



Worship

Team Handbook

*“Through Jesus, therefore, let us continually offer to God
a sacrifice of praise—the fruit of lips that openly profess his name.”*

Hebrews 13:15



Worship has always been at the center of God's desire for His people –not as a moment we attend, but as a life we live. From the beginning, God has been after a people who would know Him, respond to Him, and host His presence among them. As a church, we believe worship is not performance to be observed, but a sacred invitation to participate, a moment where we, as a congregation, bring our offering of praise and meet with the living God.

This team exists to help facilitate those moments. Not to draw attention to ourselves, but to glorify God and create space for our church to encounter Him in a real and personal way. We lead from the overflow of our own devotion, grounded in God's Word and attentive to His Spirit, trusting that when we bring what is pleasing to Him, He meets us with His presence.

This handbook is more than a set of guidelines, it's an invitation. An invitation to grow as a worshipper first, to be formed into the image of Christ, and to carry the responsibility and privilege of leading others into the presence of God.

Pastor Garzell

Lead Pastor



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Section One

PART ONE: VISION & PURPOSE

We facilitate sacred moments where we glorify God and delight in the wonder of His presence with us.

We accomplish this purpose in 3 ways:

1. We recruit, train and disciple musicians, worship leaders, and vocalists for serving the worship ministries at Abundant Life Church.
2. We are a worshipping community, birthed from the secret place, intentionally spending time together as a team and therefore allowing our times of serving to be from a place of overflow.
3. We have a heart for the house. We are passionate about serving our congregation practically with excellence. We are with and among the people of our church. We are people known by, engaged with, and invested in the life of our church.

"Your assignment is not as small as singing [and playing]. Your assignment is releasing the tangible reality of what you're singing into the atmosphere, and to bring people into an encounter with the power and glory of God." – Jeremy Riddle



PART TWO: TEAM VALUES

Our four values describe who we are and who we strive to be as a worship team. As we carry out the vision God has called us to, we do so together – cultivating a culture that reflects the values God has made clear.

GOD'S PRESENCE OVER PERFORMANCE

We are committed to Spirit-led worship that flows from personal devotion, values biblical expression, and centers on inviting people to experience the presence of God through genuine, heartfelt worship – not performance.

Psalm 27:4 | Exodus 33:15

UNITY THROUGH COMMUNITY

We pursue unity in Jesus over personal preference and a commitment to shared spiritual rhythms – devotion to God’s Word, sustained through prayer, communion, and life together. We grow together, worship together, and walk with one another.

Acts 2:42 | Philipians 2:2-4

GROUNDING IN GOD’S WORD

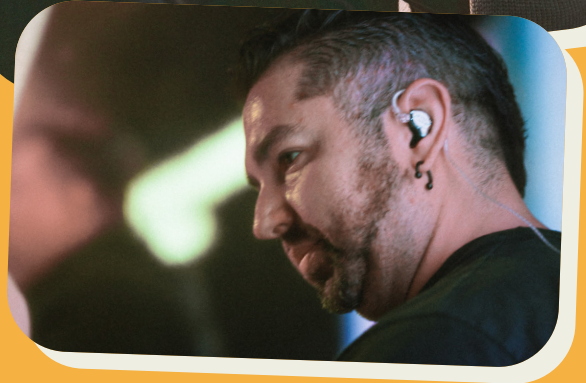
We place a high value being rooted in the truth of Scripture. The Word of God guides our worship, and shapes our hearts to form how we think, speak, and serve.

Colossians 3:16

STEWARDSHIP OF OUR GIFTS FOR THE BODY

We recognize and honor the diverse gifts and callings God has placed within our team, and we intentionally empower each person to grow, contribute, and serve faithfully for the building up of the team and church family.

1 Corinthians 12:4-7



Section Two

SPIRITUAL EXPECTATIONS

A WORSHIPPER FIRST

- A heart fully devoted to Jesus before musical skill
- Worshipping in spirit and truth
- Marked by humility, surrender, and reverence

Psalm 95:6 | 1 Samuel 16:7 | John 4:23-24

SET APART IN LIFE AND CHARACTER

- Living in a way that reflects Jesus – clothed in compassion, kindness, humility, gentleness, and patience
- Consecrated – walking with clean hands and a pure heart
- Offering our lives as living sacrifices

*1 Peter 2:9 | Romans 12:1-2 | Ephesians 4:29 |
1 Colossians 3:12-17 | 2 Corinthians 6:3*

