



GRAND

POINT

WORSHIP

Hello!

I'm so glad you are interested in learning more about the worship ministry at Grand Point Church. Our desire is to find those who are equipped with the skills, passion, and desire to commit the time and energy needed to help lead our people into worship each week.

Worship is so much more than leading some songs on a weekend or playing well on the worship team. Worship, at its heart, is about our lifestyle.

"And so, dear brothers and sisters, I plead with you to give your bodies to God because of all he has done for you. Let them be a living and holy sacrifice—the kind he will find acceptable. This is truly the way to worship him." - Romans 12:1 (NLT)

"So here's what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for him." - Romans 12:1 (MSG)

I mention this verse because it's important for you to understand that we're not just looking for good vocalists or musicians. We want to be sure that those who are leading from the platform and also leading worship in their everyday lives. We believe that the heart is more important than talent or skill.

We do, however, also believe in holding to a high standard of excellence. In order to lead musical worship effectively and truly help the congregation engage, skill and talent are a key factor when deciding who will be a good fit for the worship ministry.

Steps:

1. Complete the Worship Team Application - this gives us general information about you and where you want to serve.
2. Upload a video singing or playing your instrument to the worship team audition form.
3. Receive an invitation to a scheduled live audition. These auditions are with current members of the GPC worship team. You will be given a few songs to prepare (either vocally or instrumentally) and will sing/play within the context of the worship team. There will also be an interview so we can hear more about you and your story.

Read through the Worship Team Agreement and GPC Leadership Covenant included in this packet, and sign and return them. If you have any questions, please feel free to contact me.



Director of Worship Arts
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A close-up photograph of a man with short dark hair, wearing a dark t-shirt, playing an acoustic guitar and singing into a microphone. The scene is dimly lit with a blue and purple color palette. The text "MISSION AND GOALS" is overlaid in the center in a white, bold, sans-serif font.

**MISSION
AND
GOALS**



Our Purpose

Grand Point Worship exists to help the Church engage in praise, exultation, and worship of Jesus Christ through theological truth presented with the language of music and art.



Our goal is to help others not only see what God does and has done for us, but to recognize who He is and respond to his character and attributes with pure ascription.

A photograph of a band performing on stage. In the foreground, a woman with long dark hair, wearing a brown jacket and light blue jeans, is singing into a microphone and has her hands raised in a gesture of worship. Behind her, other band members are visible, including a man playing an acoustic guitar and another man singing into a microphone. The background is dark, and the overall atmosphere is one of a live music performance. The text "GPC PHILOSOPHY OF CORPORATE WORSHIP" is overlaid in white, bold, sans-serif capital letters in the center of the image.

GPC
PHILOSOPHY
OF
CORPORATE
WORSHIP

True worship is done in spirit and in truth and it must involve our heart, soul, mind and strength.

Worship must be done in spirit and in truth.

Our spirit connecting with the spirit of God based on the truth we find in scripture about who He is.

John 4:24



Worshipping in spirit indicates that our worship needs to be highly participatory. Our worship should be passionate and energetic, not apathetic or half hearted. While worship should stir and involve our emotions, we must be careful to never manipulate them.



Worshipping in Truth requires us to stand on the Word of God as our ultimate authority. We want to sing songs that contain lyrics that are theologically sound. We want to be careful that every word spoken is rooted in Scripture. And, we always want to lean on God's Word to inform how God desires to be worshipped rather than our own thoughts, feelings or latest trends.

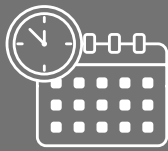
Worship is a position of our heart.



It is recognizing who God is and responding to Him with our heart, soul, mind and strength. Our physical posture, should reflect our heart posture.

Mark 12:30; 1 Samuel 15:22; Hosea 6:6; Psalm 51:17; Hebrews 13:15

Worship is a lifestyle.



Worship needs to reach far beyond the stage or platform. We believe that, as worship leaders, we are called to worship through every aspect of our lives. Our lives needs to reflect the truths we proclaim from the platform.

Romans 12:1-2; 1 Corinthians 10:31

Worship is a choice.



It is not based on how we feel or what we think. It is a choice we make in light of what we know about about God.

Romans 5:3; Philippians 4:4

Corporate worship promotes unity within the body.



When we are able to “join together with one voice” with the primary goal of exalting, honoring, and bring adoration to the name of Jesus, it creates a oneness that transcends all conflict, discord, and division. When we truly encounter the spirit of God through worship, our own weakness and sin is exposed and, much like Isaiah, we are brought to a, “woe is me” moment that ideally should drive us to see and offer forgiveness, restore broken or strained relationships, and lay aside our own self centeredness.

Romans 15:5-6

A photograph of a band performing on stage. In the center, a woman with blonde hair, wearing a green cable-knit vest over a white long-sleeved shirt, is singing into a microphone with her arms raised. To her left, a man is playing an acoustic guitar. To her right, another man is playing an electric guitar. The background is dark, and the scene is lit with blue stage lights. The text "OUR CORE VALUES" is overlaid in white, bold, sans-serif font in the center of the image.

