

WORSHIP TEAM

***M***  ***MEMENTUM***

lead.

engage.

build.







WORSHIP TEAM

***M***  ***MENTUM***

lead.

engage.

build.







# Celebration Arts Teams

Over 50  
people per  
month

Worship Team

Band, Singers, Choir

Sound/Lighting

Rolling Thunder

Visual Arts

Photography





















I'm reaching for You  
I'm singing to You  
I'm lifting my hands to  
praise You  
I'm lifting my voice to  
thank You















I'm reaching my hands to Yours  
Believing in so much more  
Knowing that all You have in store  
for me is good, it's good





## Mark 12:28-31

<sup>28</sup> One of the teachers of the law came and heard them debating. Noticing that Jesus had given them a good answer, he asked him, “Of all the commandments, which is the most important?”



## Mark 12:28-31

<sup>29</sup> “The most important one,” answered Jesus, “is this: ‘Hear, O Israel: The Lord our God, the Lord is one. <sup>30</sup> Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.’



## Mark 12:28-31

<sup>29</sup> “The most important one,” answered Jesus, “is this: ‘Hear, O Israel: The Lord our God, the Lord is one. <sup>30</sup> Love the Lord your God with all your **heart** and with all your **soul** and with all your **mind** and with all your **strength**.’



## Mark 12:28-31

<sup>31</sup> The second is this: ‘Love your neighbor as yourself.’ There is no commandment greater than these.”

Leading people in worship is a great way to live this out.



# Framework

Strength

**Techniques**

Line of  
Visibility

Mind

**Systems**

Heart/Soul

**Vision**

Clarity  
Alignment

**Foundations**

Health  
Mission



# Strong Foundations

Ministries rest on (mostly) unseen, but very real foundations.

Mind

**Systems**

**Vision**

Heart/Soul

**Foundations**



# Strong Foundations

## Healthy Relationships

1 Corinthians 12-13

Heart/Soul

**Foundations**



# Healthy Relationships

Philippians 2:2

Like minded, one in spirit & purpose

Philippians 2:4

Look to other's interests

1 Corinthians 12

We are the Body of Christ



# Healthy Relationships

Ephesians 5:21  
Mutual submission

1 Timothy 2:8  
No disputing

John 17  
Jesus prayed for unity



# Heart Smart

For the Lord does not see as man sees; for man looks at the outward appearance, but the Lord looks at the *heart*.

1 Samuel 16:7

..for the mouth speaks what the *heart* is full of.

Luke 6:45

Above all else, guard your *heart*, for everything you do flows from it.

Proverbs 4:23



# Heart Smart

**“Organizational health trumps everything else.”**

**-Patrick Lencioni  
The Advantage**

**“Culture eats strategy for breakfast.”**

**-Will Dean  
Tough Mudder CEO**



# Heart Smart

## Friendly

How are you?

Talks and shares

Lack of self and other  
awareness

## Relational

How are you *really*?

Listens and asks questions

Prioritizes awareness of self  
and others



# Not Heart Smart

## Symptoms

Lack of relational “heart health”

Fear of authenticity, transparency, and looking deeper

I can't relate  
to you

I can't  
trust you

---

Hesitance to seek/provide constructive feedback

Fear/avoidance of conflict



# Not Heart Smart

## Symptoms

Lack of relational “heart health”

Valuing what you DO for the church, not who you ARE.

- Not deeply caring for the heart of the person
- Using people

“You don’t care about me, you just want me for what I do and give.”

They weren’t sheep to be cared for, they were tools to be utilized.

-Larry Osborne in Sticky Church p.26

Avoidance of accountability & lack of commitment



# Healthy Relationships

Intentional, genuine love and care

1 Corinthians 12-13

One body, many parts: each one  
important

Most excellent way....love



# Healthy Relationships

Intentional, genuine love and care

Leaders: leverage your position and experience for the success of those you lead. “How can I help?”



# Healthy Relationships

Intentional, genuine love and care

Team members: leverage your  
skills for the success of the team.  
Serve the big picture.



# Healthy Relationships

Make your team a priority

Come prepared to rehearsal!

When my job is done/under control, how can I help the team?