HEART FOR THE HOUSE

- Worship team members don't just attend church; they serve the body
- They are engaged, known, and invested in the life of the church
- Our heart is not to be seen, but to glorify God and love His people
- The platform is an altar, not a stage

*Psalm 84:10 | 1 Corinthians 14:26
| Colossians 3:23*

SPIRITUALLY DISCERNING

- Sensitive to what the Holy Spirit is doing, recognizing that we are carriers of God's presence
- Led by the Spirit, not emotion or impulse alone
- Balancing freedom with order and discernment

Romans 8:14 | 1 Corinthians 14:26-33

EXPECTATIONS FOR ALL TEAM MEMBERS

Skill matters because it honors God and reflects our desire to bring Him our best. As a team, we pursue musical and spiritual growth so we can serve our church well. Excellence removes distractions and creates space for people to encounter Jesus. No matter what role you play, it is vital that you practice, pray, and minister to Jesus and His people through your instrument.

PREPARED & TEACHABLE

Team members are expected to come prepared, knowing their parts, practicing during the week, and ready to contribute. This includes learning the notes, patterns, rhythms, and feel from the recordings we provide. The more prepared we are, the more freedom we have to flow with the moment.

READING MUSIC & CLEAR COMMUNICATION

Everyone should be able to read chord charts and be open to learning the Nashville Number System. This helps us communicate quickly and stay unified across both campuses.

BLENDING & SERVING THE SONG

Whether singing or playing, our goal is a unified sound that supports congregational worship. We blend, leave space, and serve the song and moment not ourselves. Our preparation helps us respond to the room with confidence and sensitivity.

FOLLOWING LEADERSHIP & THE MOMENT

Staying attentive to the Worship Leader and Musical Director is essential. Good preparation gives us the ability to adjust transitions dynamics, or structure as the moment leads.

Before we play, we pay attention to The Holy Spirit, leadership, other team members, and the emotional and spiritual atmosphere in the room.

PERSONAL RESPONSIBILITY & EXCELLENCE

For consistency and hearing protection, all team members are required to purchase and use their own in-ear monitors (*IEM's*).

Affordable options are completely fine. *(Note: When ordering, choose the stereo cable option that does not have a microphone for phone usage)*

MUSICAL EXPECTATIONS

VOCALISTS

Vocalists help lead our church with clear, confident, and sincere singing. You're expected to learn your melodies, sing harmonies accurately, and blend with the team, so we become one unified voice. This is an ensemble role, not a solo role. Vocalists should stay flexible, open to coaching, always listening to the people around them. Your voice gives the church permission to worship.

DRUMS

Drummers set the pace and feel of the room. You're expected to learn the groove patterns and transitions from the recordings and stay flexible if parts need to change. We value simple, musical playing with an intentional, confident approach. Consistency matters, consistent touch, consistent patterns, and consistent timing. Drummers must be able to play tightly with a click for the entire set, so the band can lead with clarity and confidence. Drummers should be attentive to the worship leader and the room to be able to lead Holy Spirit facilitated moments (*Not every moment is loud, sometimes it can be a long exhale*).





BASS

The bass anchors the band musically and emotionally. We expect bassists to lock in rhythmically and dynamically with the drums. Bassists are to play with consistency and choose notes that anchor the song and melody without distracting from it. The strength of the bass provides stability and depth, creating a foundation the rest of the team can build on.

ELECTRIC GUITAR

Electric guitar brings color, emotion, and atmosphere to worship. Guitarists are expected to learn the actual parts from the recordings; lead lines, rhythms, hooks, swells, and pads to match the tones and effects that help shape the songs and free space. Electric guitarists often lead specific intro lines and melodies that should be intentional, well-practiced, and played with strong timing and feel. Electric guitarists create moments, supporting dynamics and staying flexible if the moment requires a shift.

KEYS

Keys help set the atmosphere of worship through pads, piano, and texture. Keyboardists are expected to learn the parts from the recordings, play the proper voicings, and stay flexible if things need to shift in the moment. Keys players should work closely with the guitarists to occupy the right space in the mix, so the band stays balanced. This role often shapes the emotional tone of a moment, so keys players must stay attentive to the worship leader and be responsive to any pastoral moments.



ACOUSTIC GUITAR

Acoustic guitar brings rhythmic drive and warmth. Acoustic players should maintain steady rhythm with the click, carry the foundational strumming patterns, and help lead transitions confidently.

