

Worship Arts

[VOLUNTEER EXPECTATIONS & GUIDE]



ALLIANCE CHURCH

[WELCOME TO THE TEAM]

Welcome to the Alliance Church Worship Arts Team!

We are excited to welcome you to a team of people that long to serve the church and worship God with our whole hearts. This is a team that doesn't just serve together, but a team that shares life together, proclaims the name of Jesus together, and pursues the Living God together. In this guide you'll find out what we believe, as well as our purpose, values, and expectations for you as a valuable member of this team.

[WHAT WE DO]

What do we do, exactly?

Here is exactly what we do: *The worship team at Alliance Church exists to serve the vision of Alliance Church by connecting the world with God and one another through creating opportunities to exalt the living God and encounter his rescuing and transformational presence in worship.*

[WHY WE WORSHIP]

One of the most powerful words in the world is 'Why'. When we understand why we do something, that motivation empowers us, sustains us, and excites us toward the goal.

We Worship God Because He is Worthy

God has done so much for us, but what God has done for us doesn't make Him worthy. He is worthy simply because of who He is. He is forever worthy of our praise, affection, and attention. He is worthy because He is the uncreated one, He has no beginning and no end, He has no needs, He is holy, He is beautiful, He is high above, He is lifted up, He is exalted on His throne. He is the creator of all things, the author of it all, the earth is His footstool, and the heavens are in His hands, He is not bound by the dimensions in which we exist, and He is completely transcendent.

God has certainly done great things for us. He leads us, provides for us, and He made a way for us to know Him and be reconciled to Him through Jesus Christ. But even

before our Savior came to rescue us, God was worthy, and no circumstance will ever change the fact that He is worthy to be praised.

Revelation 4:11^(ESV) *“Worthy are you, our Lord and God, to receive glory and honor and power, for you created all things, and by your will they existed and were created.”*

1 Chronicles 16:25-2^(ESV) *“Great is the Lord! He is most worthy of Praise! He is to be feared above all gods. The gods of other nations are mere idols...”*

We Worship God to Celebrate and Share the Gospel

Our ability to personally worship God is only made possible because of Jesus and what He did on the cross. Jesus made a way for us to have access to the Father. It's through that Gospel that we receive salvation, life, and grace. It's through the Gospel that our worship is made acceptable to God. The work of Jesus is the foundation of our faith. Every time we gather as the church to worship, we celebrate and share the Gospel story.

1 Peter 2:5^(ESV) *“You yourselves like living stones are being built up as a spiritual house, to be a holy priesthood, to offer spiritual sacrifices acceptable to God through Jesus Christ.”*

Hebrews 12:28-29^(ESV) *“Therefore, since we are receiving a kingdom that cannot be shaken, let us be thankful, and so worship God acceptably with reverence and awe, for our “God is a consuming fire.”*

We Worship God Because We are Desperate for His Presence

As we worship, our desire is that the power of God's presence draw near to us. His imminent presence affects each of us personally as we worship Him. It transforms us more and more into the image of Christ, it ministers to our character and our needs, and it gives us a glimpse of our eternal future - worshipping Him forever in the midst of His presence. There is nothing that compares to the palpable, undeniable presence of the Holy Spirit of God falling on us, moving among us, and working inside of us. We are desperate for this to happen as we worship.

2 Corinthians 3:18^(ESV) *“We all, with unveiled face, beholding the glory of the Lord, are being transformed into the same image from one degree of glory to another.”*

Psalm 95:1-2^(ESV) *"Oh come, let us sing to the LORD; let us make a joyful noise to the rock of our salvation! Let us come into his presence with thanksgiving; let us make a joyful noise to him with songs of praise!"*

Revelation 21:3-4^(ESV) *"And I heard a loud voice from the throne saying, 'Behold, the dwelling place of God is with man. He will dwell with them, and they will be his people, and God himself will be with them as their God. He will wipe away every tear from their eyes, and death shall be no more, neither shall there be mourning, nor crying, nor pain anymore, for the former things have passed away.'"*

[WHAT WE BELIEVE]

At Alliance Church we believe that worship is honoring God for who He is and for what He has done expressed in giving God our “Yes” and making Him first.

