



Worship Musician Handbook

Understanding Our “Why”

Charles Wesley said that worship brings us into the presence of God. Through it we “find such a near approach to God as cannot be expressed. We see him, as it were, face to face.” In the presence of God we learn “to love him, to delight in him, to desire him, with all our heart and mind and soul and strength; to imitate him whom we love by purifying ourselves... and to obey him whom we love... both in thought, and word, and work.”

Worship is ultimately our purpose for existence – everything else we are concerned about, all of the programs and resources and systems, things we value as important and the decisions we make – flow from the transformation that occurs in worship.

Corporate worship leads to fellowship, which feeds the heart and soul of the church’s need for community and togetherness. It is a biblical command, an opportunity to communicate the gospel to an unbelieving world, and a gathering that anticipates the celebration that we will experience in heaven. It is a vital part of our spiritual growth, and where we fall deeper in love with our Creator and form a more intimate relationship with Him. When we gather for worship, we are participating in a conversation with God, while declaring His mighty works.

As leaders in worship, we are actively involved in setting the culture of the entire church. Our role is vital to the life of the church, as we share the Gospel of Jesus Christ. Everything we do in worship should proclaim Who God is and what He has done—everything we do in worship should point to Him. At the core, worship is an expression of our covenant relationship with Christ, and should actively and continuously inspire people to follow Him.

Use of Our Gifts & Talents

Worship is about placing Jesus in the center of our lives and pointing others to Him. We do not come to the stage to be self-seeking in using our talents; we use them as an offering back to God. We play our instruments, sing and use our talents as a response to what He has done in our lives, and as a declaration of His goodness! Furthermore, as leaders for the congregation, we should exemplify a healthy and vibrant relationship with God, and how we lead in worship is one way of doing this. Our worship should be truthful—a genuine overflow of our relationship and time spent in the presence of God. As a team. We will strive to foster a healthy and positive environment where we can craft our skills as musicians while also serving others in the process.

Listed within this handbook are the expectations, responsibilities and requirements for each member of the worship team. Please read it thoroughly. Once you have done so, please sign the last page and turn it in to the Director of Worship Arts & Music.

Musicianship Requirements and Expectations

Firstly, all volunteer musicians are required to first be committed members of Northside Church. Below is a basic outline of what we are looking for in our worship musicians as they are aligned with each instrument/position. Additional expectations and responsibilities are outlined in our team code of ethics and job descriptions.

ALL INSTRUMENTS AND VOCALISTS:

Ability to play or sing while utilizing in-ear monitors
Ability to play or sing varied styles of music
Ability to work from a chord chart, with basic music reading skills
Have basic understanding of modern music structure and terms (Intro, Verse, Pre-chorus, etc...)
Be rhythmically solid in multiple time signatures
Ability to play or sing with a click track
Commit to contributing to healthy team culture and working well with others
Commit to learning, practicing and refining music on your own time before attending group rehearsal
A humble and teachable attitude
Excellent communication skills
A personal relationship with Jesus and desire to glorify Him in all things, on and off the stage

DRUMS:

Understanding of basic rhythmic divisions: quarter notes, eighth notes, triplets, etc...
Ability to play with a click track and keep consistent time
Ability to follow instruction given by the leader within the context of worship
An understanding of the role of drums within the context of worship
An ability to execute various drum patterns, and to know when *not* to play them
Access to your own quality drum kit is preferred, though not required

BASS:

Knowledge of major and minor scales
Understanding of basic rhythmic divisions: quarter notes, eighth notes, triplets, etc...
Understanding of the role of bass in the context of a rhythm section
A level of bass technique that allows for consistent dynamics
Ability to enhance basslines within the context of worship, and know when *not* to play them
Quality gear (bass must be able to hold tuning, in good repair, and be able to reproduce clean, consistent tone) is required

LEAD ELECTRIC GUITAR:

Knowledge of major and minor scales
Knowledge of major and minor chords in multiple inversions
Ability to play in all key signatures
Ability to effectively learn and execute all lead guitar parts, riffs and solos within our repertoire
Understanding of the role of electric guitar in the context of worship, and knowing when *not* to play
Basic understanding of dynamics, tone, EQ, and equipment
Quality gear (guitar must be able to hold tuning, in good repair, and be able to reproduce clean, consistent tone) is required

ELECTRIC GUITAR:

Knowledge of major and minor scales
Knowledge of major and minor chords in multiple inversions
Ability to play in all key signatures
Understanding of the role of electric guitar in the context of worship, and knowing when *not* to play
Basic understanding of dynamics, tone, EQ, and equipment
Quality gear (guitar must be able to hold tuning, in good repair, and be able to reproduce clean, consistent tone) is required

ACOUSTIC GUITAR:

Knowledge of major and minor chords in multiple inversions
Ability to play in all key signatures
Ability to learn and execute all acoustic guitar parts within our repertoire
Understanding of the role of acoustic guitar in the context of worship, and knowing when *not* to play
Ability to play multiple strum patterns, rhythms, dynamics, and fingerpicking when needed
Quality gear (must have built in electronics, able to hold tuning, able to produce clean, consistent tone, and in good repair) is required

KEYS/PIANO:

Knowledge of major and minor chords
Knowledge of major and minor scales
Ability to play in all key signatures
Ability to effectively learn and execute all lead and accompanying piano parts within our repertoire
Understanding of the role of keys/piano in the context of worship, and know when *not* to play
Basic understanding of tone on a modern keyboard, and a willingness to explore alternative sounds
Ability to "vamp" in scenarios that require an underscore, and discernment for when to do so

VOCALS:

Ability to lead songs with confidence and clear voice
Ability to adjust tone and dynamics quickly, in order to balance and blend with other voices
Ability to identify and recall harmonies from a recording
Ability to flex to different voice parts in rehearsal settings if necessary
Ability to engage the congregation through physical, vocal, and facial expression
Ability and willingness to memorize the lyrics to songs being sung, in order to wholly lead out
Understanding of when to enhance songs with vocal expressiveness, and when *not* to

Worship Musician Audition Process

Below is an outline of what the audition process entails for leading in worship, either as an instrumentalist, vocalist, or both. This information can also be found on our website under the Worship Arts tab.

Step 1: Online Audition Form

Musicians interested in leading worship will fill out the online audition form found on our website at [_____](#). A copy of this form can be found on the next page. Along with the form, applicants will submit two videos of themselves singing or playing in the following capacities, for each of the positions they are auditioning for:

- Vocalists will select one or two worship songs to sing, and will submit two separate videos; one in which he or she is singing the melody, and one in which he or she is singing harmony. The songs chosen should be very familiar and preferred by the applicant.
- Instrumentalists should submit two separate videos, one for each song that he or she chooses to play for the audition. These should also be worship songs chosen by the applicant, based on familiarity/ability and preference. (Choose two of your favorite worship songs!)

Once the audition form and videos have been submitted, applicants should allow for up to one week for their form and videos to be reviewed by the Director of Worship Arts & Music, before hearing from our team on next steps in the audition process.

Step 2: Informal In-Person Audition

After the online audition form and videos have been reviewed, the Director of Worship Arts & Music may contact applicants for an in-person audition. At this time, applicants will be asked to prepare two additional songs to play in person and in our weekly worship space. These songs will be chosen by the Director of Worship Arts & Music and representative of our current repertoire. This audition will also include a time of prayer, relaxed conversation, and reflection between the applicant, Director of Worship Arts & Music, and one additional team member. Applicants can expect to hear about next steps within 48 hours of the informal in-person audition, at the discretion of the Director of Worship Arts & Music.

*All interested applicants are encouraged to attend multiple services in Hope Hall and become familiar with Northside's Statement of Faith prior to filling out the online application.

Worship Musician Audition Form

**Full form can be found on the website:*

Applicant Information

Your First & Last Name: _____

Email Address: _____

Mobile Phone: _____ Age: _____

Which instrument will you be auditioning for? Please select all that apply:

- Lead Vocals
- Supporting Vocals
- Bass Guitar
- Electric Guitar - Lead
- Electric Guitar - Rhythm
- Acoustic Guitar
- Keyboard / Piano
- Drums
- Other (if selecting other, please list your instrument here: _____)

Briefly describe your music experience: _____

Are you an active member of Northside Church?

Yes No Not yet. I attend a different church.

If you selected "I attend a different church", please list your home church: _____

Why do you want to be a part of our worship team? _____

Have you been a part of a worship team before? Yes No

If yes, please list where and when: _____

Who are your favorite artists, Christian and/or mainstream? _____

What are you passionate about? _____

We love getting to know people. Briefly tell us your story: _____

What is your favorite candy? (This is a very important question.) _____

Do you have any questions or concerns regarding the musicianship expectations/requirements?

