



# Guidelines Document Worship Team

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The following document provides guidelines and processes to be followed for the  
Worship Team  
Last Updated: 2018

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## **Vision**

The vision of APC's worship ministry is to please God's heart in unrestrained worship, to encounter His manifest presence and to establish a community of believers who will do the same.

## **Our Pursuit**

### **1. Our goal is to grow APC into a community of passionate worshippers**

As a worship ministry, our goal is to encounter God's presence.  
What we do is not about performance or just excellent music, but about encountering the presence of God. Excellent music in itself does not have life transforming ability. But a moment in God's presence can change everything.

***As a team, pursuing God's presence precedes pursuing excellence in skill.***



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7	Become a habitation of God, His dwelling	The Throne Room is where we dwell, or more correctly, God is dwelling amongst us. Whenever, where ever we worship – we are overwhelmed by God’s manifest presence. Psalm 132:13-18 becomes our experience.
6	Lead congregation into the Throne Room	We are able to step into the Throne Room. We are overwhelmed by His presence and glory. We are lost in awe and wonder. Amazing things happen.
5	Regular experiences of God’s presence	We regularly experience God’s manifest presence, flow in prophetic worship, soak in His presence. Unexpected and unusual things happen – healings, encounters, deliverance, etc.
4	occasional experiences of God’s presence	Every once in a while we have God’s manifest presence. We sense His Spirit leading in spontaneous prophetic worship. We then are able to soak in His presence.
3	Lead congregation to worship the Lord	Here the goal is to do a set of songs well with excellence, so that people can offer it as worship unto God. Focus is on offering something to God.
2	Lead congregation to sing to the Lord	Play a set of songs. Encourage congregation to sing to the Lord. Focus still on good performance, although heart is to sing to the Lord.
1	Lead congregation in a set of songs	Play a set of songs. Could have an excellent band, highly skilled. Focus is on doing the set well and getting people to sing along.

At present, we may typically be at Level 3, and occasionally visit Level 4. Our goal is to progress to higher levels in worship.

***We want our worship on earth, to be, as it is in heaven!***

## **2. We serve to establish God's blueprint for APC as a local church**

As a worship ministry we are aligned and are working towards establishing God's blueprint in our lives and in the lives of His people in our local church.

We understand that the local church must be developed in all areas according to God's blueprint and we work towards making this happen.



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## GOD'S BLUEPRINT FOR THE LOCAL CHURCH

<b>THE BRIDE</b>  In love with our Bridegroom God	<b>A HOUSE OF PRAYER AND WORSHIP</b>  Continuous worship and prayer	<b>THE TEMPLE OF GOD</b>  God dwelling among us and His glory revealed through us	<b>THE VINE AND THE BRANCHES</b>  Intimacy that births fruitfulness	<b>THE LAMPSTAND</b>  Our standing before Him makes us light in a dark world
<b>THE BODY OF CHRIST</b>  We represent Him and carry out His purposes	<b>THE FAMILY OF GOD</b>  We live as His family here on earth	<b>THE PILLAR OF TRUTH</b>  We uphold truth in this world	<b>GOD'S CHOSEN PEOPLE</b>  We demonstrate Kingdom culture and values	<b>AN ARMY</b>  We overthrow the works and powers of darkness
<b>THE EARLY CHURCH</b> A prototype to follow and exceed				

### Worshippers on Stage

In our church services, apart from the pastor/preacher, it is the worship team that has *direct spiritual impact* on the lives of people in the congregation. Hence the worship ministry is an important part of the *spiritual ministry* of the local church.

As a worship team,

- We are worshippers both on and off stage with a lifestyle of worship,
- We are not a talented group using our skills to *perform, entertain or please* people,
- We are not just a skilful music band or excellent church band that sings spiritual songs.

On stage, we are worshippers, who worship God with our gifts and skills as we invite the congregation to join us as we worship God ourselves. We are really facing God, not the people.

### Requirements of a Worship Team Member at APC

Three areas of responsibility:

1. Our Personal Life and Testimony
2. Commitment to the Local Church
3. Personal Accountability

#### **1. Our Personal Life and Testimony**



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Our *personal walk with God* along with *the skills* He has given us is what qualifies us as a worship team member.