Section Three

VOLUNTEER PROCESS

1. INITIAL INQUIRY

2. ATTEND DISCOVER ALC

This ensures every team member understands our church mission, culture, and discipleship path.

3. WORSHIP APPLICATION

Share your story, experience, calling, and passion for worship.

4. INVITATION FOR AUDITION

Songs and resources are sent one week in advance.
We want you to come prepared, confident, and supported.

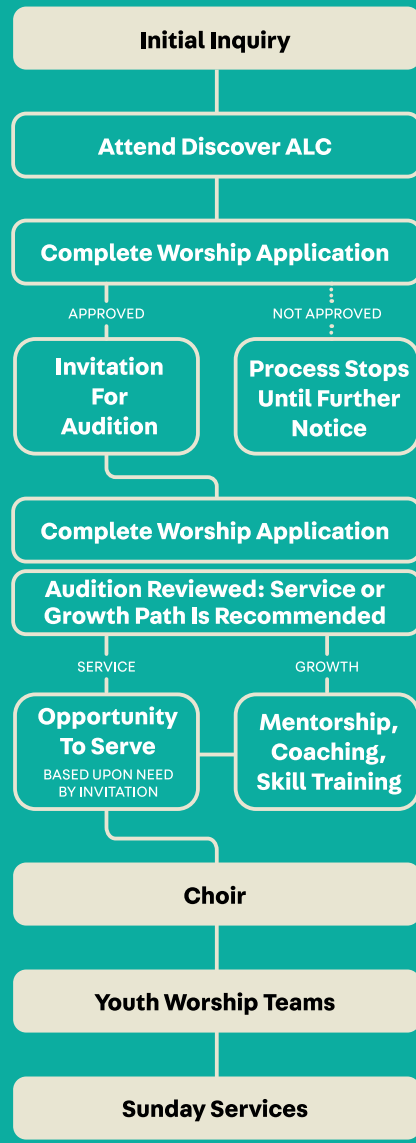
5. IN-PERSON AUDITION

Auditions help us discern gifting, readiness, placement, and development pathways.

6. PLACEMENT | GROWTH PATHWAY *(mentorship, coaching, skill training)*

Placement is based on skill, readiness, character, spiritual maturity, team needs, and suitability for the environment. We require that all new members of the worship team serve at least once at our Sandy Campus.

- Choir
- Youth Worship Teams
- Worship Team *(Sunday Services)*



Initial Inquiry

Attend Discover ALC

Complete Worship Application

APPROVED

NOT APPROVED

Invitation For Audition

Process Stops Until Further Notice

Complete Worship Application

Audition Reviewed: Service or Growth Path Is Recommended

SERVICE

GROWTH

Opportunity To Serve
BASED UPON NEED BY INVITATION

Mentorship, Coaching, Skill Training

Choir

Youth Worship Teams

Sunday Services

SCHEDULING & PARTICIPATION

- Serve approximately once a month
- Respond to Planning Center requests promptly
- Block out dates responsibly

REHEARSALS

- **Thursdays (HV @ 6pm / Sandy @ 6pm)**

Rehearsals are required and benefit our team in distinct and valuable ways:

- Opportunity to fine tune the set and make any adjustments needed before Sunday
- Community building to have time together before serving
(pray together, hear what the Lord is saying to us as a team)
- A space to grow more familiar and comfortable with stage and sound dynamics
- An opportunity for the team to worship together and “sit” in free space together while listening to the Holy Spirit before serving the congregation on Sunday morning

TEAM COMMITMENT & RHYTHM

SUNDAY RHYTHM

- 7:00am call time *(All Campuses)*
- Pre-service prayer
- Attend one service while serving

TEAM GATHERING & TRAINING (REQUIRED)

- Attend team gatherings *(quarterly)*
- Participate in 1-2 training workshops *(annually)*
- Attend pursuit night - 4th Sunday of each month
- Access resources/digital library *(onboarding, ongoing)*



Section Four

TEAM ROLES & OPPORTUNITIES

VOCALISTS

Lead through harmony, melody, blend, pitch, tone, phrasing, and spiritual presence. Expected to pursue vocal development and leadership maturity.

INSTRUMENTALIST

Drums, Bass, Keys, Electric Guitar, Acoustic Guitar.

