



# VENTURE WORSHIP TEAM HANDBOOK





# INTRODUCTION

The aim of Venture Worship is to inspire people to worship Jesus with their whole lives.

We believe that God has created music to be a tool that inspires, teaches, unifies, and shapes people to worship Jesus wholeheartedly. Our worship team has the amazing opportunity to lead our church in worship through music at our weekly gatherings.

This team handbook exists to express our expectations clearly and specifically for serving the worship ministry.

We hope that this clarity will unify our team around a common language and a shared understanding of what it means to be a part of Venture Worship, and that it will result in greater worship of Jesus and love for his church as he kindly uses us, together, to glorify his name.

# WHO WE ARE

**Passionate:** We are called to love the Lord wholeheartedly. We are passionate about pointing people to Jesus. We lead expressively and emotively on and off the stage. Passion is contagious, and we want to lead our church into a life that is passionate about Jesus.

**Honoring:** We strive to outdo one another in showing sincere honor with our words and our actions. This honors the Lord and builds up the body in a way that promotes unity. We strive to always be on time and prepared, and we celebrate each other's wins whenever we can.

**Humble:** Humility is the soil for growth and success in our ministry. Though we stand in the spotlight, we know that "it's not about us." We are servants, not stars. We receive feedback with grace and always assume the best of others.

**Restrained:** We are a team of gifted individuals who practice restraint. Just because we can do something doesn't mean we should. Excessive runs and riffs are not defining attributes of our team. Although a tasteful run in the right spot is usually encouraged, playing the right part is more important than playing a complicated part.

**Driven:** We take worship seriously. We are not content to be mediocre at our craft. We can always be learning and growing. We are not motivated by comparison or accolades, but by the calling that God has placed on us to serve and lead with excellence.

# MUSICAL STYLE

The global church is filled with different musical expressions and genres (as it should be). God will be worshiped by all people groups in different languages and genres to the glory of God. Although our musicians all have different influences and preferences, it is important for team chemistry that we adapt to these guiding principles for musical style. The following attributes are not a matter of right or wrong, or better or worse; but are mostly driven by understanding who our church is:

**Moderate in mood:** It's important to understand that moderate is not describing the energy of the musicians (we should be passionate!), but rather the musical extremes of mood. We are not overly energetic (ie., dance music or EDM), and we are not overly moody (ie., sad or romantic).

**Modern in style:** We match the tones of the current songs we are playing. However, when playing songs that are older or out of our stream, we try to adapt the modern style of tones (ie., little vocal vibrato, modern guitar tones, etc.,)

# EXPECTATIONS

## 1. Be Teachable

Two of Venture Church's focuses are Discipleship and Leadership Development. As we spend time investing in you and teaching you to invest in others, you will be continually challenged to grow. There will be times when you feel stretched in your abilities as you increase in your leadership and knowledge. Being a teachable person simply means having a good attitude and being committed to making progress towards your goals. A few simple ways to begin growing include reading high impact books, listening to podcasts, and taking notes in any learning setting! We encourage you to:

"Listen to advice and accept discipline, and at the end you will be counted among the wise."—Proverbs 19:20 (NIV)

## 2. Relationships

Life is better when we do it together. As a part of the Worship Team, you will develop relationships with those around you. Continuing to build and foster relationships is one of our priorities, because we understand that life change happens in the context of relationships.

"There are 'friends' who destroy each other, but a real friend sticks closer than a brother." Proverbs 18:24 (NLT)

# EXPECTATIONS

## 4. Next Steps

Next Steps" is a Two-week course that teaches who we are as a church, why we do what we do, and how you can be a part of it. This class serves to answer any questions you have regarding our doctrine, structure, and ministries. Let your team leader know and we will get you set up for the next "Next Steps" class!

"I appeal to you, brothers and sisters, in the name of our Lord Jesus Christ, that all of you agree with one another in what you say and that there be no divisions among you, but that you be perfectly united in mind and thought." 1 Corinthians 1:10 (NIV)

## 5. Serving and Giving

Our devotion to God can be seen in our worship, serving, and giving habits. As the Worship Team, we serve every Sunday morning. While we encourage you to get involved in this way, we also want you to expand the scope of your service to include your family, work, school, and community.

In terms of giving, we understand that money can be a sensitive subject. By no means will we ever harass families about their finances. However, we do expect you to express your giving through tithes and your generosity to those around you.