## A. Godly Life

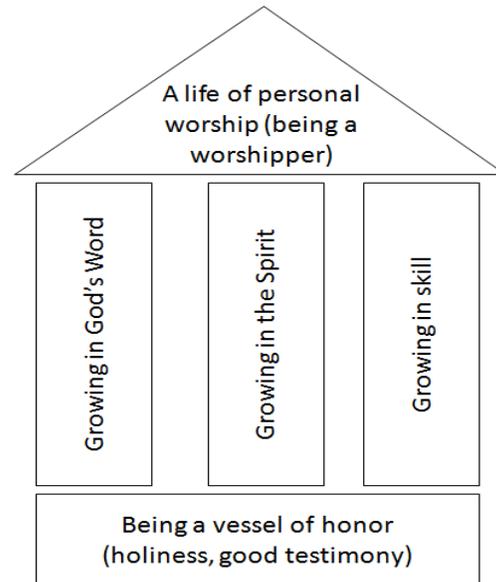
It begins with us being vessels of honour, living a life of *holiness* and *consecration* before God and maintaining a *godly testimony* before man.

## B. Spiritual Growth

3 areas that are pillars in our life where we need to *continuously grow*:

1. God's Word,
2. God's Spirit,
3. Our individual area of skill.

*In addition to learning and receiving what is being ministered at APC as your local church, we also encourage you to read widely, listen to other preachers and worship leaders and grow spiritually in your walk with God and as a worshipper.*



## C. Personal Life of Worship

Most important is a life of personal worship.

***I cannot lead people in worship, if I am not a worshipper. I need to be a worshipper in private, if I am to lead worship in public.***

The worship team is not for talented musicians, but for *passionate worshippers*, who are also excellent in their skill.

A chain is as strong as its weakest link. ***As a worship team member, I have to make sure that I am a strong link in the chain.***

## D. Growing in skill and worship

Worship team members must continuously grow and work on developing their skills – as singers, musicians and worship leaders.



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*In addition to serving at APC, as your schedule permits, we encourage you to engage with other Christian bands and ministries outside APC to learn from and enhance your skills in worship.*

### **E. Growing in Christlikeness and serving with humility**

Worship team members must grow in Christ-like character and maintain the heart of a servant to serve with humility regardless of their gifts and abilities.

Our Identity is not in our gifting so let's be comfortable in who we are in Christ outside of our gifting and grace.

Serve with excellence and in a way that the Lord is glorified.

### **Our 5 foundational areas of focus**

- Core – how to truly worship in spirit and truth
- Character – our conduct as worshippers of Jesus
- Craft – how we hone our skills to operate in our gifting with excellence
- Chemistry – how we engage each other as a team and the congregation in ministry
- Community – being a part of a family of people with unity, similar interests and callings

## **2. Commitment to the Local Church**

We must be first committed to APC as our local church, *before* we can be a part of APC's worship ministry.

A. Commitment to the local church means that **APC is our church FAMILY.**

We are committed to growing in this church family – receiving nurture and care and in turn nurturing and caring for others in the family while growing to be spiritual fathers or mothers in the house of God.

B. Commitment to the local church means that **APC is our church BODY.**

We are committed members of this body, we find our *place* and fulfil our *role* and *function* in this body, drawing spiritually from this body, and contributing to this body with the grace, gifts and anointing God has placed in our lives.

C. Commitment to the local church means that we are committed to the **leadership** God has placed at APC and we are 100% aligned to APC's **Statement of faith**, the **vision**, **values** and **culture** of APC.



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D. Commitment to the local church means that we **receive what God is releasing to us** as a local church and we flow with, join in and **actively participate in the work God is releasing through** us as a local church body.

Our commitment to the local church is expressed by:

**1. Our attendance at all Sunday services** to worship God with the body, to receive the ministry of the Word and the Spirit being released to the body and to fellowship with other believers in the local church body. (*We understand that at times you may miss attending a Sunday service due to work/travel. However, for the Sunday you miss attending the service, we request you to download and listen to the sermon preached, to stay connected and be in sync with what is happening.*)

Since those who serve in the worship team are those who are a committed part of APC, attending church only when rostered to play on Sundays is not the commitment that is expected.

**2. Connecting with the rest of the church family** by fellowshipping with other believers through life groups, personal meetings, and other events held at APC.

**3. Being involved in the ministries at APC** where we can serve as part of the worship ministry or in other ways. Some of these include the Secret Place, Five Days of Prayer, Youth Services, Conferences and Missions.

### **3. Personal Accountability**

Worship team members are required to hold themselves to a high level of **personal accountability**. Personal accountability is self-governing ability and an expression of spiritual maturity.

Here are some practical ways in which personal accountability can be expressed:

1. Worship team members ensure that they spend personal time with God in reading His Word, in prayer, in personal worship.