# Healthy Relationships

Walk in their shoes a minute-  
what's my contribution look like  
from their vantage point?



# Healthy Relationships

You, my brothers and sisters, were called to be free. But do not use your freedom to indulge the flesh; rather, **serve one another** humbly in love.

Galatians 5:13



# Healthy Relationships

Walk in their shoes a minute-  
what's my contribution look like  
from their vantage point?

Keep short accounts (Matthew 18)



# Strong Foundations

## Vision Alignment Acts 15

**Vision**

**Foundations**

**Heart/Soul**



# Vision Alignment

It is essential to be aligned with the vision of your church or ministry

Know what it is and support it

Strong Foundations

Relationships & Vision Alignment





# Vision Alignment

Mission & Vision

*Not the same!*

Strong Foundations

Relationships & Vision Alignment









# Mission

Sweeping, over-arching, big picture

“Make disciples of all nations” Matthew 28

# Vision

Specific strategy or ministry method

Acts 6: Deacons appointed, church grew

Acts 15: Circumcision not required!

## Strong Foundations

Relationships & Vision Alignment





**Mission**

# Core Values

Never change

**Vision**

# Ministry Methods

Change to become more effective

Dialogue a lot, otherwise you can lose people

## Strong Foundations

Relationships & Vision Alignment





# Core Values

Team Cohesiveness

Craftsmanship & Learning

Good Organization

Individual Expression and Passion

Sincerity and Authenticity

## Strong Foundations

Relationships & Vision Alignment





# Ministry Methods

Example: Utilize musical styles and media that are engaging and accessible to unchurched people.