Worship is about the “first-ness” of God

Everyone faces the great worship question; “Who or what is going to get first place in my life?” When God is first in your life everything else must get in line behind Him and that changes everything. We believe that what we worship informs everything else about our life and no one or no thing is more deserving of our worship than the Living God.

Exodus 20:3^(NIV) *“You shall have no other gods before me.”*

Mark 12:30^(NIV) *“Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.”*

Worship is both a holy moment and a holy movement

We believe that our gathered times of worship as the church are incredible holy moments that should fuel a holy movement in our lives. Worship is not only an event we experience as the church, but it’s a lifestyle we seek to live.

Romans 12:1^(MSG) *“So here’s what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life— and place it before God as an offering. Embracing what God does for you is the best thing you can do for him. Don’t become so well-adjusted to your culture that you fit into it without even thinking. Instead, fix your attention on God. You’ll be changed from the inside out. Readily recognize what he wants from you, and quickly respond to it. Unlike the culture around you, always dragging you down to its level of immaturity, God brings the best out of you, develops well-formed maturity in you.”*

Jesus, once for all, opened the door of worship

In the Old Testament worship wasn’t personal, it was ritual. Interaction with the Living God was reserved for a special few at special times because our sin and the holiness of God couldn’t share the same space. But the sacrifice of Jesus and his payment for our sins made it possible for everyone to worship God personally and for the presence of God to draw near to us.

1 Peter 2:4-5^(ESV) *"As you come to him, a living stone rejected by men but in the sight of God chosen and precious, you yourselves like living stones are being built up as a spiritual house, to be a holy priesthood, to offer spiritual sacrifices acceptable to God through Jesus Christ."*

Hebrews 12:28^(ESV) *"Therefore let us be grateful for receiving a kingdom that cannot be shaken, and thus let us offer to God acceptable worship, with reverence and awe, for our God is a consuming fire."*

Worship is the end goal

Worship is the activity of heaven, the call of all creation, and the first and greatest commandment. The Westminster Catechism says that the chief end of man is to glorify God and enjoy Him forever. Worship here on earth is a glimpse of the end goal of our lives. To live forever in His presence in the fullness of His joy. Every time we worship God it is a taste of heaven.

Revelation 22:3^(ESV) *"No longer will there be anything accursed, but the throne of God and of the Lamb will be in it, and his servants will worship him."*

Revelation 21:3^(ESV) *"Behold, the dwelling place of God is with man. He will dwell with them, and they will be his people, and God himself will be with them as their God."*

[WHO WE ARE]

Alliance Church Worship serves the vision of Alliance Church by connecting the world with God and one another through creating environments and opportunities to engage with the Living God. We believe our personal character and the values of our team will help set the spiritual climate for those environments. Therefore, we seek to reflect the character of Christ both in our personal lives and our expression as a team. We do this by living out God's purpose for our lives through the values of humility, integrity, community, and excellence.

[WHO WE ARE] *continued...*

HUMILITY- Winning with God

Philippians 2:1-11^(ESV) *"So if there is any encouragement in Christ, any comfort from love, any participation in the Spirit, any affection and sympathy, complete my joy by being of the same mind, having the same love, being in full accord and of one mind. Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interests of others. Have this mind among yourselves, which is yours in Christ Jesus, who, though he was in the form of God, did not count equality with God a thing to be grasped, but emptied himself, by taking the form of a servant, being born in the likeness of men. And being found in human form, he humbled himself by becoming obedient to the point of death, even death on a cross. Therefore God has highly exalted him and bestowed on him the name that is above every name, so that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue confess that Jesus Christ is Lord, to the glory of God the Father."*

OTHER SCRIPTURE REFERENCES: 1 Chronicles 29:14^(ESV) , Psalm 51:17^(ESV)

Team Expectations

BE A SERVANT

Jesus often reminded his disciples that to be a leader meant that you must be a servant. This is exactly why our team exists. We serve the church by creating environments where people can engage with the Living God and find joy in his presence. Our creative servitude often sets the tone for the room. At times you may be asked to be flexible or sacrifice your personal creativity to better serve the church. This is servanthood.