Yes No If yes, please explain: _____

Do you have any questions or concerns regarding the Hope Hall Worship Handbook, including our code of ethics and team expectations?

Yes No If yes, please explain: _____

Our *minimum* expectation for serving on the Hope Hall worship team is twice per month for instrumentalists, and once per month for vocalists. Are you able to commit to this?

Yes No If no, please explain: _____

Is there anything else you'd like to communicate with us?

Yes No If yes, please explain: _____

Uploading Audition Videos

>> Submit 2 links of you playing or singing 2 of your favorite worship songs.

*Please note these videos do NOT need to be professional quality! Use your phone or whatever device is available to you. State your name, the name of the song, and go for it!

If you are a vocalist, please submit one video of you singing melody **and one video of you singing harmony.

>> Please submit your video via YouTube. Use this [LINK](#) to help you upload or record your video.

>> Upload/record your content as “unlisted” so only those with the link you provide are able to view your video. You can do this under privacy settings.

*Copy and paste the link into the submission form below.

YouTube Video Link 1

YouTube Video Link 2

General Job Description/Performance Evaluation
Personnel Team Northside Church, Jackson TN

Position: Hope Hall Worship Team Member

Position Status: Part time, 5 hours/week, non-exempt

Responsible to: Director of Worship Arts & Music

Responsible for: Non-applicable

Purpose: Providing instrumental and vocal accompaniment for Hope Hall Worship Service

Qualifications:

1. Education: High School diploma/GED
2. Experience: Previous experience in music field, worship related experience preferred
3. Ordinations/Certifications: Non-applicable
4. Customized as needed for specific positions/instruments

Skills Needed:

1. Effective interpersonal skills
2. Discernment to assess music ability and talent on an individual and group basis
3. Ability to work as part of a team in ministry
4. Customized as needed for specific positions/instruments

Position Responsibilities

Responsibility	Below Standard	Meets Standard	Exceeds Standard
1. Provides vision and passion in the area of music worship ministries			
2. Assists in implementing new worship opportunities, which align with the mission and vision of the church			
3. Participates in rehearsals for weekly worship service			
4. Participates in providing music for weekly worship service			
5. Participates in providing worship for special events			
6. Maintains strict confidentiality			
7. Seeks opportunities for educational and/or visionary learning activities to further the mission of the church			
8. Develops and manages financial resources entrusted to the church (such as equipment, technology, etc.)			
9. Takes direction and works as part of a team in ministry			
10. Performs other duties as assigned			

Standards of Employment for all Positions:

Adheres to Employee Handbook guidelines for	Below Standard	Meets Standard	Exceeds Standard
1. Work schedules and pay days			
2. Non-worked time off, such as vacation, sick, holiday, etc.			
3. Standards of conduct and performance			
4. Anti-harassment, discrimination, and retaliation			
5. Safe Sanctuary Policy			
6. Personal work guidelines			

Upon employment and following any revisions to the Job Description:

I have reviewed these job description requirements and verify that I can perform the minimum requirements and essential functions of this position.

Employee Signature/Date

Supervisor Signature/Date

Performance Review Evaluation:

Supervisor's Notes:

Employee's Comments:

Employee Signature/Date

Supervisor Signature/Date

Worship Musician Code of Ethics, Expectations & Responsibilities

At Northside Church, we are committed to hiring and being musicians who embody and exhibit the ideals of "Three C's", as outlined below:

- 1. Character**
- 2. Craft**
- 3. Culture**

Character:

The core of who we are: we are musicians who believe in Jesus, seek to glorify Him in all we do, and commit to genuinely worship Him in Spirit and Truth. We strive to be a living example of His love and grace in all situations and environments, inside and outside of the church. We are passionate about leading others in worship, and truly want to be involved corporate worship.

Craft:

As capable and skilled musicians, we are constantly seeking to use our craft to glorify God and use our talents as an offering to Him. We encourage one another to pursue excellence in our craft through committing to practice on our own time, and be 100% prepared when we gather to rehearse communally. We see our time and talents as a way to honor Jesus and value the magnitude of our desire to serve Him over the magnitude of our ability to sing or play by worldly standards.

Culture:

