

VISION & VALUES

Vision rarely changes, since it is rooted in the Word and the great commission. However, our way of clearly expressing that vision may be adjusted, strengthened or expressed in a fresh way to capture peoples hearts and minds. Leadership's job is to make sure each new generation owns, shares in and can express our vision

***Raising Up and Sending Out Worshippers who
Exalt the Father, Encounter the Son and Experience the Spirit.***

Values affect what we think and what we do. Our values are an intrinsic part of us, even though we seldom think about them in a conscious fashion. They determine the ideas, principles and concepts a person or group can accept, assimilate, remember and transmit. They are fallible and must constantly be revised and reviewed in light of Scripture.

*To accomplish this vision the Grace Chapel Worship Ministry
must be about these values...*

- **Elevating Expectations**

To encourage individuals, Life Groups, and the church community to develop extravagant expectations for what God wants to do in and through their worship

- **Effecting Passion**

To be captured by an undignified passion for Jesus, empowered by the Holy Spirit, that compels us to relentlessly pursue intimacy through intercessory prayer, the Word, a life of worship, and accountable community

- **Equipping Generations**

To nurture and train worshippers of all ages in Spirit empowered, Truth inspired worship (Form and Function)

- **Expressing Creativity**

To implement a holistic approach to worship utilizing all the creative elements that God has blessed us with and communicating them in a multi-sensory environment

- **Engaging Culture**

To release worshippers into contemporary culture to engage in and demonstrate intentional loving relationships, with members of our community, through our God-given creative gifts

- **Emerging Leaders**

To train, prepare, appoint and send out multi-generational worship leaders who will raise up and send out worshippers who Exalt the Father, Encounter the Son and Experience the Spirit

PRIORITIES

Priorities are established in order to give visible form to our values. Priorities demonstrate how we spend our time, energy and money.

- Our worship is directed and focused upon God Himself. We do not just sing about God, we sing to Him (Ps. 100:1; Rev. 5:9-10, 12-13)
 - It is appropriate, however, to encourage one another in worship and celebrate the unity of the Body of Christ; yet the focus is always on the Lord (Eph. 5:18-21; Col. 3:15-17)
 - Periodic solos, dances, and drama presentations are also important and are considered “special offerings” to the Lord. The main emphasis is, however, on participatory worship.
- Worship is a reciprocal communication process. We worship God and He touches us. We look for God to respond to our worship and anticipate movement and ministry of the Holy Spirit.
- Worship is practiced as a lifestyle on both the congregational and individual level (Rom. 12:1; Col. 3:15-17).
- We set aside time to worship. Just as a relationship takes time to nurture, so quality worship cannot be hurried.
- We teach others how to worship so that they may experience intimacy with God (Col. 3:15-17)
- We expend energy to rehearse, set-up and prepare for worship. Spontaneity is greatest when it is laid upon a foundation of thorough preparation.
- We invest money for musical instruments, worship supplies, and audio/visual equipment so that we will have quality in our worship (1 Chron. 25:6)
- We feel free to integrate change as our worship grows and expands. We are careful to maintain consistency with God’s Word and between our vision, values, and priorities when we do initiate change.

PRACTICES

Practices communicate values and priorities even though they may never be articulated verbally. We rigorously try to ensure that our practices communicate our values and priorities.

- **God-centeredness:** A high priority of the vertical focus of our Sunday morning service. The ultimate aim is to experience God and realize that he is glorified in our affections.
- **Expecting the Powerful Presence of God:** We do not just direct ourselves toward him. We earnestly seek his drawing near according to the promise of James 4:8. We believe that in worship God draws near to us in power, and makes himself known and felt in our presence; for our good and for the salvation of unbelievers in the midst.
- **Spirit and Truth Worship:** The New Testament mandate for the Christian is to worship God in Spirit and in Truth (John 4:24). These are the worshippers whom God seeks after (John 4:23). These two elements of "Spirit" and "Truth" are essential for us as a worshipping community. To worship in Spirit is to worship by means of the Holy Spirit of God, who empowers every Christian to worship. The Spirit of God gives gifts to each Christian for the building up of the Church community (I Corinthians 12:4-7). Worship, then, is focused upon the ministry of the Holy Spirit, who then glorifies the Lord Jesus Christ (John 16:14). The "Truth" is the revelation that God has given concerning Himself in the Bible (John 17:17). Worship, then, is in accordance with the teaching of the Bible. We believe that by worshipping in "Spirit" and "Truth" we will see God glorified and His presence will be experienced. A proper balance between these two elements will result in worship that is pleasing to God and brings glory to the name of Jesus Christ.
- **Head and Heart:** Worship that aims at kindling deep, strong, real emotions toward God, but does not manipulate people's emotions by failing to appeal to clear thinking about spiritual things based on shareable evidences outside ourselves.
- **Earnestness and Intensity:** Avoiding a trite, flippant, and superficial, atmosphere, but instead setting an example of reverence, passion and wonder.
- **Authentic Communication:** Not the atmosphere of artistic or oratorical performance but the atmosphere of a radically personal encounter with God through the Word and through Worship.
- **The Manifestation of God and the Law of Love:** We expect, hope and pray (according to 1 Cor. 12:7) that God "shows up" in our midst for the strengthening, encouragement, and comfort of the body of Christ (1 Cor. 14:3). Therefore a spirit

of love for each other is not incompatible with, but necessary to authentic worship.

- **Undistracting Excellence:** We will try to sing, play, pray and preach in such a way that people's attention will not be diverted from the substance by careless ministry nor by excessive finesse, elegance or refinement. Natural, undistracting excellence will let the truth and beauty of God shine through.
- **Contemporary Music Style:** We worship utilizing a variety of songs, hymns, choruses, and spiritual songs (Eph, 5:19) in a contemporary musical style. Discerning and implementing the appropriate music style fosters security and helps people identify with what they are singing to God.
- **Uninterrupted Flow of Worship:** Many songs will be sung in succession without needless interjections from the worship leader. This “flow” may include prayer, intercession, scripture reading, dance, PowerPoint presentations, videos, congregational readings and other appropriate forms to enhance worship
- **Progressively Fashioned Worship:** This is much like the stages in any relationship: acknowledgement, invitation, adoration, engagement, and intimacy. Our human emotions will not permit immediate intimacy – we cannot handle the intensity of God’s presence without preparation. The flow, then, is usually from praise and thanksgiving to more heartfelt and intimate expressions of worship.
- **Worship Teams:** The Sunday worship schedule will generally have the same worship team two weeks in a row, when possible, to facilitate cohesiveness. These teams will function as authentic communities emphasizing prayer, the Word, accountability to a life of worship and musicianship.
- **Pre-Service Preparation:** Pre-service preparation is a high priority in our ministry.

Individually: Where am I mentally, physically, emotionally and spiritually prior to and during my ministry time? What movies did I watch on Saturday night? How much sleep did I get? Where is my focus this morning? How much time have I spent in the Word this week? Are there people praying for me and my worship ministry on a consistent basis? How are my significant relationships? Do I need to forgive, or ask for forgiveness? Have I participated in gossip, slander, or accusations? Where am I on the pride/performance scale?

As a Team: A high priority is placed on pastoral and music team prayer prior to Sunday morning services. The music team gathers with the prayer team, pastors, and others involved in the service at 8:30 for 7 to 10 minutes of prayer.

- **Sacraments:** Communion, The Lord's Table, will be a vital element of our community worship experience (1 Cor. 11:23ff). Baptisms will be frequently incorporated into the worship services in a variety of ways (Matt. 28:19).
- **Expressive Worship:** We seek new songs, new modes of expression and new experiences with God, through all Biblical means: intimate adoration, thanksgiving, praise, extolling, exalting, rejoicing, Biblical meditation, service, etc.
- **Holistic Worship:** We encourage the whole person to enter into worship through the use of body (1 Tim 2:8; 2 Sam. 6:14; Ps. 95:6ff; 149:3), soul (Ps. 95:1-4), and spirit (Rom. 8:16; Eph 5:18).

Biblical Expressions of Worship

- Singing to Him. (Col 3:16; Psalm 149:1; 2 Chron 29:27)
- Singing new songs. (Psalm 144:9) The word "new" in aramaic is "Hadas" which means fresh or unused.
- Singing or speaking with your spirit. (1 Cor 14:14-17) Refers specifically to 'tongues'.
- Speaking about Him. (Psalm 145:6-12) Refers to praises with the sense of "bubbling over with joy."
- Playing musical instruments. (Psalm 150:1-6; Psalm 149:3; Psalm 144:9; 2 Chron 5:11-14 & 29:25-30)
- Shouting joyfully to Him. (Psalm 47:1; Ezra 3:10 & 11) Praising God LOUDLY for His triumphs.
- Weeping. (Ezra 3:12 & 13) Response of intimacy, joy, awe in God's presence, etc.
- Lifting up our hands. (Neh 8:6) An outward expression of our hearts. Shows dependence, gratitude or surrender.
- Bowing low with our faces to the ground. (Neh 8:6; Psalm 95:6 & 7) Demonstrating reverence & respect.
- Kneeling. (Psalm 95:6) Shows humility, meekness and submission. It literally means "to bless" God.
- Lying Prostrate. (Rev 1:10-17) Total awe, fear, reverence, humility or adoration.
- Standing in His presence. (Deut 10:8) Acknowledgement of reverence and service to royalty.

- Clapping our hands. (Psalm 47:1) "The Father's heartbeat". Release of joy & thanks. Also a powerful tool against the enemy's strongholds, many times combined with shouting, praise & singing.
- Meditating. (Psalm 77:12; Philip 4:8) Pondering the attributes of God in our hearts.
- Dancing. (1 Chron 15:29; Psalm 149:3 & 150:4; 2 Sam. 6:14-16; Exod 15:20) Celebrates God's victory and is a full expression of joy or rejoicing.

WORSHIP TEAM PRE-QUALIFICATIONS

In calling for the following pre-qualifications and commitments for participation in the worship ministry of Grace Chapel, it is our intention that there be *a Calling, an Anointing and a Godly desire evident in the participant*. It is not our desire to make it difficult for "difficulty's sake", but rather to ensure and encourage *proper attitudes, teachable spirits, Godly character* and the *full use of God's gifts and callings* in each team member, to the best of our ability.

PRE-QUALIFICATIONS:

- Be a "True Worshipper." (John 4:23 & 24)
- Evident ability to play your instrument skillfully. Willingness to be auditioned by the Worship Team.
- Demonstrate a willingness to hold this ministry with an "open hand", leaving up to the Lord and the leadership all questions regarding the scope of your involvement.
- Be a faithful participant in the life of this church as evidenced by regular attendance (a minimum of three months) at Sunday services. Demonstrate commitment to this local body by becoming involved in growing, healthy relationships with other people who are doing the same. Invest time, energy and money as evidence of your call to this body.
- Be recommended to the worship ministry by two or more persons involved in leadership in the church. (i.e. Small Group Leader, Pastor, Parent etc.)
- Show a willingness to work within the expectations of the worship ministry leadership team.
- Indicate your willingness to support the pastor's vision, even if it requires you to lay yours aside.
- Indicate your commitment to the vision, desire and values of this worship ministry.
- If you are married, you must have the support of your spouse for involvement in the worship ministry.
- If needed, indicate your willingness to pursue further education in music including Instrument, Voice or Theory.

WHAT IS THE PROCESS FOR WORSHIP TEAM SELECTION?

The process of working with the worship ministry starts with a relationship, *you need to get to know us, and we need to get to know you.*

Get to know us

We request that you spend at least 3 months in the church body getting to know the community of Grace Chapel before entering into the worship ministry. Our hope is that you will have spent enough time with us to decide that this is your home church. You should be regularly attending a small group and also should have signed or be planning to go through the discipleship course.

Help us to get to know you

It takes time to get to know people. Whatever you can do to be around us and let yourself be known will really help us. Whether that is set-up, tear-down or serving in whatever way possible, we hope that we will get a good feel for who you are by watching you serve Grace Chapel. In addition, Life Groups also provide a smaller setting to get to know people.

We also need to see if your musical ability is at a level where you can pick up a chord chart and play or sing after a single run through (not uncommon). The process for helping us get to know you is as follows:

1. You will be asked to fill out a Grace Chapel Worship Ministry questionnaire. This just allows us to get to know you a little better and hear some of the heart behind why you desire to be part of the worship ministry. This also provides us with all the right information to get in contact with you.
2. Jake will schedule some time with you to chat, play and/or sing together. During this very informal time I will get a basic sense of who you are musically, vocally, and perhaps spiritually.
3. If the following are positive, I will invite you to come to a vision meeting that we have to meet the worship ministry as a whole. This will allow you to get a more holistic look at the Grace Chapel Worship ministry
4. From there if you agree with the beliefs of Grace Chapel, the vision/values of the worship ministry, and the philosophy of the worship ministry, you will be invited to join a mid-week practice and begin to gel with the team that you will be playing or singing with.

As much as we are looking for musical competence, we are also looking for someone who is able to follow the direction of the worship leader, listen to other members of the

band, retain memory of arrangements, and also play as led in the moment by the Holy Spirit. Again, from our perspective, worship is not about musical talent and performing so much as it is about offering all that we are, with discernment, in order to bless God and others.

How the teams are put together

At present, we have worship teams that play on Sunday mornings. Teams are reconfigured three times a year: September, January, and June. Once a new member is added to one of the teams, they are added on a trial basis for one season (fall, winter/spring, summer). After that trial period, a decision is made whether to formally accept the new member to the worship team.

A Checklist of things to do:

- 1) Contact Jake Schwein and let him know that you're interested.
- 2) Plan to take the Grace Chapel discipleship course
- 3) Consider helping out wherever needed in the ministry (set-up, tear down)
- 4) Wait patiently and worship God with all that you have

WORSHIP TEAM JOB REQUIREMENTS

In order to nurture and implement creative worship that is played skillfully and birthed spiritually we require all members of the worship ministry to commit themselves to the following requirements:

- 1. Spend time alone worshipping God regularly.**
- 2. Practice your musical or vocal skills regularly.**
- 3. Serving in any aspect of the worship ministry as the need arises.**
- 4. Attend team practice faithfully.** The times and conditions are:
 - a. Wednesday night practice, 7:00 pm to 9:00 pm.
 - b. Sunday morning warm-up, 7:15 am to 8:25 am.
 - c. Sunday morning prayer, 8:30 am to 8:45
 - d. Sunday morning services, 8:45 am and 10:45 am.
 - e. Special events which are relevant to your participation, on an "as they occur" basis. (Workshops, special services, etc.)
 - f. Extra practices for specialization. (i.e. Vocalists, Instrumentalists.)
 - g. Commitment to punctuality.
 - h. Commitment to practicing well.
 - i. Willingness to be corrected constructively criticized and kept accountable.
- 5. Commitment to Memorization.** All music used in Worship Services on Sunday must be in process of being committed to memory.
 - a. Lyrics
 - b. Chords & Notes (Music)
 - c. Arrangements and Rhythms.
- 6. Musical / Vocal Skills.**

Instrumentalists

- a. Able to discern "in tune" vs "out of tune".
- b. Trained ear. Able to play proper notes, chords, etc.
- c. Familiarity with instrument. Play well and smoothly within your current level.
- d. Rhythmically correct. Able to understand a rhythmic code or cell in a given song. Able to maintain rhythm with others.

Vocalists

- a. Ability to Blend: Must be able to blend with a group of singers by being aware of phrasing and timbre as well as clashing notes
- b. Able to Harmonize: must know their vocal range and have a basic understanding of melody and harmonies.
- c. Vibrato: must be able to control vibrato, when under control vibrato adds richness and 'personality'
- d. Ability to hear: To discern sharp and flat singing as well as sing a melody by ear.

WORSHIP TEAM CHARACTERISTICS

We place a high value on the following characteristics for anyone involved in the Grace Chapel worship ministry.