Worship Team

Band, Singers, Choir

Sound/Lighting

Screen Team

Rolling Thunder

Photography

About 50 people  
per month

Strong Foundations

Relationships & Vision Alignment





# Vision Alignment

Mission & Vision

*Not the same!*

Vision: explain rationale repeatedly

Build relational capital with people

Strong Foundations

Relationships & Vision Alignment





# Vision Alignment

Mission & Vision

*Not the same!*

Clarify the win or goal

Clarify the structure

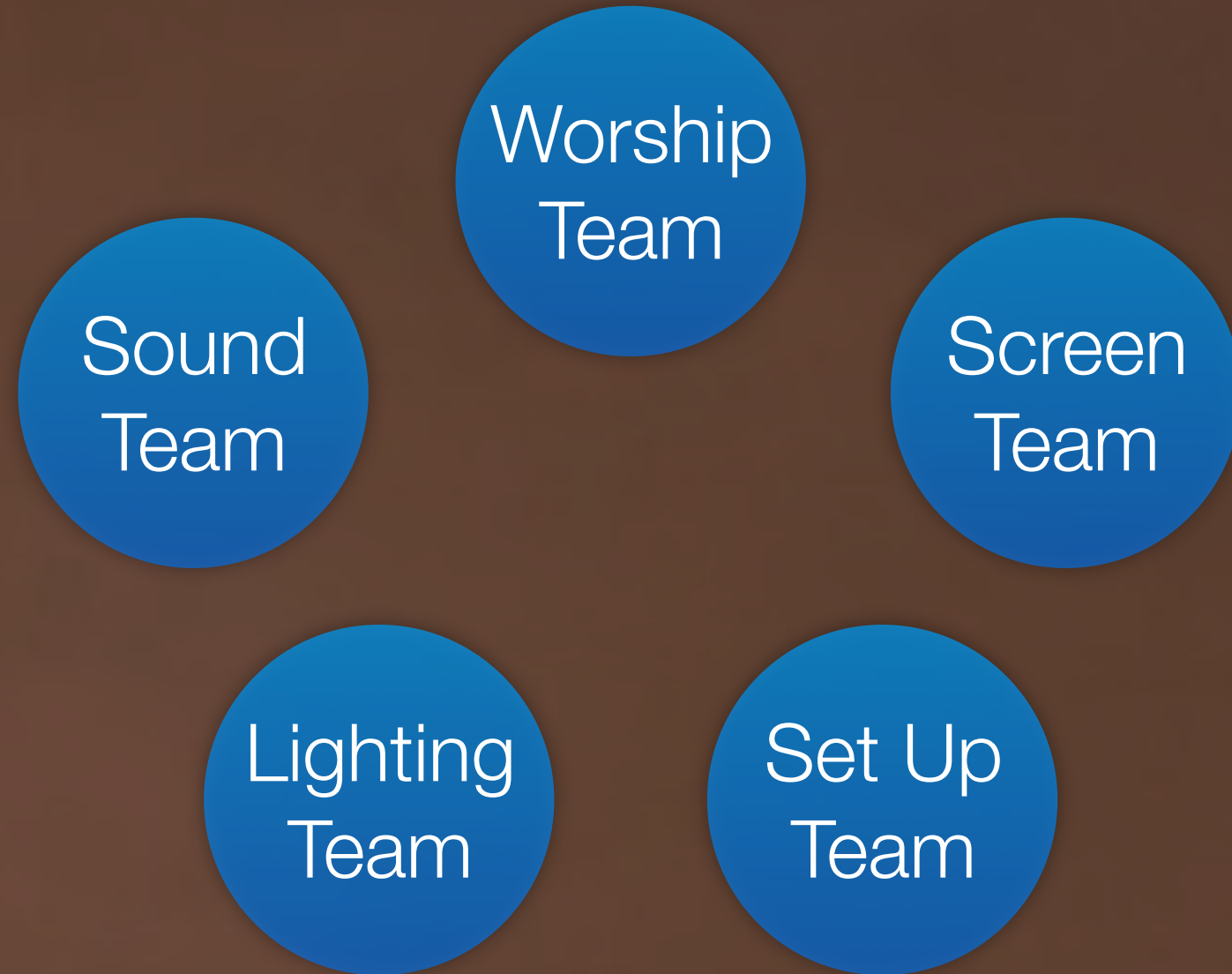
Strong Foundations

Relationships & Vision Alignment





# Vision Alignment



**Strong Foundations**

Relationships & Vision Alignment





# Vision Alignment

Celebration Arts Pastor

Set Up  
Team

Screen  
Team

Worship  
Team

Sound  
Team

Lighting  
Team

**Strong Foundations**

Relationships & Vision Alignment





# Vision Alignment

Celebrate successes and victories  
publicly and privately

Communicate, communicate,  
communicate the vision!

Strong Foundations

Relationships & Vision Alignment





# Vision Alignment

Address issues head on

Be proactive- make feedback your friend.

Seeking

Open

Indifferent

Closed

Strong Foundations

Relationships & Vision Alignment





# Getting On The Same Page

What is the ministry vision of \_\_\_\_\_?

Define success- how do we know we nailed it?

Top 2-3 most important things to do right now?

What problem are we trying to solve?

Strong Foundations

Relationships & Vision Alignment





**When relationships are  
healthy and vision is  
aligned, good things  
happen...**

**Strong Foundations**

Relationships & Vision Alignment

















# Strong Foundations

**Mind**

**Systems**

**Heart/Soul**

**Vision**

**Foundations**



# Ministry Methods

Weekends

Greenhouse

The Road



# Ministry Systems

Planning Center Online

Rotation/Pool

Rehearsals

Sound Check

Wireless In Ears







# Joining the Bayside Worship Team

We are so glad you are interested in joining the Bayside worship team! Our team leads the musical worship for our congregation (and beyond), desiring to engage and inspire people to worship the Lord Jesus. We aim to be a community of relational, servant hearted musicians that strive for excellence and model a God-honoring lifestyle. Here's the process for getting involved...

1

## Meet with me.

I like to meet with every person interested in joining our team. It's a pretty informal, low key hangout so I can get to know you a bit, hear about your journey with the Lord, and listen to you sing/play. There's an application that I'll ask you to fill out ahead of time and we'll talk through that together. I'll also answer any questions you may have and provide you with some info about how our team runs from week to week (rehearsals, schedule, expectations, etc.). Don't sweat this meeting; it's not a heavy handed audition, it really is just to get know one another better!

2

## Come to rehearsals for awhile.

Because our musical standard is pretty high and we want to position you for success, I'll ask you to start attending worship team rehearsals on Saturday afternoons at 3pm for a few weeks before your first Sunday onstage. I have found this really helps new team members get to know others, familiarize themselves with our music & style, and get a level of comfort before playing on Sundays. Along with this I may recommend some more private lessons on your instrument.

