



FAMILY CHURCH

Worship

AUDITION GUIDE



AUDITION GUIDE

For new musicians and singers

INTRODUCTION

We're excited that you are interested in being part of the worship ministry team here at Family Church. We've put together this guide to help you

- (1) Capture our vision for worship ministry
- (2) Understand our expectations of worship team members, and
- (3) Prepare for your audition and interview.

HOW WE THINK ABOUT WORSHIP LEADERSHIP

At Family Church, anyone on stage, whether they are a worship leader, a singer, or a band member, is a leader of our church in some capacity. Consequently, we are interested in more than just musical ability when we add someone to our team. When we assess someone to see if they are a good fit for our team, there are three controlling values we have:

- They must have good **character**
- They must be part of our **community**, or willing to become part of it.
- They must be **competent** and meet the standards we ask of our players.

Our model for qualifications for leadership comes from the story of Joseph, found in the Bible in Genesis 37-50.

Joseph had a divine calling on his life at 17, but was not yet ready for the responsibility God would give him. So God took him through a purification process to prepare him. This process in the life of Joseph helps us to see these three priorities for leadership.

CHARACTER

First, in his immaturity, Joseph annoyed his brothers with his superior attitude, so much so that they sold him into slavery.

Joseph became a slave in the house of Potiphar, an important Egyptian official. Joseph managed Potiphar's household well, and was eventually put in charge of all of it. Then Mrs. Potiphar came on to him sexually, but Joseph refused to sin with her, even though he was away from his family and anyone who shared his religion, and no one but God would have known.

Joseph had deep devotion to God, internally, apart from the support of family or spiritual leadership. He owned his relationship with God.

Similarly, we need team members who internally “own” their walk with God and their responsibilities as team members, and who do not need constant supervision or micromanagement.

COMMUNITY

After he spurned Potiphar’s wife, he was put in prison, where he again proved to be a competent manager, and rose to be in charge of the entire prison. He also proved to be an able interpreter of others’ dreams. Through this period, Joseph used his gifts and abilities to serve others, not just to further his own ends. *Similarly, our musical and leadership gifts have been given to us to build and serve the Family Church community of which we are a part.*

COMPETENCE

Finally, the critical moment came, and Joseph was called upon to interpret Pharaoh’s dream. After he did, Pharaoh put him in charge of all of Egypt. Joseph then used his administrative gifts, which he had developed in the house of Potiphar and in prison, to prepare for the coming famine and rescue many lives, including those of his own family. If Joseph did not have fully-developed skill, he would not have been able to do what was necessary, and would have failed and embarrassed himself.

Similarly, in worship, our team members have to have the appropriate level of musical and/or technical skill to minister effectively.

When put into priority sequence, these values can be thought of like a baseball diamond.



LEADERSHIP WITH INTEGRITY

Notice that home plate is named “Leadership with Integrity.” Our goal is to have a worship team that can minister with full integrity: a team that has good character, who belong to our church and are living in community and friendship with us, and who have the necessary skill to minister effectively.

Also notice that the bases need to be run in order. For instance, in worship ministry the temptation is to value competence (third base) most highly; in other words, we ask “Can he play? Can she sing?” and if the answer is yes, then we put them on the team. This is like getting a hit, running to third base and then home. In baseball, you can’t score points this way. Every base must be passed in order to score. In worship ministry, it’s the same: to have leadership with integrity, we must pass all the bases.

The following pages go into further detail about each value and the kinds of questions that drive how we think of them.

FIRST BASE: CHARACTER

What character defects are problematic in worship ministry?

- Laziness
- Viewing oneself as an exception to the rules
- Prima donna
- Over-sensitivity
- Inability to take instruction and / or correction
- Avoiding work considered beneath them
- Sinful lifestyle that dishonors Christ
- Irritating, socially inept
- Unreliable: chronically late, no show/no call
- Unwilling to submit to authority (esp. when you disagree)

What positive character traits are we looking for?

- Reliability
- Humility: No agenda, Coachable / teachable, understand they are replaceable
- Respond well to others, to correction, to mishaps.
- Good work ethic: on time and prepared
- Devotion to Jesus
- God-honoring lifestyle (no expectation of perfection here)
- Understand and own the mission of Family Church
- Honesty
- Selfless

Some questions to consider:

- Why do you want to be a part of this team?

- What does it mean for a musician to be coachable? Hard-working? Do you consider yourself hard working and coachable?
- Look at this list of positive and negative character qualities. What is your greatest strength of character? Greatest weakness?
- What is your relationship with God like? Are you close to God or far away?
- If you died tonight and stood before God to be judged, would you be frightened or confident? Why?
- Who is speaking into your life?
- How much of a need for attention do you have?
- If we needed you to sit out for a season, say two or three months, how would you respond to that?

