

Parkway Assembly of God Worship Team Covenant

Purpose and Vision

It is our belief at Parkway Assembly of God that praise and worship is a powerful weapon of spiritual warfare and that, through true worship, the Lord causes enemy ambushes and strongholds to fall (2 Chronicles 20:21-22).

We believe that true worship is an act where the believer expresses his or her utmost reverence before the Lord in humility. It is not about songs, instruments or anything that we can create. It is about the believer shifting his or her focus upward to God and the pouring out of praises from a pure heart.

We believe the praise and worship experience is one of the most critical components to the spiritual health of both the individual believer and the corporate church, as it is often where people invite the Spirit of God to save, heal, deliver, and transform; therefore, those who serve on the praise and worship team serve on the frontlines of spiritual battle.

We believe that service on the praise and worship team is a call and that the Lord has given us our specific skills for the purpose His glory (1 Chronicles 15:16-22); therefore, each member of the team has a vital function and is a part of an active ministry. Scripture does not indicate that the Lord calls us to showmanship, rather, *He calls us to Himself and to His people*; therefore, it is our goal to collectively fulfill our call by first directing our praises upward, following the leading of the Holy Spirit and aspiring to humility before the Lord while demonstrating a commitment to excellence in our individual craft(s). (“I serve an excellent God; therefore, I am going to serve Him excellently” –F. Hammond)

We believe the primary function of the praise and worship team is to facilitate and protect the corporate worship experience by creating an atmosphere that invites the individual believer to encounter the Lord’s presence through the use of music and song, media, the spoken word and other elements.

Spirituality and Lifestyle

Those desiring to serve on the worship team must be born again believers and their lifestyle must demonstrate that of a growing believer. (John 3:7, Romans 12:1-2). They must be willing to agree to the Biblical standards set forth in Parkway Assembly’s Volunteer Covenant Agreement to the best of their ability.

We cannot lead others where we aren’t going—worship Leaders should maintain a posture of humility and sacrifice before the Lord and actively engage in personal worship separate of Sunday service. The Sunday worship experience should merely be an overflow of our regular worship. (It is acceptable and encouraged to take a personal Sunday to worship off the platform and within the congregation as needed or on a routine basis. We only ask that you communicate well and provide notice.)

When it comes to the Sunday worship experience, worship leaders should maintain a “Leaders Eat Last” mindset—the Sunday worship experience is not for the worship team, it is an opportunity to till the soil of hearts within the whole congregation and facilitate an encounter with the Holy Spirit.

Talent and Skill

A pure heart is of vital importance; therefore, it is not a requirement that musicians and vocalists be professionals. Musicians and vocalists should, however, have enough skill and confidence to sing, play and follow along with a group.

Musicians should know their instrument, be able to read chord charts and keep time.

All vocalists should be able to sing in pitch and keep time.

Lead Vocalists should be confident enough to lead the entire song and transition between songs. They should be led by the Holy Spirit and ready to continue to lead between the different segments of the song or transition to the next, as the Spirit directs, and be able to speak the Lord's truth boldly.

Vocalists who are not ready to or called to lead still need to know all the songs. This avoids appearing unprepared, as well as postures oneself ready to be disciplined up and called on as necessary.

Worship team members should be comfortable worshipping in many different postures, such as standing in reverence, the raising of hands, etc. and are encouraged to be dynamic in worship (this is how we teach the congregation.)

All team members should be open to advice, instruction, training, and discipleship pertaining to both musical skill and spiritual training from the worship leader and pastoral team.

Commitment and Work Ethic

“We serve an excellent God, therefore we should serve Him excellently” –Fred Hammond

All worship team members should be willing to follow the work ethic and professionalism standards set forth in Parkway Assembly's Volunteer Covenant Agreement.

Each member is a vital component of the worship team, including sound, media, etc. Group rehearsal is a requirement for worship team members to build cohesiveness in ministry, as well as excellence in craft.

