



# WORSHIP TEAM

## FIELD GUIDE



THE SUMMIT  
CHURCH

HELPING PEOPLE FOLLOW JESUS & FIND LIFE.

# OUR VISION

To lead our church into an encounter with God through Christ-centered worship, challenging them to live fully devoted to Jesus. We are committed to serve The Summit Church and honor God with the gifts and resources we've been given.

# WORSHIP DEFINED

Biblical worship is the full-life response - head, heart, and hands to who God is and what He has done. Romans 12:1-2 says it like this:

*"I appeal to you therefore, brothers and sisters, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God—what is good and acceptable and perfect."*

# OUR CREED

Creed is defined as the basic beliefs or guiding principles of a person or group. A creed says, "*People like us do things like this.*" No single piece of team culture lives in isolation; these are the very things that uphold our vision. We will strive to be people marked by these distinct values.

We choose the Word of God over  
the word of people.

We depend on the power of the  
spirit rather than our own.

We love and worship Jesus above  
everything else.

We are a community of  
shepherds.

We choose camaraderie over  
comparison.

We choose servanthood over  
stardom.

We strive for excellence, not  
perfection.

We are not moved by applause  
or criticism.

We focus on character over  
competence.

We consider others more  
important than ourselves.



- **WE CHOOSE THE WORD OF GOD OVER THE WORD OF PEOPLE**

We must believe the Word of God and bend our life towards it. Without centering our lives on God's Word, we will drift between self-security and insecurity.

*People cannot live by bread alone, but by every word that comes from the mouth of God.*  
Matthew 4:4

- **WE DEPEND ON THE POWER OF THE SPIRIT RATHER THAN OUR OWN**

We can tell the difference between a leader who is filled with the Spirit of God and a leader who is not. Spirit-empowered leaders 1) tap into a power that is bigger than their own, 2) accomplish things bigger than their own plans, and 3) leave people filled rather than drained.

*If the Spirit of Him who raised Jesus from the dead dwells in you, He who raised Christ Jesus from the dead will also give life...*  
Romans 8:11

- **WE LOVE AND WORSHIP JESUS ABOVE EVERYTHING ELSE**

We are a worshipping team. We will worship Jesus with joy, passion, and devotion.

*All created beings in heaven and on earth will bow in worship before Jesus Christ, and call out in praise that He is Master of all, to the glorious honor of God the Father.* Philippians 2:9-11

- **WE ARE A COMMUNITY OF SHEPHERDS**

We are shepherds who serve our people readily and cheerfully. Shepherds lead, nurture, shape, and care for others. We seek to foster community and set culture for our church family.

*Do everything readily and cheerfully- no bickering, no second- guessing allowed.*  
Philippians 2:14

- **WE CHOOSE CAMARADERIE OVER COMPARISON**

We cheer on others, especially those whose gifts we are tempted to envy. Deep-spirited friends are rare and beautiful. We will strive to be the kind of friend we're desperately looking to find.

*Agree with each other, love each other, be deep-spirited friends.*  
Philippians 2:2

### • WE CHOOSE SERVANTHOOD OVER STARDOM

We believe stardom is tragically overrated, because it involves pushing, promoting, and sweet-talking. In a social-media-driven culture, stardom fizzles. Servanthood, on the other hand, cuts through the noise and spotlights Jesus.

*Don't push your way to the front: don't sweet-talk your way to the top.*  
Philippians 2:3

### • WE STRIVE FOR EXCELLENCE, NOT PERFECTION

In today's culture, the flashiest, most polished, filtered and edited version of ourselves seems like a tempting way to go. But the aim for perfection is toxic and unattainable. We believe that godly excellence is like carrying a well-lit lamp into the darkness. Excellence lights up the path, not the person.

*Carry the light-giving Message into the night so I'll have good cause to be proud of you on the day that Christ returns.* Philippians 2:16

### • WE ARE NOT MOVED BY APPLAUSE OR CRITICISM

We keep it up, whether we are applauded for our work or criticized. When we are applauded, it doesn't puff us up or make us arrogant- we acknowledge the work of God in us. When we are criticized, it won't cripple and destroy our confidence- we humbly seek to improve.

*You should simply keep on doing what you've done from the beginning. You lived in obedience... keep it up.* Philippians 2:12

### • WE FOCUS ON CHARACTER OVER COMPETENCE

We trust that both competence and character should be developed and learned, but we focus on character because God looks at the heart.

*Go into the world uncorrupted, a breath of fresh air in this squalid and polluted society.* Philippians 2:14

### • WE CONSIDER OTHERS MORE IMPORTANT THAN OURSELVES

We want to give others what we most desire for ourselves.