BE AVAILABLE

When we are available off the platform and/or away from our stations, it impacts our spiritual authority on the platform and in our roles. Seek to be available to people in the congregation as much as possible. Whether you realize it or not, the platform and your station make you a leader in the eyes of many and most often a handshake or a kind word off stage can have a huge impact on how a person engages in our worship environments.

BE CONSIDERATE

When we consider others better than ourselves, we reflect the very nature of Christ. Always consider the people that are serving alongside of you and the people that you are serving. Find opportunities to elevate other people around you and encourage them as much as you can.

Personal Pursuits

ENGAGE WITH GOD IN PRAYER

It's been said that no man or woman is greater than their prayer life. The ability to have a conversation with the Living God was paid for on the cross and it empowers all we do as Christ followers. Every follower of Jesus should have an ever-growing prayer life. In communion with God you find wisdom, love, leadership, conviction, and encouragement. Prayer is necessity.

EMBRACE GOD'S WORD

Knowing the truth of the scriptures is vital to our personal lives with Christ. The Bible is the story of God's never-ending love for us and how we should live in response to that perfect love. Embracing the story of God's Word will teach you great things about God's glory, our hope in Christ, and how to live in the here and now.

[WHO WE ARE] *continued...*

INTEGRITY- Winning Within

1 Chronicles 29:17^(NLT) *"I know, my God, that you examine our hearts and rejoice when you find integrity there. You know that I have done all this with good motives..."*

OTHER SCRIPTURE REFERENCES: James 5:12a^(ESV), **Psalm 25:21**^(NIV)

Team Expectations

BE TRUTHFUL

When you accept an invitation to serve you are saying "yes" to a lot of things. You are saying you are going to show up on time, be spiritually prepared, be musically prepared, and ready to lead and love the people of the church. We also expect you to be honest with us about the victories and struggles of your life. We are a team, and we want to be there for each other. So never be afraid to be truthful about the struggles in your life with those who pastor and lead you.

BE COMMITTED

In joining the team you are committing to be a part of something powerful and extraordinary! That means that it takes hard work, discipline, and dedication. Make sure that you always reflect your commitment to the team in the way you act, the way you speak, and how you serve. Accepting your invitations to serve quickly, being prepared, attending church, praying, giving, and seeking to live a holy life are all ways that you show your commitment to Jesus, the team, and to the church.

BE CONSISTENT

Integrity is something that can strengthen over our lifetime with each and every choice we make. As a part of the Alliance Church Worship team that means being consistent in our preparation, responding to invitations to serve, and even attending when we aren't serving. Things like this show consistency in our integrity. It shows the world that our faith in God is reliable and that ultimately, we are trustworthy followers of Jesus.

Personal Pursuits

DETERMINE TO LEAD YOURSELF

A life of integrity starts with being determined to lead ourselves. Our ability to lead others grows in proportion with our ability to lead ourselves and do the things we know that we are supposed to do.

DEVELOP CHRIST-LIKE CHARACTER

Our character is the sum of our everyday choices. Who we are in public and in private tells the world what we value. In order to develop a character like Jesus we must be people who live together in humility, integrity, and excellence.

[WHO WE ARE] *continued...*

COMMUNITY - Winning With Others

Hebrews 10:24-25^(ESV) *“And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near.”*

OTHER SCRIPTURE REFERENCES: 1 Thessalonians 5:14^(NLT), **Romans 12:4-5**^(NLT), **John 13:35**^(ESV)

Team Expectations

BE CARING

God has called us as His children to care for each other, to bear each other's burdens, and to encourage one another. How we care for each other is a testimony to the world of how Jesus cares for us. We need to make sure that we are accessible to people, that we pray for others, and that we serve from a place of compassion and responsibility. When we show care and concern for one another it builds a culture of trust and community.

BE ACCOUNTABLE

In true community we find the accountability to not only grow in our gifts and talents, but to become more and more like Jesus. We all need to be challenged and held accountable to the standards of God's Word and the standards of the vision that we serve at Alliance Church. It's not about being judged or constantly confronted, but about encouraging each other to live, love, and serve at higher and higher levels in order to bring glory to God.