- **Character:** Integrity, trustworthy, morally sound, pure of heart, godly in character, and vigilant to avoid bringing disrepute to the Lord, the church, and their calling. Matt 25:14-30; I Tim. 3:1-7.
- **Teachable:** Willing to receive instruction, correction, and encouragement from leaders and others. Proverbs 9:9; 13:1.
- **Loyal:** A team player. Willing to work together in committed teams. Willing to listen to each other and defer to each other in order to fulfill God's purposes. Supportive of the vision and leadership of the church. Acts 15:1-4.
- **Biblical:** All practices, policies and decisions are submitted to and shaped by Scripture. II Tim. 3:16.
- **God-focused:** It is all for the audience of ONE. Realizing what the Father is doing in us will be expressed in a variety of ways in our gatherings such as joy and celebration, sorrow and repentance, or teaching and encouragement.
- **Christ-centered:** Ministry is to draw attention to Jesus instead of oneself. Corporate ministry settings are to move beyond performance and entertainment into the manifest presence of a holy God. I Cor. 10:31, Phil. 2:3-11
- **Spirit-filled:** People who seek God for direction, expecting to hear his voice and lead others in the arts in fulfilling his word. In other words, our strategy for ministry is led and empowered by the Spirit of God. Acts 13:1-3.
- **Service:** Authority is rooted in calling and service. Matt. 20:25-28. Titles are played down in recognition of serving others in your area of ministry.
- **Selfless:** Recognition that our talent and ability are gifts to be given away. Ministry is a selfless attitude of the heart, not center stage as a place to fulfill selfish ambition borne out of unmet needs. Phil. 2:3-11.
- **Humble:** Appropriate self-disclosure, meekness, and submissiveness to God's will closes the gap between and among those in professional and lay ministry, and reflects the humility of redemption. I Tim. 1:15-16.

- **Merciful:** As recipients of God's mercy, we freely extend merciful worship to the broken among us - especially the poor, needy and imprisoned. II Cor. 5:18-21; Matt. 25:31-46
- **Vision:** Heb. 11:1. A vision of Christ and his kingdom is all consuming; it gives worship ministry and the arts meaning and purpose for which they are intended. Matt. 6: 9-13.

TEAMWORK NORMS

In his book, *The New Reformation*, Greg Ogden lists four intangible qualities that hold a team together:

(1) **Mutual Respect** – the ability to respect the competence of teammates. This builds the trust and the interdependence so necessary in functioning together in ministry.

(2) **Work Ethic** – the shared degree of intensity regarding mission and objectives. This equality of commitment and devotion to one another’s success fuels camaraderie at a deep level.

(3) **Positions That Fit** – the dynamic of efficiency and fluidity as each team member functions within their gifting and call. This protects the critical balance of the team as each member is contributing equally and not covering another’s deficiencies or fielding complaints from the congregation.

(4) **Servant Spirit** – the spirit of desiring each teammate to be successful. Nothing fosters esprit de corps quite like each teammate sensing genuine support from his team. True servants are thrilled by others’ success and are excited about someone becoming all God intended them to be. Conversely, jealousy and resentment reside in one who resists serving and raising up another for fear that it diminishes his or her own status.

When these four elements are in place, Ogden believes, “*there is a freeing of energy for ministry that makes it feel as if we are working in God’s powerhouse*”.

With these four principles as a backdrop, we think of our **group norms**, or agreed upon expectations of one another, as a harmony of both *attitude* (belief) and *function* (behavior).

Each team member of the Grace Chapel Worship Ministry is highly committed to:

- Valuing constructive criticism without jeopardizing the integrity or motive of a team member.
- Developing an environment of affirmation for all team members.
- Maintaining a sensitivity to *process* in a spirit of patience and understanding.

- Staying accountable to one another.
- Praying intentionally on a regular basis as a group, and individually.
- Resisting withdrawal and passivity by being engaged in discussions, listening reflectively, and clarifying where necessary.
- Avoiding defensiveness by evaluating objectively and removing personal ownership to all ideas.
- Pursuing constructive solutions for the good of the whole in a spirit of support, respect, and encouragement for every teammate.
- Taking responsibility to resolve misunderstandings or tension.
- Learning and staying informed about current issues concerning Grace Chapel, both globally and locally.
- Resisting the urge to harbor “privileged” information about a teammate or receiving negative comments from anyone without that teammate present, or without the comment first being directed to them personally.
- Maintaining confidentiality at the appropriate level.
- Allowing for experimentation, creativity, and risk-taking by teammates.
- Being quick to forgive and pursuing reconciliation at all costs.