

COMPASS COMMUNITY CHURCH

WORSHIP TEAM AUDITION PROCESS

Thank you for your interest in serving on the Compass Community Church Worship Team! This document is to help you better understand the process of auditioning for Compass Community Church's Sunday Morning Worship Team, and some of the things we will take into consideration during the audition process. There are many factors that we consider when deciding whether or not a person is a good fit for the Sunday Morning Worship Team. We know God will put you where He wants to use you most effectively, whether that's on the music team or somewhere else!

We have a few churchwide requirements for you to start the process:

1. We ask that you attend First Steps to learn more about Compass and be a part of Compass for a period of 1 year before signing up to serve on the Worship Team.
 - a. During this time, we encourage you to get connected in Compass by joining a life group, attend classes, participating in outreach events or joining another serving team (the Tech team is a great place to consider as you will be able to see and experience some of the behind the scene things that take place in worship).
2. We require that you become a Compass Partner.

We value the Compass culture and want you to thrive as you serve and be a part of our community. Here are some of the things we are looking for in team members:

- **CHARACTER** – Are they godly, humble, and servant-minded? Do they have a heart for God, a love for His church, a knowledge of His word, and a vibrant, real walk with Christ?
- **CRAFT** – Do they have a high quality of musical ability? Are they efficient on their instrument? Are they quick to adapt to musical changes and readjust their parts, or are they rigid and inflexible? Do they play well with the team? Do they listen to what others are playing and find parts that fit and compliment? Do they play what serves the song, or just play what they want? Are they simple and tasteful in their parts, or are they busy and distracting? Are they “tight” and locked in with the drums and other players? How is their timing? Are they able to play with a Click Track (aka: metronome)? Are they able to play many musical styles, or just one? For singers, how is their tone? How is their pitch? Can they sing harmony, or only melody?
- **COMMITMENT**– Are they constantly trying to get better as a musician? Are they practicing their instrument regularly, weekly, or not at all? Are they reading articles, watching videos, researching new gear, etc. to try and learn new techniques? Are they relentlessly pursuing growth and excellence? Are they committed to Compass Community Church as being their church? Are they showing up to church regularly, even on weeks they aren't playing? Are they willing to help the team in other ways besides playing? Are they willing to play in venues besides Sunday morning? Are they coming to rehearsals prepared with their parts learned and ready? Are they on time or early to rehearsals, or constantly late? Are they quick to fulfill obligations and duties of being on the team? Do they show up to all mandatory team meetings? Do they cancel last minute on weeks that they are scheduled?

- **COACHABILITY**– Are they willing to take coaching and direction? Are they willing to change parts based on the desires of the leader? Is there a lack of receptiveness to input and direction? How do they respond to on-the-spot coaching during rehearsal? Do they apply and implement the ideas presented in the training material?
- **CHEMISTRY** – Musically, do they mesh well with the current team members? Does their style of playing fit the style of the Compass Community Church Worship team? Is their tone and style modern and cohesive with what we do at Compass Community Church? Relationally, do they get along with the other team members? Are they easy going? Do they cause conflict and confusion? Are they fun to be around?
- **CHARISMA** – Are they a natural leader on the stage? Do they have a natural and expressive stage presence? Are they “into” the music when they are playing and leading? Do they express joy, passion, and worship naturally and in a non-distracting way? Or are they bored looking, passionless, and unengaged?
- **COMMUNICATION** – Are they quick to respond to the Planning Center Scheduling emails? Are they quick to respond to texts, phone calls, and other emails? Do they read the Team Training emails? Do they text or call when they’re (occasionally) running late? If they have an issue, do they bring it up honestly and lovingly?

● **LIFESTYLES OF WORSHIP**

- Since God desires a life of worship from His followers, members of the Music Team must be consistently living out lifestyles of worship. This means the team member will be someone who seeks to bring God glory in every aspect of their life (in their relationships (*Eph 4:2-3, 1 Co 6:18-20*), in their media consumption (*Phil 4:8*), in their online behavior (*Eph 5:3-4*), in their church attendance (*Heb 10:25*), service, giving, etc). We will not settle for having someone on the Worship Team simply because they are a good (or even excellent) musician. Being a member of the Worship Team is a position of spiritual leadership within the church, since you are both shepherding people spiritually through music and setting an example for them of what a life of worship looks like. For this reason members will be expected to be strong examples of faith, love, life, speech and purity (**1 Timothy 4:12**). If a member consistently fails to live a life worthy of the calling of Christ, they will be asked to step down from the Worship Team.
- *One of the main things we are looking for in Worship Team members is a humble “servant’s heart”. We want team members who are willing to serve our congregation, by doing whatever they need to do, or are asked to do, in order to help this congregation be strengthened in their relationship and worship of Jesus.*

● **SERVING THROUGH SIMPLICITY (STYLISTICALLY)**

- The ultimate goal of the Worship Team is to get out of the way and help people fall more and more into a intimate experience with Jesus. The Worship Team should desire to be as un-distracting as possible while they lead so that people can be focused on Christ and not the band. For this reason we will strive for simplicity in our style, both in fashion and in music. Worship Team members will be expected to dress modestly and humbly, not wearing clothes that are overly revealing or flashy. On the musical side of things, we will strive for simplicity. Simplicity doesn't mean unskilled playing; quite the contrary, it means playing so well, so tightly, so naturally and organically that people forget that we're even on stage and are able to enter in to sing directly to their King. It means that we minimize any overly flashy and distracting musical parts and only play what helps people engage with the Lord. In essence it is about Him becoming greater and us becoming less (**John 3:30**). No egos, no agendas, just the team wanting to do whatever they must to help people encounter God and lift His name high. In order to accomplish this, it would be helpful

to think musically in terms of textures and layers. We want each layer and texture to almost be unnoticeable on its own, but adding to the whole experience in a way that pushes people closer to their King.

