISCUSSION (10MINS)

- How do you model “others focused” in the way you lead your team?
- What aspects of serving (commitment, skill, communication, etc) requires your team members to be Christ-like in a way they may not have encountered before?

ON MISSION: PRACTICALLY

- Gifted ≠ Ready
- Gifted ≠ Mature
- God distributes the gifts, we do the work of stewardship
- Worship doesn't require skill, but leadership DOES

SKILL & STEWARDSHIP

We believe that talent is given but skill is developed through training and discipline (Psalm 33:3). The body of Christ is made up of many different gifts (1 Corinthians 12), and musical gifting is given to some, but the capacity of our gifts should be stewarded well and continually developed.

AUDITIONS

We require anyone who wants to participate in this ministry to be formally onboarded, which includes the audition process. We know that musical skill is not necessary to worship God, but leading a congregation into God's presence with minimal distraction requires skill and awareness. Our process helps confirm whether someone can meet those predetermined standards for each campus.

ON MISSION: PRACTICALLY

- Has God asked us to worship in specific ways?
- Does God ask me to worship comfortably or obediently?
- Worship Leaders are worship teachers - does your team know what they're teaching?

PLATFORM PRESENCE

Platform presence refers to how we present ourselves in worship to God while leading from a platform. Our church watches our facial expressions and body language as much as they listen to the music and engage in worship. It is our job to model biblical expressions of worship, and do so with the bold assurance that comes from knowing what God is asking of us in worship. Scripture provides us with extensive examples of how to use our voices and bodies in worship unto the Lord - we are instructed to clap, sing, shout, dance, bow and lift our hands, among many other types of expressions. These scriptures inspire us to respond to the Lord not out of personal comfort, but out of heartfelt obedience and pure gratitude.

I will put God first, and make every effort to worship Him in spirit and in truth. **John 4:24**

I will walk in unity with the leadership of my worship team and the leadership of Bayside Community Church. **1 Corinthians 1:10, Psalm 133:1**

My attitude will be humble, teachable, peaceful and positive. I will not partner with pride, gossip or negativity. **Romans 12:3, Proverbs 11:2**

I will make a conscious effort to honor God and represent him in speech and action, in texts and social media posts, and in my private thoughts and lifestyle. **Ephesians 4:29-32**

I will treat my body as a temple of the Holy Spirit and will guard against any type of dysfunctional sexuality that is contrary to the Word of God. **Genesis 1:27, Matthew 19:4-6, 1 Corinthians 6:9-11, 1 Corinthians 6:18-20**

“Assume no one is being disciplined” - Kara :)

How does living for Christ show up in team culture?

I will treat my body as a temple of the Holy Spirit, evaluating my intentions in what I eat and drink (including alcohol), whether I eat or drink to excess, or what other substances I allow in my body. **1 Corinthians 6:19-20**

I will be loyal to my team by growing musically, spiritually and relationally. **Luke 2:52, John 15:13**

I will honor my team by being on time, prepared, and teachable. **Romans 12:10**

I will seek understanding from leadership when I'm confused or bothered by something. **Matthew 18:15**

I will seek reconciliation when I have a conflict with someone on my team. **Matthew 18:15**

I will be kind and treat others the way I would want to be treated. **Colossians 3:12**

I will be honest and vulnerable, trusting that my team cares for me. **Galatians 6:2**

NAME: _____ DATE: _____

THEY THINK they're joining a team to
play an instrument

WE KNOW God has entrusted us with
their gifts, potential and spiritual walk

A HEALTHY WORSHIP CULTURE is
one where the vehicle may be music
but the “main thing” is Christlikeness

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ON MISSION

Panel Discussion

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TABLE DISCUSSION (10MINS)

- Are you reactive or pro-active when it comes to creating a healthy worship culture?
- Is there something you need to better clarify in your onboarding process or team communications to help encourage people towards a healthy worship culture?

CONTACT US

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