

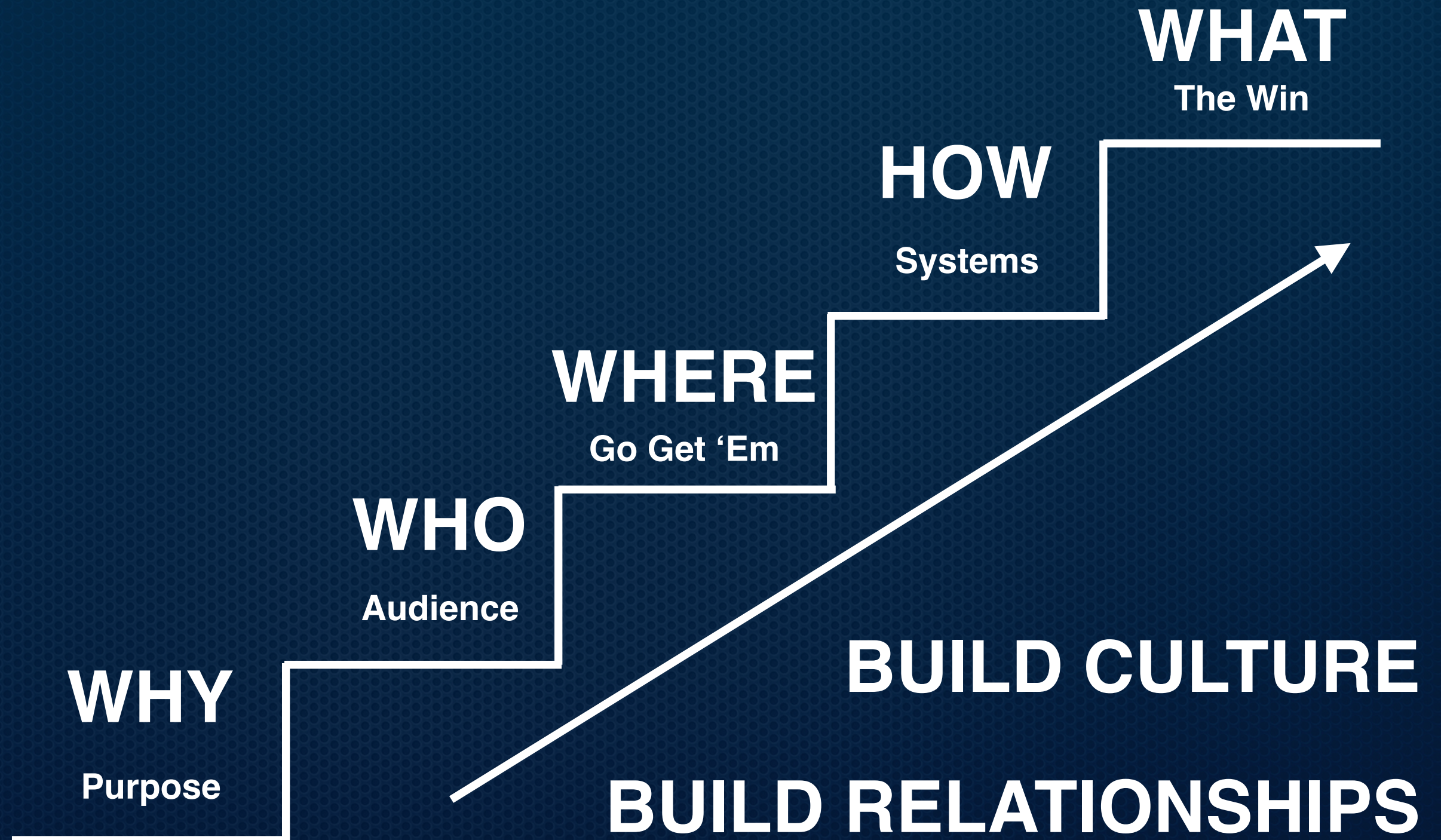


TEAM BUILDING

Peter Neumann 007



MOMENTUM LADDER



COMMUNICATE YOUR PURPOSE

WHY do we do what we do?