**OUR CORE
VALUES**

WE VALUE GOD'S TRUTH MORE THAN OUR OPINIONS

(2 Timothy 3:16-17; John 8:31-32; John 14:6)

- We will sing and write songs that are rooted in Biblical Truth
 - We will live lives that embrace and pursue the Truths we sing about
-

01

WE VALUE GOD'S PEOPLE MORE THAN OUR PROGRAMS

(Matthew 22:37-40; Hebrews 10:24-25; Acts 2:42-47; John 17:20-23)

- We will welcome new team members
 - We will work together in a spirit of unity (from platform to production)
 - We will share everything (the wins, the losses, our resources, our gifts)
 - We will be committed to continually developing our skill and craft
 - We will reject negativity (within the church and within our team) i.e., pride, jealousy, “why not me?”, competition, gossip
-

02

WE VALUE GOD'S PLANS MORE THAN OUR PLANS

(Ephesians 1:9-11; John 12:25-26)

- We will lead with a sensitivity to His spirit
- We will accept change joyfully (Hebrews 13:8 - Jesus never changes, everything else can!)
- We will be teachable and flexible (while we highly value planning and preparedness, we must be flexible and allow room for God to change our plans)

03

WE VALUE GOD'S MISSION MORE THAN OUR COMFORT

(Ephesians 2:10; Matthew 22:37-40; Matthew 28:18-20; 2 Timothy 2:2)

- We will live out what we proclaim (you are a representation of the church as well as Jesus)
- We will be mindful of rejecting sin
- We will avoid toxic behavior (use social media carefully)
- We will actively resist the influence of the enemy
- We will be humble servants, even outside of our role (no task is beneath us)
- We will continue to pursue our next steps in our relationship with Him
- We will pursue personal prayer and worship

04



SERVICE DESIGN



The goal for each worship gathering is to intentionally lead the congregation to a place of focusing our hearts on the character and attributes of God.

We need to reach the destination of pure ascription: “Ascribe to the Lord the glory due his name...” - Psalm 29:2)

The way we approach this is create a flow of worship that moves through 4 primary focuses.

1. Gathering the Church and inviting the presence of God
2. Giving testimony to the work of God in our lives
3. Joining in “throne room worship” and pure ascription
4. Responding to what the Spirit is saying

These essential elements in a service can be achieved through a variety of modes: songs, scripture, prayer, personal testimony, video, etc.



SONGS

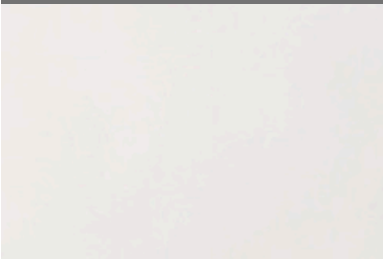
However, when it comes to designing a musical set, we want to categorize songs in this way:


“**One’s**” are songs with lyrical content that call the church to worship, invite the presence of God, speak of the joy of joining with one voice, and have a sense of anticipation of what God might do. Typically, these songs are upbeat and full of energy, but that is not always the case.

“**Two’s**” are songs that speak of the things God is doing and has done in our lives. Often the content of these songs is focused a little more on us: What God has done for us and what we need Him to do. They tell of His faithfulness, goodness, and grace.

“**Three’s**” are songs of pure ascription. Throne room songs. Vertically focused on Him alone. These songs focus on His character and attributes. They cause us to take our eyes off of ourselves and place our focus and attention fully on Him. These songs rarely uses personal pronouns such as “I”, “me” or “my.” Getting to the “Three” is our goal every time we gather for worship. If we don’t, we are teaching our people that worship is more about us than about who God is.

Response songs are simply songs that reflect a heart of responding to the message or what God is doing in our midst. Typically these songs are used following the sermon. Response songs can also fit into one of the three previous categories.





THINK OF EACH TIME WE
GATHER FOR WORSHIP AS A
JOURNEY TOWARD THE PEAK
OF A MOUNTAIN.

The peak is our destination (the throne room/ascription/vertical moments). You can't reach the peak without climbing the mountain! We must invite our people to join us in the journey and invite our God to lead us (the Ones).

As we reflect on all that God has done for us we find ourselves taking steps toward the peak (the Twos).

This is what fuels us to move our eyes to the vertical. When we are reminded of what He has done, we begin to see who God is. We reach the peak when our eyes come off of ourselves and onto the character and attributes of Him alone (the Threes).

This is our goal each time we gather! And then, we respond to who He is and what He is calling us to do.

A photograph of a band performing on stage. The scene is dimly lit with blue and purple stage lights. In the foreground, a man in a dark t-shirt and jeans is singing into a microphone. Behind him, a woman is playing a violin. To the right, another woman in a red jacket and light blue jeans is standing. The floor is covered with a patterned carpet and has some cables and equipment visible. The text "KEEPING OURSELVES & OUR TEAM IN CHECK" is overlaid in white, bold, sans-serif font in the center of the image.

**KEEPING
OURSELVES
& OUR TEAM
IN CHECK**

Our Plumb Line: Romans 12:1 - 18

LIVE HOLY AND GODLY LIVES (VS 1 - 2)

01

- Are we living out the things we are proclaiming from stage?
- Are we worshipping in secret and not only on stage?

BE HUMBLE AND TEACHABLE (VS 3)

02

- Do we have an accurate view of our selves?
- Are we teachable or do we feel we have already “arrived”?
- Are we submissive to authority?

BE ACCOUNTABLE (VS 4 - 5)

03

- Are you willing to be challenged?
- How do you respond when someone does challenge you?

SERVE PASSIONATELY (VS 6 - 8)

04

- Are we using our gifts to the best of our ability or are we just getting by?
- Are you passionate about where and how you serve?

LOVE HARD, WORK HARD (VS 9 - 12)

05

- How well am I loving the others on my team?
- How well am I loving others in my sphere of influence?
- Am I working hard in my role? Am I putting the time in I need to to prepare?