3

## Play at weekend services regularly.

When I sense that you are ready for Sundays (comfortable with the music, able to make a solid musical contribution, etc.), we'll start scheduling you for weekend services. Typically it's once a month, but it can be more or less depending on how much you'd like to play. We help set up and tear down equipment and have a great time leading worship!



# Bayside Worship Team Overview

Our church exists to help people *connect* with God and people, *grow* in faith and character, *serve* God and others and *reach* out to our community and beyond. Our worship team lives out that vision in three distinct ministry areas:

## Connect & Serve: Weekend Services

Our worship team leads musical worship for our congregation, focusing on drawing people in to worship the living God! We use music to craft creative moments in which people can connect with the Lord. Our consistent aim is that *everyone* in the room is engaged in worshipping Christ (it ain't just the musicians that are on the worship team!) and responding to Him. While this is the most obvious ministry venue for our worship teams, there are two other key areas.

## Grow: The Greenhouse

We see worship team as a vehicle through which people can grow their skills. Excellence in music is a high value around here because we want to bring our best to the Lord in worship. Whether the hope is to be a good recreational musician, a semi-pro or even pro musician, we offer training and mentoring to help people maximize the gifts God has given them. Our goal for every musician who gets involved is that they grow dramatically in their musical skill; so it's important that every person who joins our team comes as a learner, committed to get better. None of us are there yet:)

## Reach: The Road

Our teams minister in settings beyond weekend worship services. We play for community outreach events, mission trips, camps, other churches, conferences, schools, and more. We have some incredible opportunities to partner with other ministries and get to see how God is working all over the place. These ministry opportunities help build community among our musicians, resource other ministries, and give our church an extended ministry outside our region.



# Rolling Thunder Set Up Manual



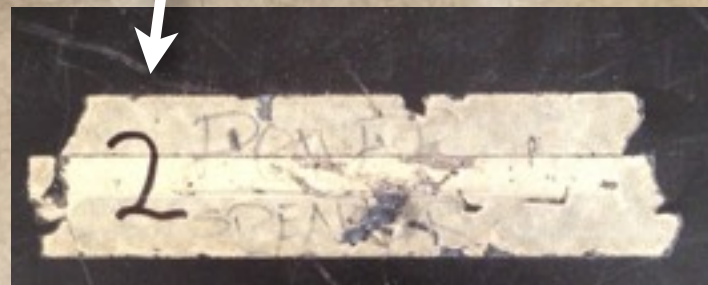
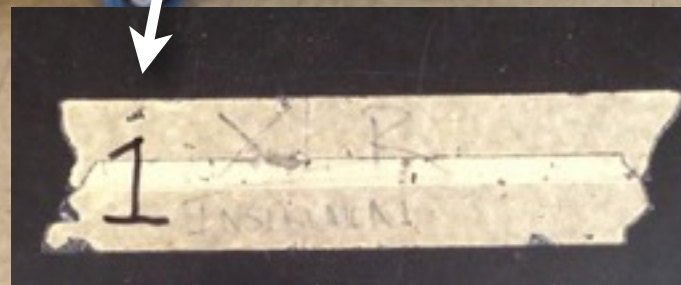




ROLLING  
THUNDER



Large cable bins against cabinets.  
Number 1 on left (labels on top)





The whole stage setup  
builds off of this plate!







Middle front leg of front (preacher) stage sits on **corner of tile that is one up and one over from plate** (cater-cornered from plate).





Stage configuration may change from week to week, but the front (preacher) stage will always be in this spot.



# Fully push in loose pins!

Loose pin



Secure pin







Wheels toward congregation except for drum stages.





Build stages from right (stage facing) to left





Tighten safety latches in place  
before connecting to another stage.





Wheels toward **back** for drum risers.



Stages go the long direction on either side of drum stages.