"He answered, 'Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind'; and 'Love your neighbor as yourself.'" Luke 10:27 (NIV)

"For I was hungry, and you gave me something to eat, I was thirsty, and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick, and you looked after me, I was in prison, and you came to visit me." Matthew 25:35-36 (NIV)

# TEAM ROLES

Each member on our team is unique and contributes something special. We all have different strengths and talents; therefore, we will not all serve in the same capacity or role. It's important to understand that our identity is not defined by what we do on stage, but by who we are as children of God.

## **WORSHIP TEAM**

*Roles:* Worship Pastor, Worship leader, Lead Worshiper, Band, Music Director

All team members are required to practice individually and to make coming to practices a priority. Team members need to be actively developing relationships within the congregation to be the most productive on stage.

## **Tech/Media Team**

*Roles:* Lighting, Audio Engineer, Pro-Presentor, Camera Director, Cameras, Stage Hands.

- Set up Equipment and mix the audio to Create a well balanced sound For the room
- Run lyrics (Pro Presentor)and videos for worship
- Create and run lighting scenes and program
- Set up and tear down Stage for smooth tranistions

# PERSONAL CONDUCT

As a team that serves on a stage, we are often viewed as leaders at Venture. For that reason, each member of the team should live a life that is above reproach both on and off the stage. Wardrobe, communication, attitude, timeliness, and social media posts should reflect the values of Venture Church. As a team member, we ask that you:

- Submit to the leadership and vision of Venture Church.
- Communicate via Text messaging and planning center per the Planning Center protocol. Please respond, this can be as simple as a thumbs up, this helps the leaders know that the message was received.
- Honor the team by coming prepared and on time for all practices and gatherings.
- Refrain from posting anything controversial, inappropriate, or offensive on social media. The content you post should reflect the values and convictions of Venture.
- Let all communication be for building up one another. Honor and respect each member on the team with your words, actions, and attitude.
- If your opinion about something or someone is not edifying or intended for constructiveness, then it may be best to keep it unsaid to the team. Feel free to ask questions to your Worship Pastor or Worship Leader. We want to keep a culture of building up, not tearing down.

# WARDROBE

Here are some basic guiding principles for choosing what you wear on stage during a worship service:

- Think simple, not flashy. Modern but not overly trendy. Neutral colors are encouraged. Hoodies, sweatshirts, solid color tees that fit well are also encouraged.
- We ask that you dress appropriately by not wearing anything tight, short, sheer, or revealing. Because of the heights of our stages, do not wear skirts or dresses shorter than knee-length. If you are wearing leggings or tights, the dress, skirt, or shirt you are wearing must be knee-length as well.
- Shorts should not be worn on stage.
- Please avoid wearing anything with images or slogans that could be considered offensive or off colored. If it is making a statement that could in anyway be controversial, then don't wear it. Be mindful that things like large print and neon colors can stand out in a distracting way. Dress in a way to blend in; not stand out.
- No sweatpants or joggers should be worn on stage.
- No tank tops or crop tops.
- Main worship leaders should be in Business Casual.

# PROTOCOLS

## **PLANNING CENTER**

Scheduling is done through Planning Center Online. Each team member will be given a planning center username and login. Scheduling affects everyone on the team; so, it is important to respond to each scheduling request in a timely manner. If you need a day off, please Block it out on your schedule.

## **EQUIPMENT**

We ask that each team member be respectful and protective of church equipment. We want to be good stewards of the equipment we have by not causing unnecessary wear and tear on instruments, technical gear, house rigs, cables, etc, direct boxes, and microphones.

Each team member is expected to own a pair of in-ear-monitors.  
(If you do not own a set we can provide you with some)

# PROTOCOLS

## **TEAM DISCIPLINE**

If a team member is not abiding by the terms of the team or church membership covenant, then that member will be asked to make any necessary corrective actions by the appointed director or Worship Pastor. If the team member is unwilling to make necessary changes, then that team member will be asked to temporarily step down. We always desire restoration to be the outcome. However, in certain cases depending on the situation, a team member may be asked to step down permanently.

## **QUESTIONS & CONCERNS**

We always welcome feedback and suggestions; so, if at any time a team member has any questions or concerns, that member should go to the appointed director or Worship Pastor.

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