BLESS & CARE FOR ONE ANOTHER (VS 13 - 18)

06

- Am I others-focused or me-focused?
- Do I get jealous of the opportunities others may have or do I rejoice with them?
- How well do I care for others?
- Am I doing all that I can to live in peace with those around me?

DRESS CODE

In keeping with the spirit of excellence, it's important to consider how we step into the weekend to lead the church. The idea is not to draw attention to ourselves, but to the Lord. While we do not have a prescribed dress code at Grand Point Church, ask yourselves these questions as you prepare for the weekend.

- Is what I'm wearing distracting in anyway? Front and back need to be considered. What logos are visible? What am I promoting?
- How do my clothes look from stage? Is anything too low, too loose, or too short? If I raise my hands, clap, or bend down, will anything be revealed?
- How will this look under stage lights? Is anything going to be seen that shouldn't be once the lights hit?
- Will what I'm wearing translate well to our online audience during our livestream services? Am I wearing any patterns or colors that will distract from the online worship experience?
- If I choose to wear a dress: Is it see through? Is it calf-length or longer? Think through the height of the stage you'll be standing on.
- Can I move and worship freely?
- If I wear a hat, can people still see my face and expression as I worship?

Again, this is not a comprehensive list but more of a guide. Trust your gut. Ask yourself, is this the best version of me?



**GPC
WORSHIP
EVALUATION
TOOL**

Spiritually Maturing

- No one “deserves” the stage; it is a gift and a privilege.
- Not perfection, but growing and maturing.
- When confronted with sin we repent, not fight.

Increasingly Skillful

- “Welcome to the team, now let’s continue to grow in our skill.”
- What steps are we taking to grow and expand our craft?
- Increasing skill for GOD’S GLORY

Teachable and Flexible

- We understand the role of authority and are willing to submit to that authority.
- Always willing to learn.
- A non-teachable spirit hinders growth and development.

Humble Servant

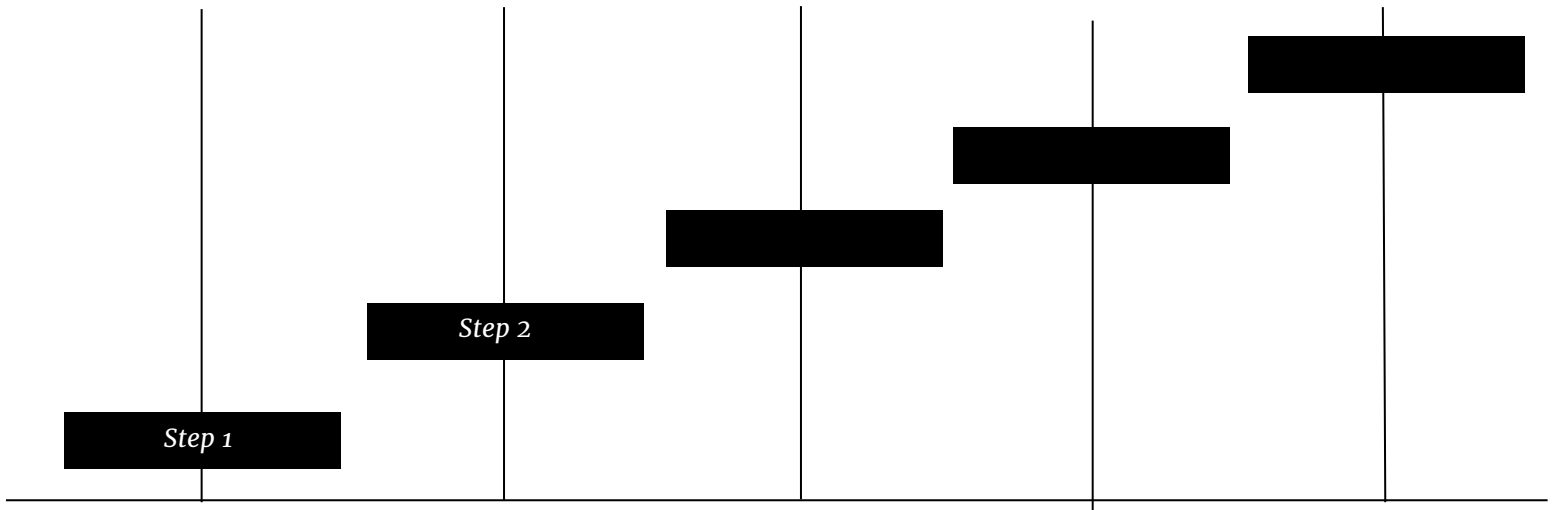
- “I am not owed this position and I do not own this position.”
- No task is beneath me

A man with glasses and a dark t-shirt is seen from behind, standing on a stage. He is wearing a yellow and orange strap over his shoulder. A microphone on a stand is positioned in front of him. The background is dark with a large, glowing yellow rectangular light source. Other people are visible in the background, some appearing to be clapping. The overall scene suggests a presentation or a public speaking event.

**OUR
ONBOARDING
PROCESS**

It is important that we keep the way we bring new people onto our teams consistent.

This will not only protect you from being looked at in a negative way (unfair, favoritism, etc.), it also protects us and makes sure we are consistent in our expectations and the qualifications for serving in our worship ministry.