Completed regular stage setup



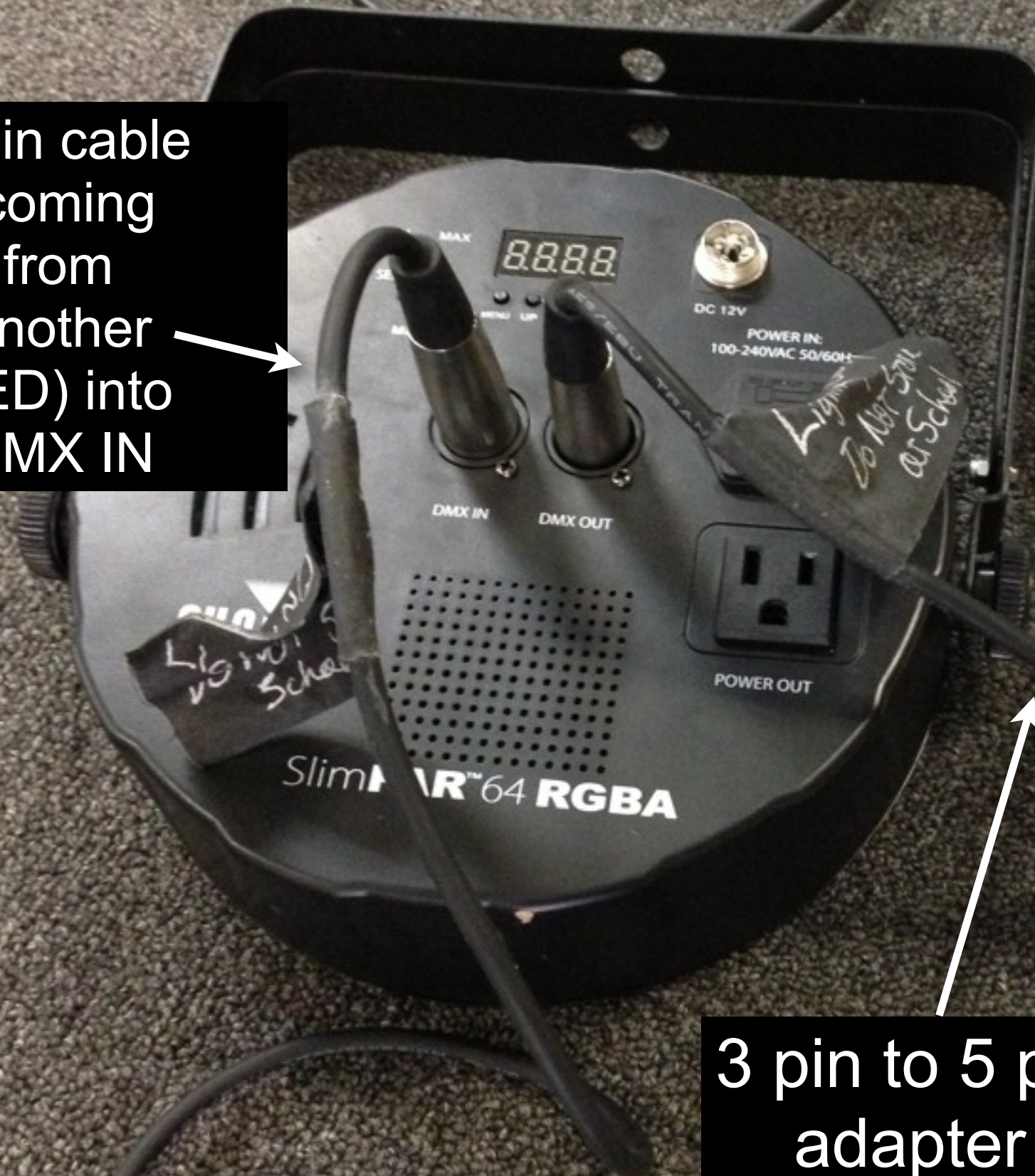


Last LED in chain:


3 pin cable  
(coming  
from  
another  
LED) into  
DMX IN

5 pin cable  
headed to  
back window  
dimmer

3 pin to 5 pin  
adapter







In Your everlasting arms  
All the pieces of my life  
From beginning to the end  
I can trust You  
In Your never-failing love  
You work everything for good

In Your everlasting arms  
All the pieces of my life  
From beginning to the end  
I can trust You  
In Your never-failing love  
You work everything for good

Look over the room to check visually  
and correct any mistakes you see.