BE UNIFIED

The word "community" comes from a Latin word that means "a common fellowship". This means that in community we stand united in the truth of God's Word and the vision of Alliance Church. We find a common bond in Jesus, the vision of the church, and our passion for serving the Kingdom of God. Unity is something that God's Word calls us to protect with passion in order that His gospel will continue to spread throughout the earth.

Personal Pursuits

CONNECT TO THE FAMILY OF GOD

We aren't simply part of the team; we are a part of the church. Attending church, small groups, giving, praying, serving, inviting, etc... are all expressions of being a part of the church. Weave yourself into the fabric of the family of God and you and the church will be stronger.

CONNECT IN SPIRITUAL FRIENDSHIP

No one can do life alone and the Bible is full of scriptures that elevate the value of friendship. Surround yourself with friends that are pursuing the Living God, and your pursuit will gain strength and momentum.

[WHO WE ARE] *continued...*

EXCELLENCE - Winning Results

Colossians 3:23-24^(ESV) *“Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ.”*

OTHER SCRIPTURE REFERENCES: 1 Chronicles 25:7^(NLT), **Psalm 33:3**^(NIV), **2 Corinthians 3:18**^(NIV)

Team Expectations

PLAY SKILLFULLY

Executing well begins with great preparation and being focused on serving to the best of your ability. This means always bringing your first and finest to God. We want our environments to be excellent because God deserves the best we can bring! We want people to be captivated by the gospel that we proclaim. Each week we are entrusted to lead people as they respond to God, so we make sure that we always execute to the best of our abilities.

GIVE EVERYTHING

Each time that you serve, we don't want you to just give "enough", we want you to give everything that you have! God is the loving, generous God who gave us the talents and passions that we have, and one of the greatest things that we can do is generously give everything we can back to Him. Giving everything means more than executing well, it means engaging your whole self; heart, mind, soul, and strength. Giving everything often requires sacrifice and overcoming life's obstacles, but know that your leaders are here to help you and pray for you.

KEEP DEVELOPING

Excellence is simply doing the best you can with what you have. However, with more experience and more opportunity our excellence should be ever increasing. We want you to grow musically, therefore we ask that you open yourself to evaluation from your leaders and constantly pursue ways to grow in your craft. We also want you to grow spiritually. Therefore, we want to help you in your pursuit to live a holy life. Attending church, praying, exploring God's Word, and serving are things that help us grow to be more like Jesus.

Personal Pursuits

PRACTICE LIFE EXCELLENCE

Life excellence is about doing the best you can with what you have in every area of life. It's about being the best, husband, wife, friend, employee, son, daughter, etc... that you can be. Your pursuit of wholistic life excellence brings honor to God.

PRACTICE MUSICAL/PRODUCTION EXCELLENCE

Each and every time you grab your instrument, camera, computer, or mount your station (etc.), make it a personal goal to be the best that you can be. And like life excellence, your pursuit of musical excellence honors God.

[WHAT TO EXPECT]

How to Start

Whether you are wanting to serve in production or as a musician, you can simply start by signing up online at:

alliancechurch.org/serve

Auditions

Auditions are only for musicians. If you are a musician, you can create and submit your video files online. If you meet our Alliance Church music standards, you will be invited onsite for a live audition and interview.

From there, if you meet our Alliance Church Worship Arts volunteer standards and agree to our WA Volunteer Expectations, you will then be placed into our Planning Center Online (PCO) database and classified as "Rotation Ready".

Teams Nights

Teams nights are quarterly gatherings. They are primarily designed for WA staff and volunteers; however, ALL are invited! It is the one time where all WA staff and volunteers, from all Alliance Church campuses meet as one to:

- *Worship the living God together*
- *Pray together*
- *Realign ourselves to God's word and our values*
- *Take time to develop our musicians and production team*
- *Bond and encourage each other*
- *Cast vision*
- *Make our commitments for the coming season*

[WHAT TO EXPECT] *continued...*

Seasonal Commitments

Our WA volunteers commit to 3-month seasons:



If you are classified as “Rotation Ready” and desire to participate as a volunteer during a coming season, simply:

- 1. Plan ahead!** *Decide which dates you would like to have off in the coming season!*
- 2. Save the date!** *Join us at our next Teams Night!*
- 3. Sign up!** *We will have user-friendly kiosks ready for signing up!*

Volunteer Check-ins

Volunteers will be assigned a ‘Check-in Lead’ whom they will be expected to connect with at least once every six months.