What's our purpose?

What are we passionate about?

What's really important around here?

Develop Mission Statement, Core Values

SAMPLE MISSION STATEMENT

**Our mission is to envision and
create engaging worship
experiences that lead people to
all-out, transforming worship of
God- heart, soul, mind, and
strength- and love for the people
around them.**

SAMPLE CORE VALUES

Healthy Relationships & Team Unity

Craftsmanship & Learning

Good Organization

Individual Expression and Passion

Sincerity and Authenticity

DEFINE YOUR AUDIENCE

Who is this for?

What do they look like?

Who are we uniquely equipped to reach?

Describe The “Tribe”

DEVELOP YOUR SYSTEMS

What are our key processes?

What tools do we need?

What systems need attention NOW?

Establish Solid Systems

SOLID SYSTEMS

Recruiting and Team Building

Worship Planning

Team Communication

Ministry Systems

Planning Center Online

Rotation/Pool

Rehearsals

Sound Check

Wireless In Ears

Sample Worship Team Info

Worship Team Overview

Our church exists to help people *connect* with God and people, *grow* in faith and character, *serve* God and others and *reach* out to our community and beyond. Our worship team lives out that vision in three distinct ministry areas:

Connect & Serve: Weekend Services

Our worship team leads musical worship for our congregation, focusing on drawing people in to worship the living God! We use music to craft creative moments in which people can connect with the Lord. Our consistent aim is that *everyone* in the room is engaged in worshiping Christ (it ain't just the musicians that are on the worship team!) and responding to Him. While this is the most obvious ministry venue for our worship teams, there are two other key areas.

Grow: The Greenhouse

We see worship team as a vehicle through which people can grow their skills. Excellence in music is a high value around here because we want to bring our best to the Lord in worship. Whether the hope is to be a good recreational musician, a semi-pro or even pro musician, we offer training and mentoring to help people maximize the gifts God has given them. Our goal for every musician who gets involved is that they grow dramatically in their musical skill; so it's important that every person who joins our team comes as a learner, committed to get better. None of us are there yet:)

Reach: The Road

Our teams minister in settings beyond weekend worship services. We play for community outreach events, mission trips, camps, other churches, conferences, schools, and more. We have some incredible opportunities to partner with other ministries and we get to see how God is working all over the place. These ministry opportunities help build community among our musicians, resource other ministries, and give our church an extended ministry outside our region.

Joining Our Worship Team

We are so glad you are interested in joining the worship team! Our team leads the musical worship for our congregation (and beyond), desiring to engage and inspire people to worship the Lord Jesus. We aim to be a community of relational, servant hearted musicians that strive for excellence and model a God-honoring lifestyle. Here's the process for getting involved...

1

Meet with me.

I like to meet with every person interested in joining our team. It's a pretty informal, low key hangout so I can get to know you a bit, hear about your journey with God, and listen to you sing/play. There's an application that I'll ask you to fill out ahead of time and we'll talk through that together. I'll also answer any questions you may have and provide you with some info about how our team runs from week to week (rehearsals, schedule, expectations, etc.). Don't sweat this meeting; it's not an intense audition, it really is just to get know one another better!

2

Come to rehearsals for awhile.

Because our musical standard is pretty high and we want you to succeed, I'll ask you to start attending worship team rehearsals on Saturday afternoons at 3pm for a few weeks before your first Sunday onstage. I have found this really helps new team members get to know others, familiarize themselves with our music & style, and get a level of comfort before playing on Sundays. Along with this I may recommend some private lessons on your instrument.

3

Play at weekend services regularly.

When I sense that you are ready for Sundays (comfortable with the music, able to make a solid musical contribution, etc.), we'll start scheduling you for weekend services. Typically it's once a month, but it can be more or less depending on how much you'd like to play. We help set up and tear down equipment and have a great time leading worship!

Bayside Media Team Expectations

Goal: help people worship, eliminate distractions.