Step 1

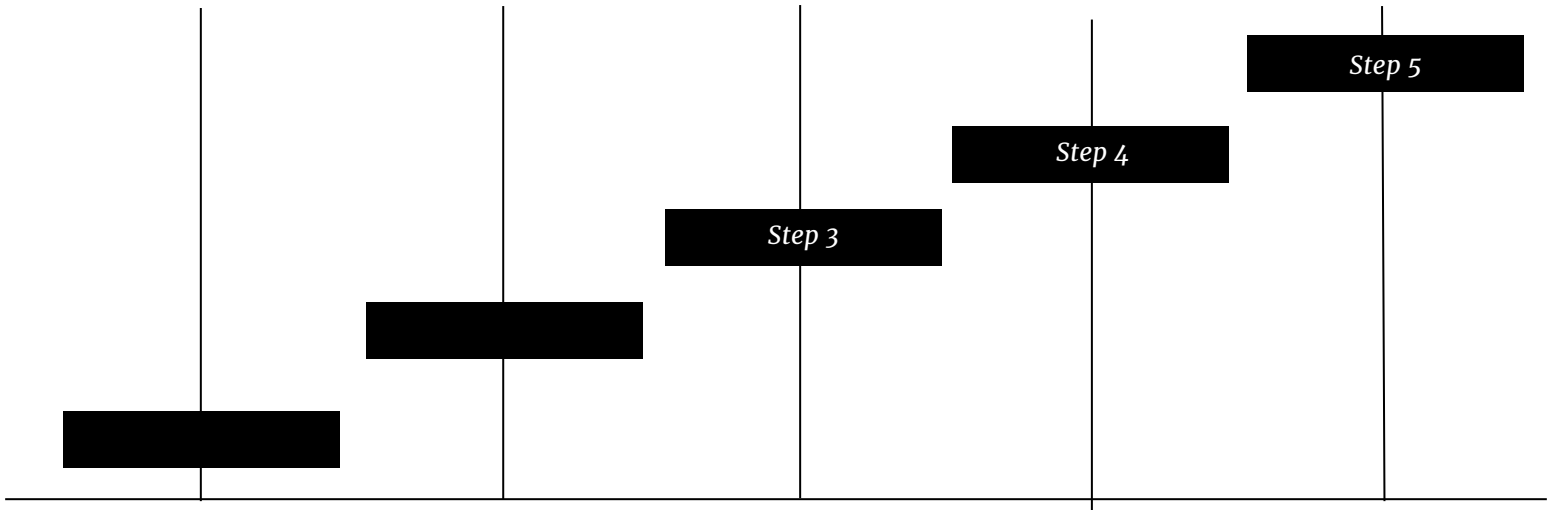
Complete the initial interest form on the church website and submit an audition video
(www.grandpoint.church/worship)

This is the applicants first step of initiative when it comes to their interest in the team. The video also helps us know if there is at least a basic skill level consistent with what we are looking for.

Step 2

Complete application packet

The application gives us some history on the applicant's background, musical ability, spiritual walk, and experience. It also outlines our expectations when it comes to commitment, as well as lifestyle, and includes a few covenant statements they must sign.



Step 3

Complete live audition and interview

The audition and interview help us to get to know the person a little better. We can ask more pointed questions, seek clarification on the answers they gave on the application, and get to hear their hear a bit more. We also get to see them on stage with the band to see how they engage and react to our atmosphere. At this point, we usually have a good idea as to if they will be a good fit for our culture and ministry.

Step 4

Trial Period

The trial period is simply that. It gives them a chance to “try it out” before making the final commitment. It also helps us to really see if they are the right fit.

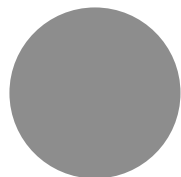
Step 5

Step 5: Final Evaluation

This is where we can determine officially if both parties feel like the “fit” is right and that this is the best area for them to be serving in. If so, they have officially become part of the worship ministry. If not, we want to try to help them find where they might be able to serve in the church in a greater way.

Preparing for the Live Audition

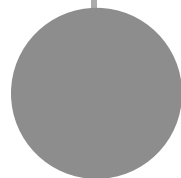
There will be 3 standard songs that everyone will be expected to prepare and present at the audition:



For Male Vocalists:

Lead Vocal: Firm Foundation (Key of G)

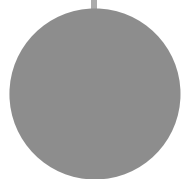
Harmony: (Holy Forever (key of F))



For Female Vocalists:

Lead Vocal: (Holy Forever (Key of F))

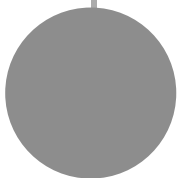
Harmony: Firm Foundation (Key of G)



For All Instrumentalists:

Firm Foundation (Key of G)

Holy Forever (Key of F)



For those auditioning specifically for our 8:15 service at GPC-Chambersburg:

Praise Him! Praise Him! (Key of G): Vocalists be prepared to sing melody and harmony

It is Well With My Soul (Key of C): Vocalists be prepared to sing melody and harmony

