

THE WORSHIP MINISTRY OF
MONTEREY CHURCH

MONTEREY MUSIC

VALUES & EXPECTATIONS
2026

PURPOSE

This document exists to establish the heart, culture, vision, and expectations of the Monterey Church Worship Ministry.

More than a team, we are a community of disciples pursuing Jesus together. As we practice the way of Jesus, we seek to become people who worship Him with our whole lives and help others do the same.

This document serves as a guide for how we live, serve, grow, and lead together as we pursue God's presence and participate in His mission through worship.

VISION & MISSION

Vision Statement

To cultivate worshippers who **know Jesus deeply, reflect Him faithfully, and lead others into His presence.**

Mission Statement

We help people live and love like Jesus through worship.

"We do this by leading our church into authentic encounters with God's presence and cultivating a community of worshippers who follow Jesus both on and off the platform."

WORSHIP TEAM PRAYER

Father,

Thank You for inviting us to participate in Your work.

Teach us to remain connected to Jesus and dependent on Your Spirit. Form us into worshippers whose lives reflect Your love, truth, humility, and grace. Unite us as one body, strengthen our relationships, and use our gifts to help others encounter You.

May our worship never point to ourselves, but always point to Jesus.

Transform us as we worship and lead others into Your presence.

Amen.

THE WORSHIP MINISTRY OF
MONTEREY CHURCH

CORE VALUES

1 PRESENCE

God first. Music second.

We prioritize intimacy with God above performance, production, or platform. Our greatest desire is to know Him, love Him, and lead others into His presence.

Questions We Ask:

- Does this help people encounter God?
- Are we depending on the Holy Spirit?
- Is Jesus receiving the glory?

2

PEOPLE

People matter.

We are committed to loving one another, serving one another, and growing together as disciples of Jesus. People will always matter more than programs or preferences.

Questions We Ask:

- Does this strengthen unity?
- Does this help people grow?
- Are we choosing relationship over convenience?

3

PREPARATION

Excellence is an act of worship.

We steward our gifts through intentional practice, planning, and excellence so that distractions are minimized and people can focus on Jesus.

Questions We Ask:

- Am I prepared?
- Am I stewarding my gifts well?
- Does this contribute to excellence?

4 POSTURE

Character before talent.

We lead with humility, teachability, and a servant's heart. We receive feedback well, honor one another, and put the mission above personal preference.

Questions We Ask:

- Am I teachable?
- Am I serving others?
- Am I protecting unity?

5 PROGRESS

Growth never ceases.

We pursue growth spiritually, relationally, and musically, believing that God is continually shaping us into the people He has called us to be.

Questions We Ask

Am I growing spiritually?

Am I developing my gifts?

Am I helping others grow?

SPIRITUAL EXPECTATIONS

Rule of Life

*We require every team member to actively engage **Monterey Church's 7 Core Practices** which we call our "Rule of Life".

(Scripture, Community, Sabbath, Hospitality, Generosity, Leading, and Serving)

www.monterey.church/practices

Leadership Covenant

*We require every team member to sign in agreement with our "**Leadership Covenant**".

[View Leadership Covenant](#)

Worship begins long before Sunday morning. Every team member is expected to pursue a growing relationship with Jesus throughout the week.

We believe spiritual growth happens in community.

As members of this team, we commit to:

- Pursuing unity.
- Building authentic relationships.
- Encouraging one another.
- Practicing humility and forgiveness.
- Celebrating one another's successes.

We choose to be contributors rather than consumers.

TEAMWORK EXPECTATIONS

REHEARSAL PHILOSOPHY

Feedback

Feedback is a gift.

We give feedback with humility and receive feedback with gratitude because growth requires both encouragement and correction.

Mistakes

Mistakes are opportunities for growth.

We do not shame people for mistakes. We learn together, improve together, and extend grace to one another throughout the process.

Spiritual Leadership

Prayer is central to everything we do.

We desire rehearsals to include moments of prayer, encouragement, testimony, and dependence on the Holy Spirit.

Musical preparation matters, but spiritual formation matters more.

REHEARSAL PHILOSOPHY

We believe rehearsals should develop both the worship leader and the worship ministry.

Atmosphere

We desire rehearsals to be:

- Spirit-led
- Relational
- Encouraging
- Focused
- Enjoyable

Preparation

Preparation happens before rehearsal.

Everyone is expected to spend time learning songs and reviewing materials before arriving so that rehearsal can focus on refining, listening, and serving together.

Efficiency & Relationship

We value both productivity and people.

We will steward our time well while also making space for prayer, encouragement, conversation, discipleship, and relationship-building.

REHEARSAL EXPECTATIONS

We come prepared spiritually, relationally, and musically.

Team members should:

- Arrive on time.
- Come ready to participate.
- Maintain a teachable attitude.
- Support and encourage teammates.
- Remain engaged throughout rehearsal.
- Learn songs before rehearsal.
- Practice assigned parts throughout the week.
- Review charts, recordings, and arrangements.

Rehearsal is not just preparation, it is an opportunity to grow together as disciples.

SCHEDULING EXPECTATIONS

We honor one another by being dependable.

Team members are expected to:

- Respond to scheduling requests promptly.
- Communicate conflicts as early as possible.
- Honor commitments whenever possible.
 - Serve consistently and responsibly.
- Late requests to serve are not required, but always appreciated.

Reliability builds trust and strengthens the entire team.

COMMUNICATION EXPECTATIONS

We communicate with honesty, grace, and humility.

We commit to:

- Responding promptly when available.
- Communicating directly not in groups when issues arise.
 - Choosing trust over suspicion.
- Seeking understanding before making assumptions.
 - Avoiding gossip and criticism.
- Protecting unity through healthy conversations.

Healthy communication builds healthy community.

ONBOARDING PROCESS

The goal of onboarding is not simply to evaluate musical ability, but to welcome people into the culture and mission of the worship ministry.

New team members will:

1. Apply through the [Worship Application](#) process.
2. Review the **Monterey Music Values & Expectations** document.
3. Sign the [Leadership Covenant](#).
4. Schedule an audition with Worship Pastor / Director.
5. Demonstrate musical competency and readiness during audition.
6. Commit to attending Team Nights and making rehearsals.

THANK YOU

Having you as a part of the team makes everything better.

We are glad to do life with you and serve God together.

Jedi Horca