Preparation:

1. Software-Use ProPresenter for Songs and PowerPoint for the message/ announcements. **Expect** to spend 2-4 hours preparation before Sunday Service.
2. Know the songs.
 - Download the songs you are not familiar with from planning center and listen to them.
 - Know the first few words of each verse, chorus, or bridge.
3. Come with a finished program on Sunday. Sunday is not a prep time.
 - Backgrounds should already be set, lyrics checked and aligned.
 - Know what the message contains- Familiarize yourself with the sermon notes before arriving Sunday.

Operation:

***Our basic rule: Lead the songs, follow the talk
(Peter will ask you what the rule is- this is it)***

1. Arrive by 8:00am to set up the laptop.
2. Run through the songs with the worship team.

Watch Peter and learn how he signals to the rest of the band where he is going in the song. While there may be a lot of repetition during practice, that is an ideal time to become even more familiar with the musical cues that signal whether the next line will be another verse, or the chorus again, or the end of the song.

-You are part of the band: you are an important artist, and your contribution is as important as any band member.

3. During the service, stay sensitive to the moment.
 - Make sure the countdown video/announcement loop starts on time-**YOU KEEP TIME**
 - No lyrics during band instrumental jams
 - Put up the next lyric slide 2 seconds before they sing it. When you reach the last line of a slide, it's time to put up the next one.
 - Stay closely connected to worship leader or speaker
 - Follow the talk
 - Enjoy it- you are helping people to worship!

Sample Team Expectations

-Enjoy it- you are helping people to worship!
-Follow the talk
-Stay closely connected to worship leader or speaker
-Reach the last line of a slide, it's time to put up the next one.
-Put up the next lyric slide 2 seconds before they sing it. When you
reach the last line of a slide, it's time to put up the next one.

CLARIFY YOUR WIN

**What is ministry vision of our church?
Of our worship ministry?**

**What does success look like? How do
we know if we hit or missed?**

What problem are we trying to solve?

What are the top few things we must do?

Write Out These Answers

BUILD RELATIONSHIPS

BUILD CULTURE

“Culture eats strategy for breakfast.”

-Will Dean
Tough Mudder CEO

**“Organizational health trumps everything
else.”**

-Patrick Lencioni
The Advantage

BUILD RELATIONSHIPS

BUILD CULTURE

**“People trust the leader before
they trust the direction.”**

**-Dan Southerland
The Book “Transitioning”**

“Culture trumps strategy under pressure.”

**-Scott Grabendike
Giant Consulting**

TEAM BUILDING

How do you build a team? Get more and better musicians/tech people?

TEAM BUILDING

Cast Vision!

Make sure the vision is awesome
(must be compelling to you)

TELL them it how will be awesome

SHOW them it will be awesome

TEAM BUILDING

Recruiting

Don't lower the bar too much.

Quality attracts quality.

Pray for God to send people

Leverage training events to recruit

Take great care of current team members; they're the best recruiters

Involve talented students

TEAM BUILDING

Caring

Coffees, lunches to catch up

Encouraging text or email. Or go crazy and write an actual card!

Regular fun/social events. Have the party types plan it!

TEAM BUILDING

Training

Do it! Develop your team

Host clinics at your church

Bring your team to training events

Utilize online training

TEAM BUILDING

Rehearsals

Build a culture of preparation.

“Practice is personal, rehearsal is relational.” -Jon Nicol

Leader: model being prepared

Focus rehearsal time. Socialize later.

Great Resources

Recruiting The Team

<https://www.worshipteamcoach.com/category/leadership-development/>

Growing the Team

<https://worshipworkshop.com/>

Helping Musicians Get Way Better

<https://worshipartistry.com/>

**Being confident of this, that he
who began a good work in you will
carry it on to completion until the
day of Christ Jesus.**

Philippians 1:6

Let's stay in touch!

Peter Neumann

www.WorshipExpedition.com

www.PeterNeumannMusic.com

PeterNeumannMusic@gmail.com