Living Hope (Key of A): Female lead, male harmony

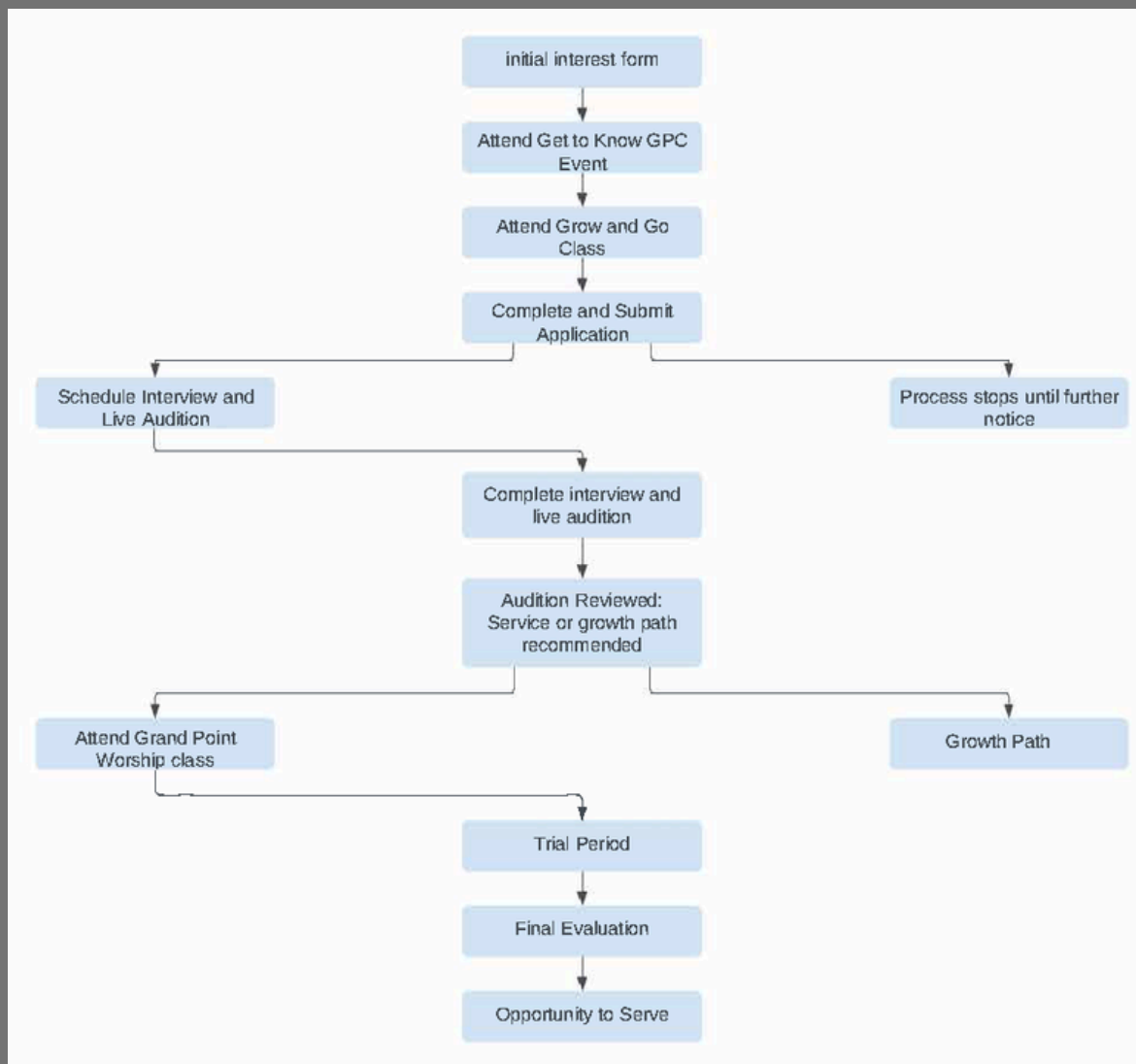
What to Bring:

- Acoustic Guitar - Bring your own guitar
- Bass - Bring your bass guitar only, amp is provided
- Drums - Bring sticks only, drum kit is provided
- Electric Guitar - Bring your own guitar and pedal board. House amps will be available.
- Keys - No gear required, just show up, we'll provide the keyboard

All song charts as well as MP3 files of these songs will be provided to help you prepare. Please remember, you **MUST** submit the Worship Team Application prior to the LIVE audition date. This not only serves as a "registration" for the audition but also helps us to learn a little about you beforehand.

Please feel free to contact Chris Clugh (cclugh@grandpoint.church) with any questions.

WORSHIP TEAM AUDITION PROCESS



The background is a dark, blue-toned scene. In the center, a person is wearing a VR headset, their face partially visible. To the left, a large screen displays a virtual environment with a grid overlay and some text. The overall atmosphere is futuristic and technological.

THE ROLE OF TECHNOLOGY

Technology is an incredible tool that, when utilized correctly, can greatly enhance our worship experiences.

However, technology can also become an incredible distraction to worship if not handled carefully and driven by a philosophy of worship. For this reason our experience and broadcast production teams are just as much worship leaders as anyone who sets foot on the platform and should operate under the same philosophy and core values as any other member of the worship team. The responsibility of the production teams is to help present the worship experience to the in a way that helps focus on the attributes and character of God, not just on the experience for experience's sake.



Each of our campuses will have a differing utilization of technology, but all adhere to the same core principles and function of technology in worship.

01

SOUND

The quality of sound in our worship experiences can either be one of the most distracting or enhancing elements of a worship service. Volume and clarity are two of the most important aspects of sound reinforcement.

- **Volume** - Volume that is too loud can be uncomfortable and distracting, and when taken to an extreme can actually cause physical injury to people. On the opposite side of the spectrum, volume that is too quiet can be just as distracting, and can hinder people from actively engaging in worship. For this reason our standard for volume is to run our systems somewhere between 85db and 95db.
- Each campus has been provided a decibel reader to allow them to measure their levels for their worship experiences, and should be checked throughout services. Decibel levels are logarithmic, meaning that the further outside of this range you go the more detrimental it becomes, just a short duration of volumes exceeding 95db can cause irreparable harm to hearing.
- **Clarity** - We want to be able to provide our best offering to God in our worship so a high quality and balanced mix is what we strive to accomplish in our worship experiences. It is crucial for our audio engineers to understand how to build a mix for worship using the tools available to them, and to run our systems in attentive ways. A muted or feeding back microphone can be the thing that completely distracts people from their worship.