2. Worship team members ensure that they live holy and do not walk in sin.

3. If a Worship team member feels at any point that their *personal spiritual life* is dry and not where it should be or if they come into some form of addiction or bondage in some area where they are in consistent sin, then they can (A) voluntarily ask the



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worship pastor (or their location worship coordinator) to not roster them for a period of time and (B) reach out to any one of the pastors at APC for spiritual help to be strengthened. Once their spiritual life is back to where it should be they can inform the worship pastor/worship coordinator to be rostered once again

4. If a worship team member feels that their skill in a certain area needs to be worked on, they should voluntarily ask the worship pastor (or worship coordinator) to not roster them for a period of time until they are able to improve their skill level sufficiently to acceptable standards, and only after that ask to be rostered again. They can work with the worship pastor or their respective skill head and/or take classes or other means to make improvements in their skill levels.

5. If a worship team member sees that they are unable to sufficiently practice and prepare before coming for rehearsals and the time of ministry, they should voluntarily ask the worship pastor (or worship coordinator) to not roster them for a period of time until they are able to discipline themselves to practice and prepare for rehearsals and ministry.

6. If a worship team member recognizes that they are unable to be regular at attending Sunday services, which could happen due to several personal reasons, they should inform the worship pastor/worship coordinator and voluntarily ask not to be rostered for a period of time till things change at their end. Once they are able to be regular in attending the Sunday services, and are actively receiving the Word being preached and are connecting to the local church family and body consistently for a period of time, they can then ask the worship pastor/worship coordinator to be rostered again.

7. If a worship team member feels that they are not aligned to the vision, mission, values, culture of APC, does not feel connected with the worship ministry at APC or feels disconnected from APC as a local church family and body, they should of their own accord discuss this matter with the worship pastor or with any of the pastors at APC. During this period, they should ask voluntarily ask not to be rostered for a period of time till things change at their end.

***All of the above are expressions of personal accountability.***

It is only when an individual does not voluntarily exercise personal accountability expected of them as mature individuals, that the leadership at APC, addresses this matter and takes necessary corrective measures, which includes not rostering the individual for times of worship or releasing the individual from the worship ministry at APC.

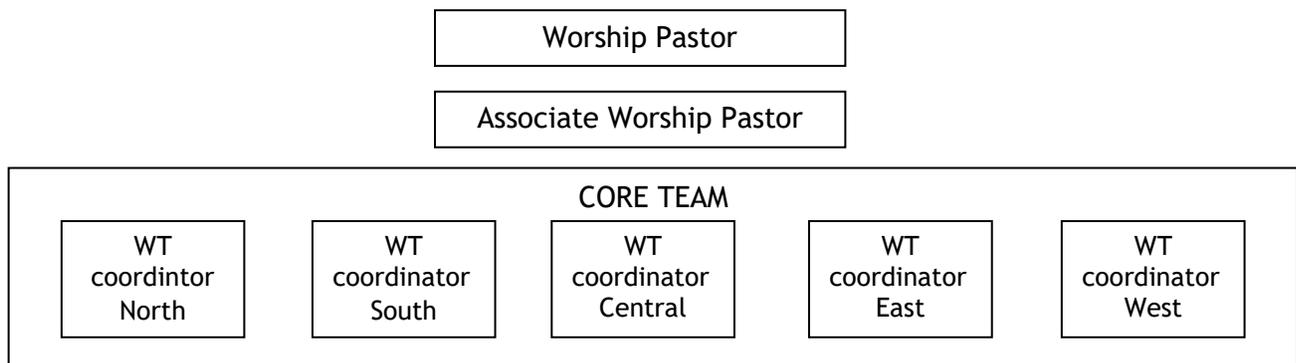


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Accountability is also established secondarily, through **team meetings** where spiritual life as well as growth as a worship ministry is reviewed.

## APC Worship Ministry Organizational Structure

The following organizational structure is being developed for the worship ministry at APC. This is what we are working towards.



The Worship Pastor oversees the entire worship ministry APC-Bangalore and APC-Mangalore assisted by the Associate Worship Pastor. At each location there will be a Worship Team (WT) Coordinator, who oversees the worship team members at that particular location.

A core team comprising of Worship Coordinators will work with the Associate Worship Pastor in leading and developing the worship ministry at APC.

*The Core team is the execution arm - they are the people who do the work of building the worship ministry at APC, under the oversight of the worship pastors.*

The Core team will comprise of people who are passionate worshippers who hold themselves to a high personal standard of spiritual life, worship and excellence in ministry. These are people who have recognized worship as their primary area of ministry in the local church.