*Put yourself aside, and help others get ahead.* Philippians 2:4

# OUR FOUNDATIONS

- The Word
- Engagement
- Excellence
- Togetherness
- Development



PRV

08:17:40

PGM

CAM 2 (FS)

CAM 3 (FS)

CAM 4 (FS)

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- Offering Drop Box

CG1-MOD (FS)

WAYS TO GIVE

- Online
- By Mail
- Give Back
- Offering

CG2-AI... (FS)

WAYS TO GIVE

- Give Back
- Offering

CG3-LOBBY (FS)

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# FOUNDATIONS

## **FOUNDATION OF THE WORD**

We believe the Bible is the revealed Word of God and must be central in everything we do. The ways in which we lead, serve, counsel, and pastor our people are rooted in what God has revealed and commanded us in His Word. Our expectation is that we each are striving to know Jesus and live like Him. Following Christ and worshipping Him cannot be something only done on Sundays. He requires a radical devotion, taking up our cross daily to follow Him. (Luke 9:23)

## **FOUNDATION OF ENGAGEMENT**

We want our people to be fully engaged in corporate worship every single week. Consistency in leadership, accessible melodies and arrangements, contextualized musical style, and approachable personalities from stage all help foster an atmosphere of engagement. Detailed aspects of our ministry like our dress code, striving to be free of music stands and charts so we can engage the congregation with our countenance, and having a presence outside of the platform and green room, are critical to exhibiting engaging leadership.

## **FOUNDATION OF EXCELLENCE**

We believe there is a difference between excellence and perfectionism. Perfectionism in ministry is unhealthy and dangerous to the heart, leading it towards performance and away from honesty. Achievement-driven ministry leads to greediness and pursuit of applause and approval. Competitive-driven ministry is tiresome, and driven by simply wanting to be the best. Excellence in ministry is altogether different, godly, and good. In Scripture, the call to excellence is much richer than awards or achievements, and this godly view of excellence is very different from the worldly view of excellence. Therefore, our pursuit of excellence is not one of selfish gain or perfection, but one that removes distractions and points to Jesus.

## **FOUNDATION OF TOGETHERNESS**

We are imperfect people with different talents, gifts, stories, and callings that are unified together in the mission of exalting Jesus Christ with our lives, in our church, in our city, and around the world. When God saves us, He does not do so with the intention that we would go through life alone but in community with the saints. We need each other; this is what drives togetherness in our ministry. Our expectation for our team is that they are involved and in attendance at The Summit when not scheduled to participate on the platform. We are a faith family, and need to spend time with each other and spur one another on in our faith (Hebrews 10:24). This includes being involved in weekly worship gatherings and discipleship.

Togetherness is an area of our team that we've realized can be the easiest to neglect, and yet it needs the most intentionality to cultivate. We have quarterly Team Nights to nurture this sense of togetherness and gather together for worship and prayer. This is for anyone across our worship and production teams, from those who serve on the platform, to those who serve behind a computer, sound board, or camera. There will be opportunities for simple fellowship, as well as teaching, prayer, and worshipping through song.

## **FOUNDATION OF DEVELOPMENT**

Development must be a driving value in a worship ministry that truly desires to shepherd and lead its people towards the Lord. Our desire is to sharpen worship leaders and production volunteers in their abilities, in order to steward the gifts we've been given and serve our church with humble hearts and hands. We want to "use tasks to get people done, not people to get tasks done." With that in mind, we offer development opportunities throughout the year and strongly encourage team members to make time for them when they are scheduled. We must stretch ourselves to grow as musicians and leaders. (Matthew 25:14-30)

Sometimes we will exceed, and sometimes we will fall short in following these foundations; all of us. But let's decide together to strive to be a part of something bigger than ourselves and rely on God's power- not our own abilities- to achieve it.

# EXPECTATIONS

## REHEARSALS

Rehearsals provide a consistent avenue for us to prepare us for weekend worship. We cannot be good stewards of our calling and gifting and show up unprepared to lead the people of God. Rehearsal is not the time to be learning songs, but to be polishing and rehearsing songs as a team. Practice is personal. Rehearsal is relational. Psalm 33 commands us to “play skillfully... with a shout of joy.” To be mindful of one another's time, we strive ready to rehearse at the scheduled rehearsal time. This means you are ready to begin rehearsing at that time, not arriving at that time.

## PRODUCTION

Our use of audio, lighting, and environmental elements helps to foster an atmosphere that eliminates distraction and enables people to worship God freely. Our goal is not that people would walk away from a gathering thinking about how great (or poor) the production was. We would much rather they leave with a greater understanding of truth because we did our very best to not cloud the message of the gospel, but to magnify it.

# PREPARATION

Springing out of our foundations of excellence and engagement comes our commitment to preparation. We can't lead well what we don't know well. Below you'll find more explanation of our processes and expectations for preparation. If you say yes to this team, and we say yes to you, you're committing to being a consistently prepared member of the team. These are the resources we will use to equip you for weekly rehearsals:

## PLANNING CENTER ONLINE

We use a website called Planning Center Online (PCO), to schedule, communicate, and give access to music and charts to all our volunteers.