- There is definitely room for personal preference in mixing audio, however our end goal is always to enhance what the musicians and worship leaders are offering in worship to the best of our abilities, not just to lean into our own tastes and preferences.
- Remember, the sound person is the filter that every worship team member, and even the pastor is heard (or not heard) through, so it is crucial that we continue to hone our skills and approach the role as a sound engineer with humility. thing that completely distracts people from their worship.

PRO - PRESENTER AND VISUAL MEDIA

02

Our visual media helps to enhance worship by providing lyrics, scripture, message points, and engaging media content either in video, audio clips, and backgrounds.

- **Lyrics and Backgrounds** - All lyrics should be presented before they are sung, not as they are being sung. This means changing slides as the last words of a slide are sung, in preparation for the next slide.
- The backgrounds for the slides should help enhance the contrast to the lyrics so they are legible, and also should not be too busy and distracting, fitting in with the energy and feel of the song. It is important for team members to spend time with the music for a given week to best accomplish these goals.
- **Video and Audio Media** - The video and audio media used in services should always happen on time so that they do not become distracting to the worship experience. This means being attentive and knowing when these things are to be presented in the worship experience.

The lighting, atmosphere, environment, and systems will likely vary between campuses. Some campuses may have much more advanced lighting systems and different lighting goals and styles. Regardless, lighting should be used in a way that enhances worship and does not become a focal point.

- Moving lights, haze, and effect lighting should always be used in ways that enhance worship moments, not for the sake of show. The amount of light used always matters. The front lights should make the worship team or pastor visible, but not be so bright as to be overly uncomfortable.
- The timing of lights is important as well, as a wrongly placed time of darkness or light, can be terribly distracting.
- The lighting in the worship space is important as well, dimmed lights tend to be more conducive to creating a worshipful environment, however lighting in the room can help the congregation and the worship team/pastor interact with one another in a way that is beneficial to corporate worship.
- Each campus pastor has a final say in the implementation and extend by which lighting is used in each venue and worship experience.

Broadcast and livestream are amazing tools that can help us engage people that are not physically present in our worship experiences. The role of the broadcast technology is unique in that it becomes the eyes and ears of the person at home, so it is crucial that it adheres to all of the other tech standards. However, it does have other considerations.

- Focus of content is important, whether it be making sure the room is heard, or the appropriate moment is on camera, or video is on screen can make the difference between a worshipful moment for the people watching online, and just another form of entertainment. It is infinitely more challenging to engage in worship through online experiences so we need to do what we can with what we have, in order to best facilitate a distraction free experience for the people joining us online.

Disclaimer: The following questions are for information purposes only. Your answers to these questions will neither guarantee nor disqualify you from serving on the team. This will just help us get an idea of who you are, what your involvement is in the church and other ministries and tell us about your skill set.

Personal Information:

Name: _____

Email: _____

Phone 1: _____ Phone 2: _____

Address: _____

Age: _____ Date of Birth: _____

I am currently: In High School Attending College Working

Marita Status: Married (spouse's name) _____ Single

Children (names and ages): _____

What is your church background?

Please tell us how you came to faith in Jesus and how you are continuing to pursue Him.

What is God currently teaching you?

What, in your opinion are your strengths and weaknesses?

Why do you want to audition for the worship team?

Are you willing to follow GPC worship team guidelines, expectations and leadership even if you may not fully agree with them in every situation? Why or Why not?

Church Involvement:

How long have you been attending GPC?

How often do you attend Sunday morning worship services here at GPC?

Are you currently involved in a Life Group? *(If not, it's ok! However, we would certainly encourage to consider it.)*

If you are currently in high school, are you regularly involved with the Point Youth Ministry?

Areas of Interest:

- Vocalist Instrumentalist Both

Ministry of interest:

- Grand Point Chambersburg Grand Point Shippensburg Grand Point Greencastle

Musical Background:

What is your musical background?

Do you feel that you are at a musical level that is consistent with GPC's standard of excellence?

Skills and Abilities

Please check all that apply and fill in the appropriate information:

VOCALIST

- Vocal Range: Soprano Alto Tenor Bass Unsure

Rate you ability to find and sing harmony (1 being poor and 10 being excellent)



Do you have experience singing with a worship team? Please explain.

Describe your vocal style (i.e. rock, pop, country, gospel, etc)

INSTRUMENTALIST:

Primary instrument: _____ Years Experience: _____

Rate your confidence level on this instrument (1 being beginner 10 being expert)



Secondary Instrument: _____ Years Experience: _____

Rate your confidence level on this instrument (1 being beginner 10 being expert)



Availability:

How often would you be available to participate in the worship ministry?

- Weekly 2-3 times per month once per month I only want to serve occasionally

Are you currently involved in any other ministries/churches? If so, please explain.

Do you have internet access? YES NO

Do you read chord charts? YES NO

Do you have experience playing/singing with a click track (Metronome)? YES NO

Do you play/sing by ear? YES NO

Worship Team Agreement

The purpose of our Creative Arts Ministry is to use music and the arts in a way that glorifies God and brings people into a relationship with Jesus. The most visible function of this ministry is to provide music for, and lead in, worship during our Sunday morning experiences as well as other functions of the church. The purpose of this agreement is to further clarify what will be expected of those who desire to be a part of this ministry. This document is not meant to be seen as a rigid set of rules, but as a general guideline that will help those who participate in the worship teams to be as successful as possible at lifting up the name and cause of Jesus Christ. The nature and reality of this ministry requires a large commitment of time and preparation. Therefore, in addition to the Leadership commitments outlined in the GPC Leadership Covenant, the following are also what we hope to see from each member of our teams...