[ON STAGE DRESS CODE]

Thank you for leading our church in worship! Everyone on stage, regardless of their role, is a worship leader. This document is intended to help explain why we do what we do and answer some practical questions that often arise when large groups serve during a worship service. As we prepare to lead our church there are two goals we have as a team:

1. **We Worship God**

2. **We Help Others Worship God**

We are called to encourage the congregation to enter into worship. We cannot (*and should not*) be invisible, but we can (*and should*) do everything in our power to move the attention off ourselves and onto Jesus. Our attire is part of the visual engagement of leading people in worship. What we wear should be intentionally chosen to bring glory to God, not attention to us.

In an effort to serve the Lord and our community the best we can, here are clothing items that are **Not Permitted** for both men and women:

- **Clothing with words and logos**
- **Tank tops** (*no shoulders/armpits showing*)
- **Sheer clothing** (*when lights shine from behind, they become transparent*)
- **Midriff showing** (*check this is still true when lifting your hands*)
- **Above the knee dresses and skirts** (*must be at the knee or lower*)
- **Shorts**
- **Ripped jeans**
- **Hats**
- **Flip flops** (*safety hazard*)

[THINGS TO REMEMBER]

1. Sunday begins on Saturday night so make sure to be rested
 2. We serve at all service times at your campus
 3. Dress code is important
 4. Memorization is expected for rehearsals and services/events
 5. Always be prepared and ready 5 min early for everything
 6. 'Accept' and read PCO invites and emails in a timely manner
 7. Rehearsals are an expectation to play for services or events
 8. Make sure to attend a service and learn from the message
 9. Before leaving, check in with your Worship Leader or Production Leader
 10. We ascribe to our 23 Cultural Fundamentals
 11. If you are sick or have an emergency, notify our WA Admin ASAP
 12. Let your attitude set an example
 13. Give your very best
 14. Consider inviting someone to hear you play!
 15. Enjoy serving!
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[ALLIANCE CHURCH 23 FUNDAMENTALS]

REMEMBER GOD

Have fun and refuse to be “joyless pharisee,” but also look for Christ in the smallest details. Bring a spiritual passion to meetings, ministry, and roles.

DO THE RIGHT THING, ALWAYS

Demonstrate an unwavering commitment to doing the right thing in every action you take and in every decision you make, especially when no one's looking. Always tell the truth, no matter the consequences. If you make a mistake, own up to it, apologize, and make it right.

THINK TEAM FIRST

It's not about you. Don't let your ego or personal agenda get in the way of doing what's best for the team. Be there for each other and be willing to step into another role or help a teammate when that's what's required for success. Help each other to succeed.

EMBRACE CHANGE AND GROWTH

What got us here is not the same as what will get us to the next level. Get outside your comfort zone, rather than stubbornly hanging on to old ways of doing things. Be excited by the possibilities that change and bring growth. Be flexible.

LEAD BY EXAMPLE

The best way to influence others is through your own example. Walk the talk. Take responsibility, both formally and informally, to coach, guide, teach, and mentor others. Be the change you want to see.

FIND A WAY

Take personal responsibility for making things happen. Respond to every situation by looking for how we can do it, rather than explaining why it can't be done. Be resourceful and show initiative. Don't make excuses or wait for others to solve the problem. See issues through to their completion.

“BRING IT” EVERY DAY

Have a passion for what we do and be fully engaged. Make the most of each day by approaching every task with energy, focus, purpose, and enthusiasm. Work with a sense of urgency to get things done.

BE A LIFELONG LEARNER

Seek out and take advantage of every opportunity to gain more knowledge, to increase your skills, and to become a greater expert. Be resourceful about learning and sharing best practices.