Scheduling notifications are sent out via email, and our expectation that you accept or decline notifications to serve in a timely manner. In specific terms, we need notifications confirmed or declined two weeks before the scheduled rehearsal for that weekend.

When responding to Planning Center notifications, make sure to not only check your availability for the Sunday in question, but also the corresponding weekly rehearsal. We believe that "Practice is personal, but rehearsal is relational," and therefore a conflict with rehearsal means a conflict with the weekend. We value this time both for its practical and relational aspects.

## **REHEARSAL**

Weekly rehearsals are Tuesdays from 6:30pm to 8:30pm. We begin with a short time of prayer and conversation, then rehearse the musical and production elements of the service. The last 30 minutes of rehearsal we get R.E.A.L, meaning we "Rehearse Elements As if Live," practicing transitions and segues with the music. We don't want Sunday morning to be the first time we've done a legitimate run through of the service.

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Rehearsal notes will be sent out separately to the band and vocalists two weeks prior to weekly Tuesday night rehearsal. These notes won't spell out specific parts note for note, but are meant to highlight certain areas of the songs and make sure we're on the same page with the song road map, dynamics, etc.

In the media player for most songs in Planning Center Online will be what's called "Rehearsal Mixes." These are individual mixes that elevate individual instruments or vocals, making it very easy to practice along exactly with what's on the recording. These are provided for you to enhance your personal practice time. Note: you will only be able to access your specific

parts, e.g. drums will only be able to listen to drums mixes, vocalists the vocal mixes, etc.

We use a scale we call 'Practice Numbers' to have common language for preparation expectations. This scale runs from 1-5, from a level of complete incompetence to complete memorization and internalization of the music. Our goal is that all songs are at a level 3 by rehearsal, then moving to a level 4 or higher by the time Sunday service arrives.

## PRACTICE BY NUMBERS

1

2

3

4

5

**LEARNING**

**KNOWING**

**MASTERY**

**CONSCIOUS INCOMPETENCE**

**CONSCIOUS INCOMPETENCE**

**UNCONSCIOUS INCOMPETENCE**

*"I know that I don't know it."*

*"I know it but I'm still thinking about it."*

*"I know it, and I'm not thinking about it."*

### ADDITIONAL NOTES

These preparation expectations are equally important and applicable to production team volunteers as they are to the band. Knowing the music is an integral part of being an audio engineer, lighting tech, and graphics operator. Again, we can't lead, mix, light, or run graphics well for music we don't know well. Our prayer as a production team is to be undistracting to the worship experience.



# DRESS CODE

We want to create an atmosphere in our services where Jesus can be seen clearly. This goes far beyond the music, the lights, or the visual presentations. It applies to how we present ourselves on the platform as well. So, we've created best practices to guide the presentation of our team during worship on the weekends. As we continue to provide an atmosphere that compliments the work of the Holy Spirit during our worship experience.

# 3 GENERAL GUIDELINES

## **1. Keep it “G-rated”.**

Please refrain from wearing plunging necklines, short skirts, crop tops, and tight-fitting clothes (this goes for men as well). We want the congregation to be solely focused on Jesus, not our leadership and musical abilities, and certainly not our physiques.

## **2. Reflect the style of the congregation.**

There are very few who wear suits or dresses in our church and most of the congregation are in jeans. It's a casual atmosphere. Also, our pastors tends to dress in a casual style as well (slacks/jeans and a button down shirt). We want our worship team to look as if they could have been pulled up from any row in the auditorium. However, this is not a license to be sloppy....

## **3. Take pride in the way you look.**

Be casual, and be yourself, but make sure forethought goes into your appearance. Our foundations of excellence and engagement touch all areas of our ministry.



## **What does this mean for me?**

- Solid and dark colors play better with lights and cameras. Avoid bright or white colors, and clothing with patterns and large logos.
- Avoid jewelry that can create noise and interfere with sound equipment. Please keep shorts, jeans w/ large holes, above knee dresses/skirts and slides/thong sandals, tight/revealing clothing at home.
- If you choose to wear a sleeveless shirt or tank top, please wear a cardigan, sweater, or jacket during your time on the platform.
- Express your own unique preferences and styles! Be yourself while being aware of where you are directing people's attention.
- The Apostle Paul said it well: "Each of you should look not only to your own interests, but also to the interests of others." Philippians 2:4.
- If you have specific questions, concerns or need to talk through some examples please reach out to worship leadership.

# THANK YOU

Thank you so much for being a part of our Worship and Production team at The Summit. Our staff team literally would not be able to do this without you. But more than that, we wouldn't want to!

*"Now to him who is able to keep you from falling, and to make you stand without blemish in the presence of his glory with rejoicing, to the only God our Savior, through Jesus Christ our Lord, be glory, majesty, power, and authority, before all time and now and forever. Amen." Jude 1:24*





**THE SUMMIT**  
CHURCH