- 1. Commitment to Spiritual Preparation:** We believe that worship on a platform or stage needs to be the overflow of a lifestyle of worship and a heart that seeks to honor Jesus throughout the week. Your personal relationship with Jesus is the FIRST priority. If the only time you really “worship” is on a Sunday morning, something is wrong. The big question is, *“How can we lead people to a place of worship that we haven’t gone ourselves?”*
- 2. Commitment to Excellence:** As musicians, we need to strive for excellence in our singing and playing. This means a commitment to musical preparation. There is a huge difference between practice and rehearsal. Practice is what is done personally throughout the week in order to prepare for the group rehearsal time. Rehearsals are significantly more efficient and enjoyable when everyone has listened to the music and practiced their parts. Even beyond this, never stop learning and growing as a worship leader and musician! Push yourself to learn new techniques, take a few lessons or even read a book on worship leading or music theory!
- 3. Commitment to being a “good team player”:** Let’s face it, a bad attitude or lack of respect for others can ruin the dynamic of an entire team. Here are a few things to keep in mind:
 - **Punctuality:** Be at rehearsals. Be on time for rehearsals. Be ready to play when rehearsal begins. If you are going to miss a rehearsal time, be sure to let the worship leader/director know ahead of time. If you have gear you need to set up, have it ready to go by the time rehearsal is to begin. This is simply just a matter of respect for the time of the other team members.
 - **Practice good “rehearsal etiquette.”** Be conscientious of what is happening during rehearsal and attempt to stay connected. Don’t do your own thing as it can be a distraction for other team members and may cause you to miss important information, direction or cues.
 - **Be flexible.** While the worship leader/director strives to inform the team of any changes to the music or arrangements throughout the week, we understand that from time to time things change and may require song selections to change, keys to be altered or arrangements to be manipulated. Be willing to be creative! At the same time, be willing to accept constructive criticism. While creativity is certainly encouraged and valued, playing together as a team is vital to what we want to accomplish together in leading worship.
 - **Seek peace and pursue it.** If you ever have a relational problem with a team member, address the issue quickly, privately and prayerfully. Be quick to restore the relationship. It seems obvious, but it is very important that conflicts are handled correctly and swiftly so that we can continue to be a united ministry.

Below are several statements of affirmation that we ask you to read carefully. These statements are broken down into two categories... (1) your agreement with God and (2) your agreement with the Worship Leader. Please do not take these lightly. Again, due to the “up-front” nature of the worship ministry, we must have these standards in place.

Agreement with God

"It's who you are and the way you live that count before God. Your worship must engage your spirit in the pursuit of truth. That's the kind of people the Father is out looking for: those who are simply and honestly themselves before him in their worship. God is sheer being itself—Spirit. Those who worship him must do it out of their very being, their spirits, their true *selves*, *in adoration*." - John 4:23-24 (The Message)

Jesus said that we are to worship in spirit and truth. True worship cannot be faked or forced, it must come out of a deep love and adoration we have for who God is and what He's done for us. Understanding that, please carefully read the section below that outlines the agreements that you, as a worship team member, are making with God.

- I agree to pursue a personal, ongoing relationship with Jesus Christ.
- I agree to be open to personal accountability with other believers who love me and are committed to my spiritual growth and development.
- I agree to submit to the GPC pastors, leadership and authority under which God has placed me.
- I agree to conduct myself Monday through Saturday in a way that is consistent with what I am professing to believe on Sunday.
- I agree to be actively involved in the Church when I am not serving on the team and to **regularly attend weekend services and experiences**. (Although not required, if you are not already a member, please consider membership in the church.)
- If under the age of 18 (or 18 and still in school), I agree to be actively involved in the Youth Ministry when I am not serving on the team and to regularly attend Wednesday night youth gatherings, and/or be involved in a Youth Ministry Small Group.
- I agree to do my best to exhibit the fruits of the Spirit: “love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control.” - Galatians 5:22-23 (NLT)

Agreement with the Worship Leader

The following section is an agreement you are making with the worship leader/director of the particular service that you are participating in. You promise to follow these guidelines to the best of your ability. Please note that the person leading your service may or may not be a staff member of the church, but has been given authority to make decisions on every aspect of worship and technology for that service.

- I agree to respect and abide by the decisions on parts, arrangements, and tech/sound made by the worship leader.
- I agree to leave egos, attitudes, and stressful situations at the door.
- I agree to treat my fellow band mates with honor and kindness.
- I agree that the services and experiences are not about me, and as such, I agree to do my best to understand if or when my song or part is cut in the interest of the overall message.
- I agree to be at practices on time, and understand that if I am consistently late I will be asked to step away from serving to remedy the situations causing my tardiness.
- I agree to maintain internet access and to check the church Planning Center Online account for scheduling and song direction regularly.
- I agree to be responsible for figuring out my own parts and I will ask the worship director or leader for help in a timely manner.
- I agree to bring any issues I am having with the worship ministry to the worship leader or director in a timely manner and in a way that is honoring and loving.

By signing below I am stating that I have read and without hesitation approve the agreements that I am making with God and the worship leader. I fully understand that my volunteering in vocal, instrumental, or otherwise is completely contingent on the need that is present and I may not be asked to serve every week. I promise to graciously step down from serving if I consistently fail to live up the agreements outlined in the GPC Leadership Covenant and in this document. I will do my absolute best to strive for excellence in the pursuit of honoring God in my life, both on stage, and off.