DELIVER LEGENDARY SERVICE

It's all about the experience. With every experience, do the little things, as well as the big things, that surprise people. Make every interaction stand out for its helpfulness. Create the “WOW” factor that turns visitors into raving fans. This includes both internal and external.

COLLABORATE

Share information and work together. Collaborate internally and with teammates and partners to find better solutions. Collaboration generates better ideas than does working alone. Be inclusive.

SPEAK STRAIGHT

Speak honestly in a way that helps to make progress. Say what you mean, and be willing to ask questions, share ideas, or raise issues that may cause conflict when it's necessary for team success. Be courageous enough to say what needs to be said. Address issues directly with those who are involved or affected.

KEEP THINGS FUN

While our passion for excellence is real, remember that the world has bigger problems than the challenges that make up our day-to-day work. Stuff happens. Keep perspective. Don't take things personally or take yourself too seriously. Laugh every day.

ASSUME POSITIVE INTENT

Work from the assumption that people are good, fair, and honest, and that the intent behind their actions is positive. Set aside your own judgments and preconceived notions. Give people the benefit of the doubt.

INVEST IN RELATIONSHIPS

Get to know your teammates and our community on a more personal level. Talk more and e-mail less. Understand what makes others tick and what's important to them. Strong relationships enable us to more successfully work through difficult issues and challenging times.

BE EASY TO WORK WITH

Find ways to make working with you/us easier. Provide simple and complete instructions. When in doubt, do more rather than pushing the work back to them. Streamline our processes. Simplify everything. Be ridiculously helpful.

OWN YOUR WORK-LIFE BALANCE

Own and protect your work-life balance. Know and communicate boundaries and when you need to take a break to refresh and recharge. To give your best, you must be at your best. Be a steward of our most valuable resource: you!

DEBATE, THEN ALIGN

Healthy, vigorous debate creates better solutions. Debate concepts without making personal attacks. Check your ego and push for the best solution, rather than your solution. Once a decision is made, however, get fully aligned by putting your complete support behind it.

PRACTICE BLAMELESS PROBLEM-SOLVING

Demonstrate a relentless solution focus, rather than pointing fingers or dwelling on problems. Identify lessons learned and use those lessons to improve ourselves and our processes so we don't make the same mistake twice. Get smarter with every mistake. Learn from every experience.

WHEN IN DOUBT, COMMUNICATE PERSONALLY

When delivering difficult or complex messages, or in emotionally charged situations, speak “live” versus hiding behind e-mail or voicemail. Where appropriate, follow-up in writing to confirm your understanding.

WALK IN SOMEONE ELSE'S SHOES

Understand your teammates world and that of the people in our community. Know their challenges and frustrations. See the world from their perspective. The better you understand them, the more effectively you can anticipate and meet their needs.

SHOW MEANINGFUL APPRECIATION

Recognize people doing things right, rather than pointing out when they do things wrong. Regularly extend meaningful acknowledgment and appreciation – in all directions throughout our organization.

BE VIGILANT ABOUT CONFIDENTIALITY

The people in our community share information with us because they need and trust us. Honor that trust by keeping their information in confidence and taking appropriate steps to safeguard how and where it's used. The same is true for information about our own organization as well as about your teammates.

LISTEN TO UNDERSTAND

Listening is more than simply “not speaking.” Give others your undivided attention. Be present and engaged. Minimize the distractions and let go of the need to agree or disagree. Suspend your judgment and be curious to know more, rather than jumping to conclusions.

[PERSONAL DECLARATIONS]

I will **SEEK** to live a life that honors Jesus in all I do and say. Everywhere I go I am a representative of Jesus and Alliance Church. I will do my very best to live according to God's word and to reflect the love, grace, and holiness of Jesus Christ.

I will **SUPPORT** the vision of Alliance Church.

I will **INVEST** in relationships with those whom God has given me proximity and influence in order to share the Gospel of Jesus in word, in action, and through invitation.

I will **DEDICATE** myself to the values of Alliance Church. I will lead worship with humility, with integrity in community, and with excellence.

VOLUNTEER: _____

DATE: _____

WORSHIP DIRECTOR: _____

DATE: _____