Worship team members should promptly communicate scheduling conflicts, personal conflicts, or struggles that may affect their participation with the worship leader so that we can 1) lift up and encourage each other and 2) adapt as needed to a team members absence(s).

Weekly rehearsals will be required for participating in leading worship on Sundays. Extenuating circumstances may be granted at the worship leader's discretion and in coordination with the Lead Pastor. If a Worship Team member is unable to make practice, they may be asked to make arrangements to come in on a different day and time to work with the worship leader separately.

Practice and rehearsal are not the same—practice pertains to learning the music individually, while rehearsal involves the entire team coming together. Worship team members should commit to familiarizing themselves by actively listening to and practicing the weekly set list, as well as other songs

that may be upcoming or new, on their own time so they are ready to rehearse with the collective group at the designated times.

Worship Team members should be willing to operate as a team and jump in to assist where needed (for example, if a musician plays multiple instruments, they should be flexible and willing to contribute where it is needed most).

Worship Team members are highly encouraged to be proactive in their ministry (for example, making song suggestions or being willing to work on a song to take lead on).

It is very important for those in active ministry to have the full support of their families and that the ministry not be a source of frustration or division within the home or the church. If immediate family members are struggling with the commitment of the team member to serve, team members should first care for the spiritual well-being of their family and resolve the issues at home before choosing to serve on the worship team and taking the platform. If commitment is a struggle for family members, worship team members should actively communicate this with the worship team leader and/or pastor so that prayer, wisdom, and guidance can be implemented, as well as an appropriate compromise where possible.

Attire and Presentation

Because worship team members serve from the platform, it is much easier for something seemingly insignificant to become a distraction. Everything is 10x more obvious. Worship team members should dress modestly, checking to see that they are appropriately covered, not wearing anything that can be seen through lights and not wearing anything that can be easily tripped on. Attire should not be offensive in nature or so flashy that it causes a distraction.

Goals for Parkway Worship

Sound

- Maximize resources we already have:
 - Utilize current stage wiring for in-ear monitors and fix, improve or upgrade what is needed to move towards stage monitor-less sound.
 - Switch to in-ear monitors to avoid noise traffic and pollution related to the large stage monitors and structural acoustics starting with vocalists and expanding to musicians as necessary.
 - Start using more effects to create fullness. Add reverb, without overuse, to mask vocal imperfections, etc. Add resources when maxxed out and growth deems necessary
- Expand resources when growth deems necessary

Lights

- Dimmer in congregation to facilitate a more personal experience
- Bright lights on stage – draws congregants focus on direction of service and off distractions next to him or her
- Colored lights should be neutral or color or match the sanctuary, slides or service theme

Slides

- Volunteer running slides should know the songs and be able to toggle back and forth quickly.
- Slide colors and graphics should coordinate with the theme of service

Tech Personnel

- Build and cross-train a tech team. Tech is bigger than a two-man job and can be taxing. Providing more resources honors the effort put in by the existing tech team, lifts them up and affords them the ability to spend a Sunday worshipping with the congregation or be absent without disruption of service.
 - Add a producer to watch service in real-time, call out flow of service and quickly make corrections as needed
 - One volunteer on slides
 - One volunteer on sound
 - One volunteer on lights (when we get that far)
 - One on video (when we get that far)
 - All team members should be cross-trained in the different areas, and additional persons can/should be trained to allow for a rotation

Stage/Platform

- Open up the platforms to create space for movement and better visibility between musicians, vocalists and worship leader
 - Remove piano to open up left wing. Relocate keys and a guitar or vocalists into this space.
 - Bring drums forward and towards the right wing. Relocate bass to other side of drums, or slightly back and to the right.
 - Stagger vocalists should towards the back and to the sides
 - Vocalists should not be positioned in a way that they do not block the view between musicians or view of the worship leader.