*(If at any point, a core team member feels that they do not fit into this description of a Core Team member at APC, they are requested to voluntarily ask to be released from the worship ministry at APC.)*



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### **Responsibilities of the Worship Pastor, Associate Worship Pastor and WT Coordinators**

The Worship Pastor, the Associate Worship Pastor and the core team together work towards growing APC as a local church community to be passionate worshippers of the Lord. Together they help fulfil APC's vision for worship in the local church:

1. Our Goal is to grow APC as a community that becomes a habitation of God.
2. We serve to establish God's blueprint for APC as a local church.

*(If at any point, a core team member feels that they are not passionate about this vision and are unable to contribute meaningfully towards achieving this vision, they are requested to voluntarily ask to be released from the worship ministry at APC, please.)*

#### **Worship Pastor**

- Provides oversight to the worship ministry. Responsible for maintaining and clarifying the vision and leading the team and local church into fulfilling the vision for the worship ministry.
- Meets with the Associate WP to review progress, address areas of challenges, develop plans, for the worship ministry at each location.
- Plans and executes auditions for the worship team at least once if not twice a year.
- Reviews progress of worship ministry on a monthly basis and determines areas for improvement.

#### **Associate Worship Pastor**

- Works closely with the Worship pastor and meets regularly review progress and address areas of challenges.
- Plans and executes training events for the worship team with the help of the Key skill leaders to help worship team members continually improve in their respective areas.
- Coordinates worship teams for Sunday services, special events, outreaches, missions, conferences, God TV recordings, etc.



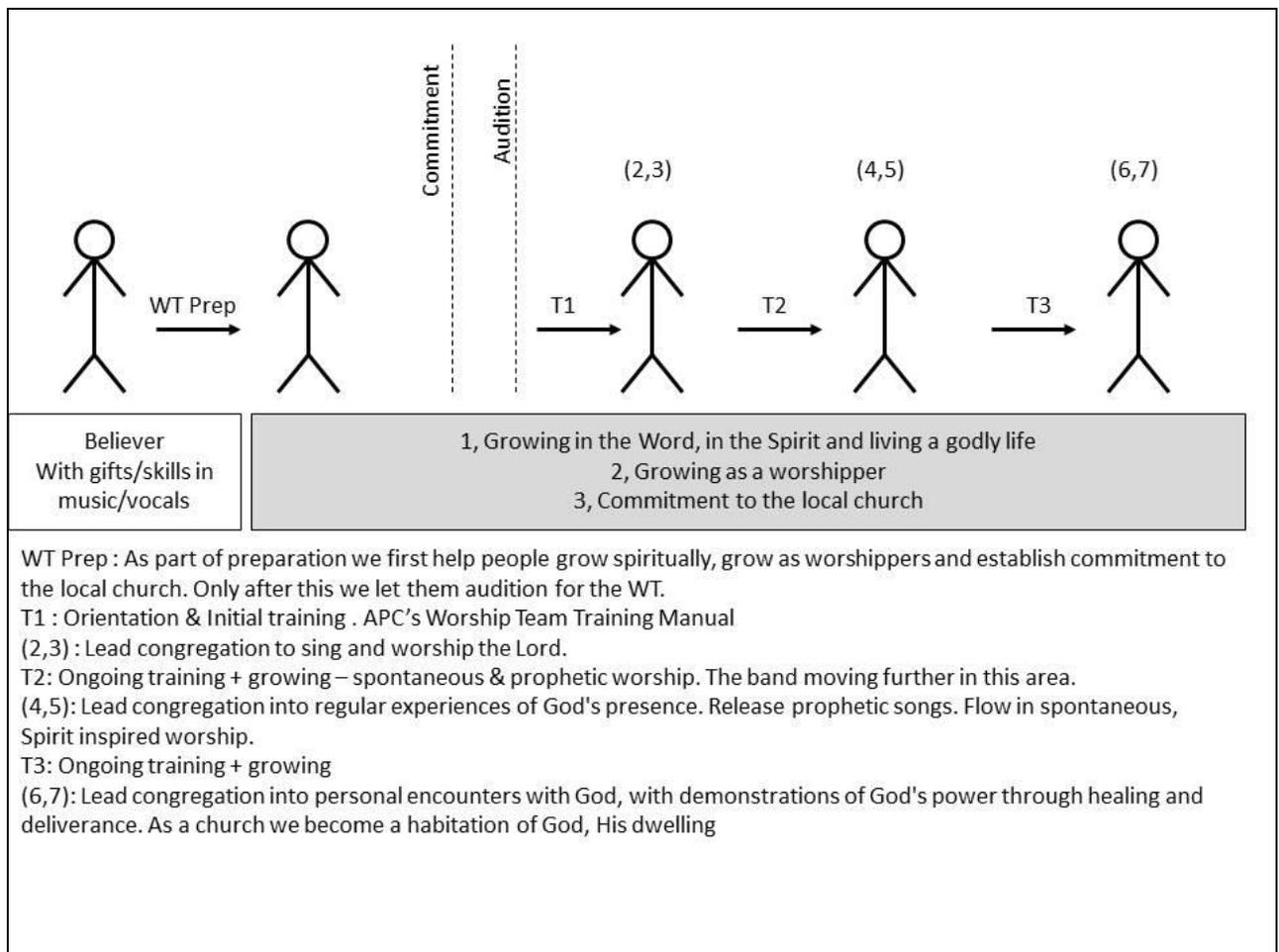
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## WT Coordinators