# Ministry Methods

Weekends

Greenhouse

The Road



# Worship Team Expedition



**take it to the next level.**











I'm reaching my hands to Yours  
Believing there's so much more  
Knowing that all You have in store for me  
Is good

I'm reaching my hands to Yours  
Believing there's so much more  
Knowing that all You have in store for me  
Is good























Our God is greater. Our God is stronger.  
God You are higher than any other.  
Our God is healer. Awesome in power.  
Our God our God.

Our God is greater. Our God is stronger.  
God You are higher than any other.  
Our God is healer. Awesome in power.  
Our God our God.



# Team Building

How do you build a team? Get more and better musicians/tech people?



# Team Building

**Cast Vision!**

Make sure the vision is awesome  
(must be compelling to you)

TELL them it how will be awesome

SHOW them it will be awesome



# Team Building

## Recruiting

Don't lower the bar too much.

Quality attracts quality.

Pray for God to send people

Leverage training events to recruit

Take great care of current team members; they're the best recruiters

Involve talented students



# Team Building

## Caring

Coffees, lunches to catch up

Encouraging text or email. Or go crazy and write an actual card!

Regular fun/social events. Have the party types plan it!



# Team Building

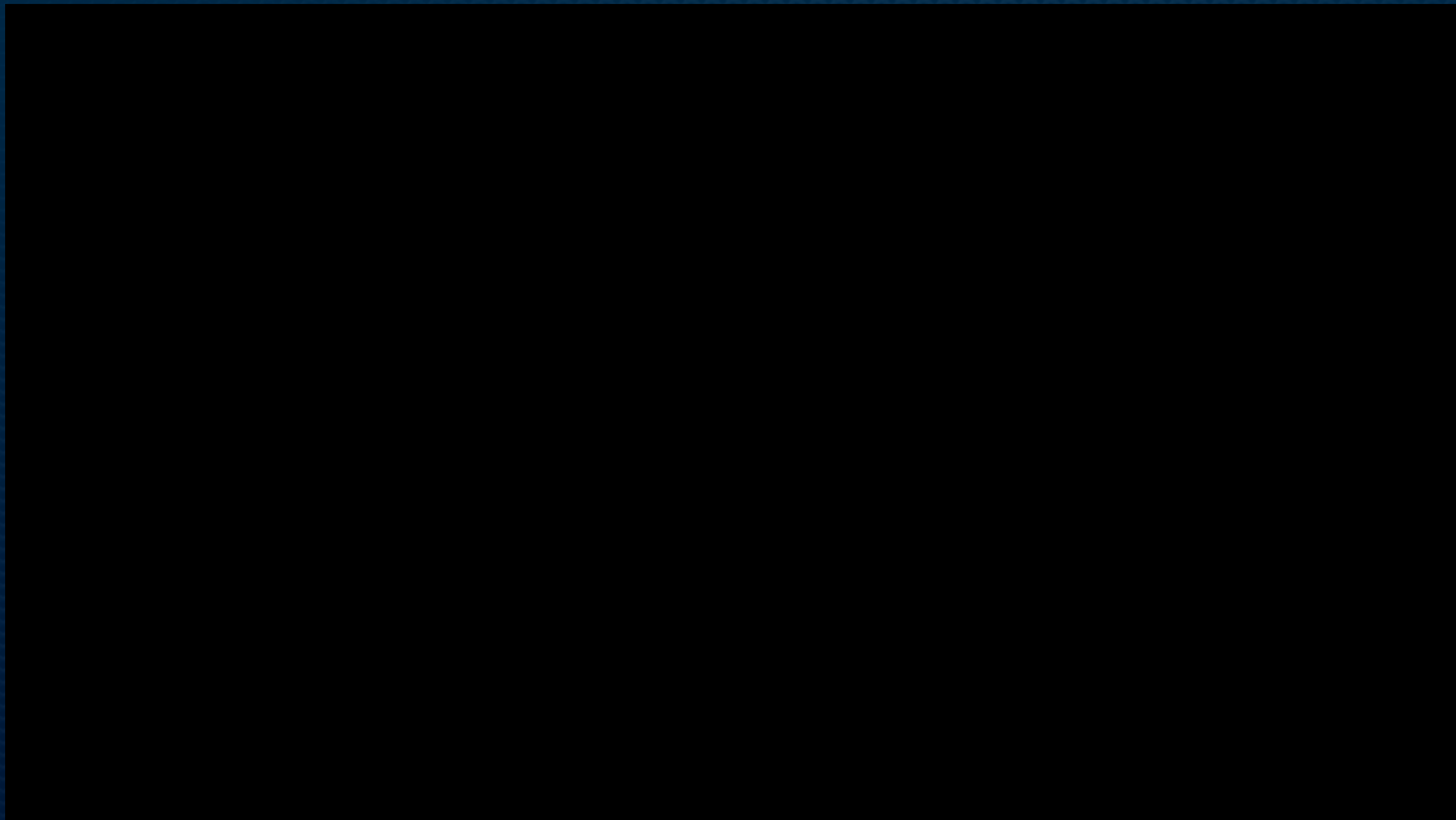
**Training**

Do it! Develop your team

Host clinics at your church



# Clinics at your church





# Team Building

**Training**

Do it! Develop your team

Host clinics at your church

Bring your team to the WJU Worship  
Conference

Utilize online training



# Team Building

## Rehearsals

Build a culture of preparation.

“Practice is personal, rehearsal is relational.” -Jon Nicol

Leader: model being prepared

Focus rehearsal time. Socialize later.



# Scriptures that encourage corporate worship:

...be filled with the Spirit, <sup>19</sup> speaking to one another with psalms, hymns, and songs from the Spirit. Sing and make music from your heart to the Lord...

-Ephesians 5:18b, 19



# Scriptures that encourage corporate worship:

<sup>1</sup> Praise the LORD.

Praise God in his sanctuary;  
praise him in his mighty heavens.

<sup>2</sup> Praise him for his acts of power;  
praise him for his surpassing greatness.

<sup>3</sup> Praise him with the sounding of the trumpet,  