SECOND BASE: COMMUNITY

Our goal in community:

- We want worship team members to be “one of us.”
- We do not want players who “just play” and exclude themselves from the life of the church.
- We desire for worship team members to move toward church membership, which means believing in Christ, being baptized and joining Family Church. Some leadership roles require church membership and/or background checks.
- We want team members to be relationally available for friendship
- If you join our ministry, we want Family Church to be your church, and we want the privilege of walking with you and pastoring you to godly success.

Some discussion points:

- Have you been to our First Connections Class? That class is an overview of the mission, vision and values of Family Church and explains how church membership works.

At the end of the class, you have an opportunity to join Family Church.

- What do you know about the mission of Family Church? Is that mission something you can support?
- Look at the vision of Family Church Worship (see page 12). Is that something you can see yourself being part of?
- What is the church to you?
- What is the importance of the church to Jesus?

OUR SCHEDULING TOOL: PLANNING CENTER

FC Worship uses www.planningcenteronline.com to do scheduling for vocals, band and tech. If you become part of our team, we will set up an account for you. When you are scheduled to play or sing or run tech for a service, planning center will send you an email and/or text message to alert you and to give you an opportunity to either accept or decline it. In Planning Center, you can also view the order of worship, download the song charts, and listen to sample recordings and/or click tracks of the music for the service.

Since we rely heavily on Planning Center, it is important that all of our team members respond quickly to scheduling notices. *Normally, we expect team members to either accept or decline a scheduling request within 48 hours of receiving it.* If you are unsure of whether you can say yes to a request, it is better to decline it quickly than to leave us waiting and wondering.

Planning Center also allows you to block off dates in advance when you know you'll be unavailable (e.g. working, vacations, etc.). We encourage our team members to use this feature.

THE VISION OF FAMILY CHURCH WORSHIP

Family Church Worship, under the umbrella of the gospel, and rooted in our local church, exists to *lead our church* to worship Jesus as they live on mission, in gospel-saturated, engaging weekly services at all campuses; *to train worship leaders* who are humble, spiritually vibrant, biblically faithful, and musically excellent, and *to share the gospel outside the walls* through recordings, videos, and concerts.



THIRD BASE: COMPETENCE

This is a list of benchmarks describing a basically competent candidate for each musical position. Candidates do not have to perfectly meet every qualification we list, but they ought to meet most of them.

VOCALS

1. Sing on pitch
2. Good stage presence
3. Contemporary vocal style
4. Can harmonize
5. Presentable: dress, grooming, appearance
6. Leadership sense

KEYBOARD / PIANO

1. Read charts
2. Strong sense of rhythm
3. Leadership sense
4. Aware of service flow, able to pad, bridge songs and other worship elements
5. Comfortable in all keys
6. Able to transpose
7. Able to play by ear

GUITAR

1. Read charts
2. Comfortable in any key
3. Familiar with chord structure
4. Sensitive to intonation
5. Sense of scale when playing with the band:
how much to play
6. Able to play dynamics: quiet vs driving
7. Good rhythmic sense
8. Able to play by ear

DRUMS

1. Can stay on click effortlessly, second nature
2. Sense of taste and proportion; does
not overplay
3. Strong leadership sensibility
4. Locked with bass, plays in the pocket
5. Aware of and responsive to direction from
worship leader
6. Comfortable at slow and fast tempos
7. Solid on rudiments
8. Can read charts/memorize music

BASS

1. Reads charts
 2. Locked in with drummer
 3. Solid playing in the groove
 4. Full tone
 5. Sense of scale with the rest of the band
 6. Knows scales
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INTERVIEW / AUDITION OUTLINE

Each person interested in singing / playing for Family Church will have an initial interview and audition to determine their suitability for our team. Here's what you can expect from that time.

Your interview / audition will last about an hour, and may include more than one of our worship staff members.

In the interview portion we want to talk about you:

- Personal and family background: where you grew up, went to school, etc.
- Musical background: when did you start playing, what are you doing with music now

- Spiritual background: your history with church, if any; how did you get connected to Family Church

OUR MINISTRY:

- The vision of Family Church: building families by helping them discover and pursue God's design
- The goals of Family Church Worship:
(1) lead our church in vibrant weekly services,
(2) train worship leaders, (3) minister outside the walls.
- The things we value in musicians / team members :
 - o Character
 - o Community
 - o Competence

For the audition portion, we want to hear you sing / play.

- Be prepared to sing or play something you know well, that highlights your abilities. Any standard worship song is a good choice.
- We will likely have you sight read a chart of a worship song.

- We will be listening for how you meet the benchmarks outlined in the competence section.
- We normally record auditions (audio and/or video).

To schedule an interview / audition, the best way is to speak directly to the worship ministry staff member who gave you this guide.

If you have further questions, feel free to email us at worship@gofamilychurch.org.