- *Worship coordinators* meet regularly with their worship teams to remind them of the vision for the worship ministry, review progress, address areas of challenges, etc.
- Develop monthly roster for their location and send it back to the Associate Worship Pastor
- Ensure that worship teams at their locations do a review at the end of each worship time (e.g., after every Sunday service).
- Provide feedback of progress to worship pastor and work with the worship pastor to develop the worship ministry at APC.

### Roadmap for Nurturing Worshippers

In order to fulfil our vision, we need to develop people, to help us get there. Here is our roadmap on how we aim to develop people, in this case worshippers, to develop the local church in the area of worship.





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## APC Worship Ministry Functioning

### **Auditions**

WT auditions are held once or twice a year based on the requirements.

Prior to the audition, there will be a *pre-audition meeting* where those interested in auditioning will be briefed on the vision, goals of the worship ministry and the requirements of a worship team member along with the audition process.

The online application form for the auditions will be made available on the church website after this.

On fulfilment of the eligibility criteria, the songs (youtube links) with the instructions for preparation will be emailed to the applicants. On the day of the audition, the applicants will be evaluated as per the pre-determined criteria.

The selected applicants will then go through an orientation process after which they will be evaluated and rostered for ministering in worship.

### **Rehearsals**

The list of songs with their respective keys will be sent by the rostered worship leader to the team by the beginning or middle of the week and the team's rehearsal date/venue is co-ordinated by the worship leader after checking with the team.

*Practice is personal and rehearsal is relational.*

The team has to have at least 1 full rehearsal together before coming to lead the service. The rostered team is expected to learn and practice their individual parts thoroughly before arriving on time at the venue for the rehearsal. Each team practice session starts with prayer led by anyone in the team followed by the rehearsal.

During the rehearsal, the team works on the start/finish of the songs, transitions between songs and also the expression/dynamics of the songs.

### **Team Dynamics**

The worship leader prayerfully sets the direction/tone for the worship session and proceeds to lead with the team in worship. The worship leader is primarily responsible for hearing the voice of the Spirit and to facilitate the congregation in flowing with the leading of the Holy Spirit.



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The MD (Music Director – only Central has this role at present) directs the band musically based on the direction set by the Worship leader, taking the cues from him.

This is to be done by the MD in a non-intrusive manner so as to facilitate the Worship leader to be free to hear from God and lead / exhort the congregation, being careful not to hinder this process.

The worship leader constantly cues the band with regard to the ebb and flow of the song – the building up of intensity and the breaking down of the same, transition to the next song, etc so as to enable the best possible expression of what is being sung / declared by the team.

The band along with the MD are to follow the cues and leading of the WL and wholeheartedly support the same so that the team flows as one.

### **Evaluating Each Worship Service**

Here are the important questions to evaluate ourselves, in their order of importance:

1. Did we encounter God's presence as we played together?
2. Did we learn anything new about how the Spirit of God led/leads us during worship?
3. Did the congregation recognize and encounter God's presence?
4. Did we play well together as a worship team? Where did we not do well and what corrective measures need to be taken to improve?

### **Review/Feedback**

The team's review is shared to the worship pastor by the worship leader for necessary input and feedback.

### **Team Meetings**

- There will be regular team meetings as scheduled by the worship coordinators/pastors. The team is expected to be regularly attend these meetings.

### **Trainings**

- WT Retreat – There will be an annual off-site retreat. This will be a time of spiritual refreshing, fellowship and training
- Training sessions – There will also be regular informal and formal training sessions
- Worship Conferences, seminars – This info will be shared with the teams so that everyone can attend and be benefitted.



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## **Personal Break and Rest Periods**

Worship team members who need to take a break from their involvement in the worship ministry at APC, for various reasons, may notify the Associate Worship Pastor, asking not to be rostered for a period of time. When they are ready to participate once again, they can notify the same.

## **Transitioning Out of the Worship Ministry**

At any time, if a worship team member wishes to be released from the worship ministry at APC, they can do so, by informing the worship pastor.