- **PLAYING SKILLFULLY**

- Creating a seamless musical experience takes a lot of skill. We desire for the members of the Worship Team to be skillful musicians who consistently look to improve the talents God has given them. Indeed, the Lord Himself commands that we play skillfully for Him (**Psalm 33:3**). It will be expected of Worship Team members that they practice material on a weekly basis (outside of just Team practice) and that they seek out ways to continually improve their craft. We also hope to provide opportunities for conferences on an annual basis where team members will be encouraged to become even better musicians and team players. We want to strive to serve God and our congregation with excellence.

- **THINK THEOLOGICALLY**

- Besides playing skillfully, we want team members to think theologically. That is, we want them to have a proper understanding of the Biblical doctrines about God, creation, sin, salvation, the church, worship and more. Besides having team members who are theologically sound, we will strive to select songs that rightly teach and emphasize the truth of God's Word in a thoughtful, accurate, and compelling way. Songs are one of the best ways to teach, and it is important that the partners of our church leave each week with songs of substance in their minds and mouths. Jesus said that the Father seeks worshipers who will worship Him in Spirit and in **TRUTH** (**John 4:22**) and that if we are to worship Him, we **MUST** worship Him this way (**v23**).

- **VOLUNTEER BASED**

- The Compass Worship team is volunteer based and made up of committed members of Compass Community Church. **Ephesians 4:11-13, and 16** states that God has given the church pastors, teachers, and leaders in order to "*equip the saints for the work of the ministry*" so that the whole body might be strengthened and grow into maturity in Christ. In other words, God has freely given gifts to members of His church so that they might freely use them to bless the other believers (**1 Corinthians 12:7**) and spur them on toward love and good deeds (**Hebrews 10:24**). This means we do not pay professional musicians to play. The Compass Worship team will be made up of godly, servant-minded, committed volunteers who want to help their fellow brothers and sisters worship Jesus fervently and passionately.

- **OUR DRESS CODE**

- 1 Corinthians 10:31 ³¹ So whether you eat or drink, or whatever you do, do it all for the glory of God.
 - Our worship team dress code is casual, polished, and modest. Because we serve in a visible ministry role, our clothing should reflect excellence, honor God, and set a positive example for the congregation.
 - Wear clean, neat, and well-fitting clothing.
 - Jeans are welcome if they are not ripped, excessively distressed, or overly tight.
 - For women, dresses and skirts should be approximately knee-length or longer.
 - For women, tops should provide appropriate coverage—avoid low necklines, exposed midriffs and sheer fabrics.
 - For men, wear loose clothing to avoid showing intimate areas.
 - Please do not wear:
 - shorts, sweatpants, athletic workout clothes, pajamas, or clothing with distracting graphics or messages that are not God centered while serving on stage.

- Shoes should be clean, presentable, and safe for moving around the stage.
- Choose clothing that allows you to worship comfortably without requiring frequent adjustment.
- When in doubt, please check with the Worship Director before the service.
- Our goal is not perfection or formality, but to dress in a way that keeps the focus on worship rather than on what we are wearing.
- ***Be reminded that you are on stage for everyone to see in the room and people all around the world through the service being broadcast on the international web.
- Also, please don't be discouraged or offended if a worship leader gently pulls you aside to talk about your outfit and asks you to choose something else next time.

THE AUDITION PROCESS

- 1) Fill out the Worship Team application and return it to the Ministry Leader of Celebration.**
- 2) Meet with a ministry leader to go over the application.**
- 3) Learn the following music (A Ministry Leader will send you charts and recordings), for the audition:**
 - a. Drums (with click track):** Firm Foundation (Key: C/150 BPM) / What I See (Key: C/146 BPM)
 - b. Bass:** Firm Foundation (Key: C/150 BPM) / What I See (Key: C/146 BPM)
 - c. Electric Guitar:** Firm Foundation (Key: C/150 BPM) / What I See (Key: C/146 BPM)
 - d. Acoustic Guitar:** Firm Foundation (Key: C/150 BPM) / What I See (Key: C/146 BPM)
 - e. Piano:** Firm Foundation (Key: C/150 BPM) / What I See (Key: C/146 BPM)
 - f. Vocals: (*Learn melody and harmony*):** Good Good Father (Key: A), What I See (Key: C), We Praise You (Key: C)
 - g. Other instruments:** As determined
- 4) Schedule 2 weeks to sit on stage with the Worship Team for Wednesday practice (be a part of the experience).**
- 5) Schedule a 3rd Wednesday Practice for your audition.**
- 6) Schedule your 1st Sunday to perform on stage.**
- 7) Begin your 3 month probationary period while playing on Sundays.**
- 8) Reconvene for evaluation after 3 month period to assess the experience.**

As you continue to be a part of the team, your ministry leader will connect with you throughout the year for a check in on how you are doing.

Thank you for taking the time to take these exciting steps toward serving God in music! Again, we know and believe God will put you where He will use you most effectively.

Sincerely,
Music Ministry