Musicians and Vocalists

- Grow in number with the short-term goal of having enough team members to cover every area if someone is out and the long-term goal of having an A and B team
- Grow in diversity and become a team that is both multigenerational and multicultural reflecting a dynamic congregation
- Grow vocalists' confidence:
 - To where they can lead a song and/or full set fluidly (without rigid structure) and transition smoothly between parts and songs
 - To where the worship leader's absence is inconsequential
- Identify a worship leader within the team and/or congregation and start disciplining them into their calling

Rehearsals

A soldier doesn't go into physical battle unlearned of his or her weapon. Likewise, worship team members should not step onto the platform and into spiritual battle unpracticed.

- Increase midweek rehearsals from once per month to once per week.
 - Midweek practices should consist of:
 - Going over the entire set list for that week
 - Working transitions, practicing flowing back and forth between parts and songs fluidly.
 - Provide clarity on assignments to vocalists
 - Provide opportunity for praise and prayer, devotional and team fellowship.
 - Tech team should be present at midweek practices, not just one representative of the tech team, allowing for sound adjustments, familiarity of the intended flow of worship for that week and to practice slide, sound and light changes.
 - Tech team members are equally worship leaders, so they should be available for the spiritual element of rehearsals, as well.
- Sunday rehearsals will begin consistently at 9:15am.

- In the event a midweek service must be cancelled (i.e. emergencies, inclement weather, etc.), Sunday rehearsal will begin at 9:00am.
- Sunday rehearsal is a time to tidy up, refresh, adapt (i.e. if someone is out or if the Holy Spirit leads in a different direction), check sound and equipment for proper functioning and to warm up. It is not standalone practice.

Set Lists

- Set Lists will be created by the worship leader as directed by the Holy Spirit and with consideration to the direction of the song and direction of the service (Do the lyrics point upward to God and do they support the work of the ministry?) blending various songs/genres
- Worship team members are encouraged to submit requests/favorites.
- Set lists will be provided with enough time to learn and rehearse the songs prior to Sunday service. Flexibility on the team's part to adapt to the addition or subtraction of music on an as needed basis should be afforded.
- In the event of the worship leader's absence, the set list will be delegated to a member of the team at the worship leader or pastor's discretion. If the set list was already in place prior to absence, the previously designated set list will remain.
- Altar set list – A list of songs appropriate for varying altar responses will be kept on hand for spontaneous worship and varying altar calls—these songs may be a reprise or they may be a “go-to” that everyone knows.
- For altar music, the team should follow the lead of the Lead Pastor/Speaker and/or the worship pastor. They should always be ready to go back into worship but wait to be given a verbal or visual cue.

Access to Music and Service Material

- A YouTube playlist loaded with frequent and upcoming songs will be provided to worship team members. Worship team members should listen to and practice these songs frequently.
- PDF chord charts for each set list will be provided to each musician and vocalist via email and a printed copy will be made available for musicians for Sunday service until such time Parkway Assembly is able to and/or switches to digital resources. Vocalists do not need chord charts since they have the confidence monitor at the back of the sanctuary. Vocalists are welcome to print chord charts and maintain music as they prefer for their own practice.
- When appropriate, a team collaboration tool will be used, such as Planning Center, to centralize information and provide access to music or other components, and each team member will have their own login that accesses what they need. Team members will be held accountable for their portion of preparation beyond a quick run through on Sunday.

Communication

- Information concerning the worship team set lists, rehearsals, etc. will be distributed in a timely manner via email. Worship team members should check their email frequently in order to access information expediently.
- A group text thread has been created to distribute information quickly and send appropriate reminders by the worship pastor when necessary.
 - This thread should not be used as a group chat and courtesy should be observed to avoid constant alerts sent to team members' personal cell phones. Replies, call outs and other information should be sent to the worship leader directly, separate of the group text thread.

Training

A healthy worship team is vital to the life of a local church and every effort will be made by the leadership team to encourage and equip the worship team.

- Parkway Assembly will provide training and growth opportunities and/or a team fellowship at a once per year minimum to the worship team. These opportunities will be hosted locally for team members' convenience.
- Other opportunities, both locally and out of town, may be afforded to worship team members whenever possible.