MUSICAL DIRECTOR (MD)

Oversees musical cohesion, transitions, dynamic shaping, cues, arrangement alignment, and supports leadership in real-time. The MD needs to be humble, flexible, in tune with the worship leader, and ready to direct the team in Holy Spirit-led moments and the ins and outs of transitions between songs. They should be well versed in the Nashville Number System and able to direct specific parts to create clarity and unity for the team.

WORSHIP LEADER

Worship Leaders help lead our church in a clear, grounded, and Christ-centered way. They support the flow of the set, guide the room with confidence and sensitivity, and help the team stay unified and aware of what God is doing. Because this role carries influence, it isn't something someone steps into on their own. Worship Leaders are identified, invited, and entrusted by our pastors and worship leadership as we see spiritual maturity, emotional health, musical readiness, and alignment with the heart and culture of ALC. This role is affirmed in community, not self-appointed. Worship Leaders model humility, serve the team, and help create an environment where people can encounter Jesus.

SERVING OPPORTUNITIES

- **Sunday Worship** (*Happy Valley & Sandy*)
- **Youth Worship** (*JH Wednesdays, HS Sundays*)
- **Choir** (*seasonal*)
- **Pursuit Nights** (*invitation-based*)

Section Five

CONDUCT & DRESS CODE

We ask every team member to pursue a lifestyle that honors God in speech, conduct, relationships, and choices. Scripture encourages us to avoid behaviors that harm our witness or our community; things like dishonesty, gossip, slander, profanity, sexual immorality, and drunkenness. Our lives off stage should support the ministry we lead on stage. Our heart isn't to restrict or police anyone, but to call our team to live in a way that reflects the character of Christ and supports the culture of Abundant Life Church.

SEXUAL CONDUCT AND MARRIAGE

We desire that our lives be marked with purity. We hold the covenant of marriage in high esteem. We ask team members to use wisdom in interactions, maintain healthy boundaries, and avoid situations that compromise purity. We do not support living with a romantic partner outside of marriage, as we want to model holiness and healthy discipleship, making every effort to maintain healthy marriages and healthy singleness. We desire to pursue life giving holiness by the grace of God.

LANGUAGE

Our words carry weight. We ask team members to avoid crude or inappropriate language and to be mindful of how we speak in mixed company or public spaces. Our speech should reflect Jesus, honor others, and build up the community we're part of.

SOCIAL MEDIA

Social media extends our influence far beyond Sunday. Because you serve publicly, what you post reflects you, the team, and the church. We ask that you avoid sharing content that is inappropriate, divisive, or easily misunderstood. Use your online presence to encourage, uplift, and represent Christ well.



HERE'S A HELPFUL GUIDE AS YOU PLAN WHAT TO WEAR:

– APPROPRIATE –

- Jeans or pants (*no holes*)
- Solid or simple-pattern shirts, sweaters, or blouses
- Tops that provide appropriate coverage during movement (*front & back*)
- Layers that look good under stage lighting (*jackets, overshirts, flannels*)
- Clothing that allows you to worship freely (*lift hands, kneel, move*)

– NOT APPROPRIATE –

- Anything revealing (*thin or tight fabrics that become see-through*)
- Oversized logos, loud patterns, or attention-grabbing graphics
- Extremely tight clothing or short tops that rise during movement
- Leggings or tight pants without adequate top coverage
- Shorts or anything that reads too casual for a platform
- Distracting accessories or hats that block lighting/visibility

DRESS & PLATFORM PRESENCE

We want to present ourselves in a way that reflects unity, humility, and care for the people we're leading. What we wear should support worship, not distract from it. The goal isn't to follow a strict dress code, it's simply to dress in a way that helps the room focus on Jesus, not on us. Clothing should be modest, comfortable, and stage appropriate. Choose outfits that allow freedom of movement and remain appropriate under bright lights (some fabrics or fits can become revealing when backlit). Avoid styles or colors that are distracting or overly attention-grabbing. Think clean, simple, and unified, not formal, but intentional.

SUBSTANCE USE

For those who are of age, we don't prohibit responsible, moderate use of alcohol or legal substances. We ask that this be done with wisdom, in appropriate settings, and never in excess. Underage use, illegal drugs, or any form of substance abuse is not permitted. We want every team member to lead with clarity, sobriety, and integrity.

– CONNECT WITH US –

Email: worship@alcpnw.com

We value open communication, and we support every team member's growth.



**Abundant
Life Church**