

W o r s h i p M u s i c M i n i s t r y

T R A I N I N G C O U R S E

Dan Ryker, © 2005 Ryker Studio, www.danryker.com

Assembling a Worship Team

Adding New Team Members

- ◇ Whether you are just creating a worship team or maintaining one, the following points will apply. You never really stop assembling your team.
- ◇ Be careful when adding people to a worship team. It is always easier to add people than it is to remove them.

Finding new team members

- ◇ Musicians will often approach the worship leader to make their ability known.
- ◇ As the worship leader, express your desire for new people to get involved.
- ◇ Ask leaders of other ministry areas if they know people who may be suited for worship ministry.
 - ◇ Ask what they know about the persons skill & character
- ◇ Watch for people in the church who have a real heart for worship. When someone expresses interest, look for them in worship times and notice if they demonstrate sincerity in worship.
- ◇ Develop a relationship with the person before ever talking about their involvement on the worship team if possible.
 - ◇ Relationship lets you get a real read on a person. More so than a questionnaire.

Discerning if a person should be on the worship team

- ◇ Character is more important than skill, but character with out skill is not good enough.
 - ◇ Have they been willing to serve in the church? (Ex: setting up chairs or helping with the sound system)
 - ◇ Are they a part of the church in other ways than worship?
 - ◇ We want people who are really a part of the body and not just seeking a place to play.
 - ◇ Ask those in spiritual authority over them what they think of the person's character.
- ◇ Do not be rushed in adding a new person to the team. Make a quality decision including the timing.
- ◇ Invite them to just come and pray with the team & observe a couple rehearsals.
 - ◇ This gives them a chance to get a feel for how things work in your setting.
 - ◇ It gives you a chance to interact with them more before they actually start playing.
 - ◇ It builds relationship between that person and the other team members.
- ◇ Have an interview with the person
 - How to run an interview:
 - ◇ Spend some time just talking with the person and getting to know them (if you don't already).
 - ◇ Ask the questions in the 'General Interview section below, among others that seem appropriate.
 - ◇ Consider praying with them
 - ◇ Sing or play with the person (See the 'Musical Interview' section below)

- ◇ I normally ask them ahead of time to pick a couple of worship songs that we do at the church for us to use. I explain that we will just worship together a bit and then maybe work on a few technical things also..
- ◇ For Singers:
 - ◇ I play the songs of their choice and let them sing with me. We just worship a bit and I give them a chance to express themselves.
 - ◇ Then I jump to a harmony part and ask them to keep the melody strong.
 - ◇ Then I ask if they can hear a harmony to sing while I sing melody.
 - ◇ If they can't find their own harmony, I give them one to sing and see if they can sing it with me.
 - ◇ If they can do that, then I ask them to stay on harmony while I go back to melody.
 - ◇ I then look for some places in the song where I can ask them to do something different than what they did to see how flexible they are..(See below)
 - ◇ I then might use a basic warm-up pattern and ask them to try some vocal modifications as we go. (See below)
- ◇ For Instrumentalists:
 - ◇ It could be with the whole worship team in a rehearsal, a smaller jam session, or just one on one with you.
 - ◇ Let them play it as they normally would.
 - ◇ Then ask them to adapt to follow you or to play it differently in order to see how flexible they are. (See below)
 - ◇ I throw them some deliberate curve balls by jumping to a new section of the song or by repeating a line with out much notice for instance.
 - ◇ If they catch it, then that's great, but if they don't, make sure you slow down, take credit for the crash, and do it again in a way they can follow.

The two parts of an interview

- ◇ General Interview:
 - ◇ What role(s) do they aspire to?
 - ◇ Worship Leader
 - ◇ Administrator
 - ◇ Band Leader
 - ◇ Instrumentalist
 - ◇ Vocal Section Leader
 - ◇ Vocalist
 - ◇ Are they willing to practice on their own to continue improving?
 - ◇ Are they in tune with the vision and goals of the church?
 - ◇ Have they completed any church ministry prerequisites (like a new members or foundations class)
 - ◇ Are they fulfilling and committed to continuing any outside requirements for the worship team? (Ex: Attending a home group or having an active accountability relationship).
 - ◇ Are they able to be punctual and put in the needed time?
 - ◇ Are they committed to building up the other members of the worship team?
 - ◇ Are they willing to serve in helping out with the mundane aspects of worship ministry? (Ex: sound system or photo copies)
 - ◇ Timing – Is this an appropriate season of life?