Printed Name: _____

Signed: _____ Date: _____

The Audition

The audition process takes place in three steps.

STEP #1: VIDEO SUBMISSION

The first step in the audition process is to submit a video of yourself singing or playing your desired instrument. Ideally, would like this showcase you only. If you are a vocalist, sing along to a track, or have someone accompany you on acoustic guitar or piano. If you are a musician, create a video of yourself playing by yourself or to a pre recorded song. If you do use an accompaniment of any sort, please be sure the audio is balanced in a way that YOU are heard over anything else. *Please choose a song that represents the style of worship we typically do in our regular services here at the church.* The video does NOT need to be anything fancy. A video from your phone will work well as long as we can hear YOU.

To submit your video, you can go to the GPC website. (<https://grandpoint.church/worship>)
Video's can be uploaded on this page.

Once we receive your video, we will have an initial evaluation. We will then contact you to let you know if we feel you are a potential fit for our worship teams. If so, we will set up a live audition.

STEP #2: LIVE AUDITION

Ideally, live auditions will be held immediately following one of our weekend worship services. We try to schedule these to accommodate your schedule as best as possible. You will actually audition with the full worship team and will be evaluated on your skill but also evaluated to see if you are a good fit for what we are doing. The initial video audition can give us an idea of how well you sing or play your instrument, but doesn't give us a good perspective on how well you do within a team/band environment. This is the purpose of the live audition. We will take some time to get to know you though an interview as well.

Following the live audition, we will contact you to let you know if we feel that you would be a good fit for our teams or if there may be a better area for you to serve and use your gifting. If we feel the worship ministry is where you fit best, we will extend the invitation to begin our trial period on the worship teams.

STEP #3: TRIAL PERIOD

This third and final step in the audition process is to give you the chance decide if the worship ministry is the best fit for you. It also gives us the chance to be sure the fit is right as well. You will be scheduled at least twice to serve on the teams. Following those times, we will connect with you and make the final decision as to your involvement within the worship ministry.



GRAND POINT CHURCH

Leadership Covenant

Thank you for your desire to serve God alongside other Christ followers at Grand Point Church. The volunteer leadership position you are considering involves leading others as they take their next steps on their spiritual journey. It is our belief that leadership influences by not only what we say but also with our attitude, actions, and lifestyle.

Your desire to serve as a leader at Grand Point Church carries with it the responsibility of representing Christ and the values that Grand Point Church espouse. We must understand that with responsibility of leadership also comes the responsibility of representing Christ.

There is not an expectation that our leaders are perfect. Every leader has faults and at times fails in their leadership responsibilities and lifestyle. However, it is our desire to honor the responsibility of leadership by reading and covenanting together to follow the below commitments.

1. We are committed to personally taking our next steps.

Our mission is “helping as many people as possible take their next steps on a life changing journey to find and follow Christ.” Each one of us has a next step to take and we must model pursuing that next step. You are well on your way to modeling this as you seek to serve in a leadership role.

Reflect: What is the next step God is asking you to take? Who do you need to talk to in order to help determine your next step?

2. We are committed to living and modeling the core values of Grand Point Church.

Followers of Jesus are known by how they love and display grace to one another. The values that we hold at Grand Point Church reflect the life that a follower of Jesus will live. As leaders, we look forward to discovering and learning to live these values in an even greater way. We value:

God’s Truth more than Our Opinions – We must continue to learn and **know** God’s truth.

God’s People more than Our Programs – We must continue to **grow** with God’s people.

God’s Plan more than Our Plans – We must continue to discover and **follow** God’s plan.

God’s Mission more than Our Comfort – We must continue to **live** God’s mission.

3. We are committed to live a lifestyle that pleases God.

While none of us are perfect or blameless, we actively pursue holiness and purity before Christ, and we regularly confess our brokenness to Him, allowing Him to transform our areas of brokenness. If you find yourself engaged in patterns of pride, greed, hatred, lust, sexual sins

(premarital sex, cohabitation, homosexuality, affairs), irresponsible debt or unwholesome language, please talk with your pastor or leader, and ask him/her to walk alongside you in your journey toward overcoming these areas of brokenness. People are watching how we act and treat others. We must understand the weight of responsibility that entails and use wisdom and discernment as we navigate our personal and public lives (1 Timothy 3:1–7).

***Reflect:** When you consider your life in light of Scripture, is there any ongoing pattern of sin that hasn't been confessed or surrendered? Have you welcomed accountability from healthy, trusted leaders and peers? If not, what is your plan to do so?*

4. We are committed to be “all in” as we lead in our current role.

God has gifted each one of us with unique gifts and abilities (1 Corinthians 12). We believe that each of us should serve according to our gifts in order to bring our best to build the church. We also believe that every one of us can get better in our gifts with development, training, and coaching.

***Reflect:** How are you using your gifts and experience to build the Kingdom in and through the local church? Do you have the gifts and skills needed to serve in your current role?*

5. We are committed to pray for and encourage the leadership God has placed at Grand Point Church.

As people of influence, we will not stir up dissension and disharmony within the community. While there is room for respectful disagreement and dialogue, we will choose unity over personal preference. We will also consistently pray for our church and its leadership that we may live out God's Acts 2 vision for the local church.

***Reflect:** How do you model unity within the body, while still retaining your personal opinion? Have you read the church's values, and do you commit to modeling them in your life?*

By signing below, I commit to all five of these covenant statements. If my actions or circumstances change such that the specifics of this covenant are no longer true, I commit to sharing this with my Grand Point Church ministry leader to receive care and direction.

Name (please print): _____

Signature: _____

Date: _____

Ministry Area: _____