praise him with the harp and lyre,

<sup>4</sup> praise him with timbrel and dancing,  
praise him with the strings and pipe,

<sup>5</sup> praise him with the clash of cymbals,  
praise him with resounding cymbals.

<sup>6</sup> Let everything that has breath praise the LORD.

Praise the LORD.

-Psalm 150



## Scriptures that encourage corporate worship:

<sup>16</sup> Let the message of Christ dwell among you richly as you teach and admonish one another with all **wisdom** through psalms, hymns, and songs from the Spirit, singing to God with gratitude in your **hearts**.

-Colossians 3:16



# Scriptures that encourage corporate worship:

- <sup>1</sup> Sing joyfully to the LORD, you righteous;  
it is fitting for the upright to praise him.
- <sup>2</sup> Praise the LORD with the harp;  
make music to him on the ten-stringed lyre.
- <sup>3</sup> Sing to him a new song;  
**play skillfully**, and shout for joy

-Psalm 33:1-3



# Relational



# Relational

# Dynamic



Relational  
(Engaging, connected)

Dynamic



# Relational

(Engaging, connected)

# Dynamic

(Moving, taking people somewhere)



# Relational

We lead people,  
not music!



# Relational

- Focus people on Christ.

We lead people, not music























# Relational

- Focus people on Christ.
- Interact: worship is not a monologue.  
Everyone there is on the worship team.

We lead people, not music



# Modern Worship Music

Fixed

Fluid



Presentation

Interactive

Sheet music

Improvisation

Scripted

Nimble/responsive

Run the song, don't let it run you!



# Relational

- Focus people on Christ.
- Interact: worship is not a monologue.  
Everyone there is on the worship team.
- Lead the team.
- Expect excellence and humility.
- Spend time together.

We lead people, not music



# Relational

- Plan set lists for the congregation (not just the musicians).

We lead people, not music



# Planning Set Lists

Theme: fit the moment

Tempo: consistent during song,  
variety between songs

Key: variety, keep it between the C's

Horizontal/Vertical: progression

Familiarity

- New
- Gold
- Tired

We lead people, not music



# Relational

- Plan set lists for the congregation (not just the musicians).
- Listen: your ears are your most important musical instrument.
- 3 T's: in Tune, on Time, good Tone

We lead people, not music



# On Time...



We lead people, not music



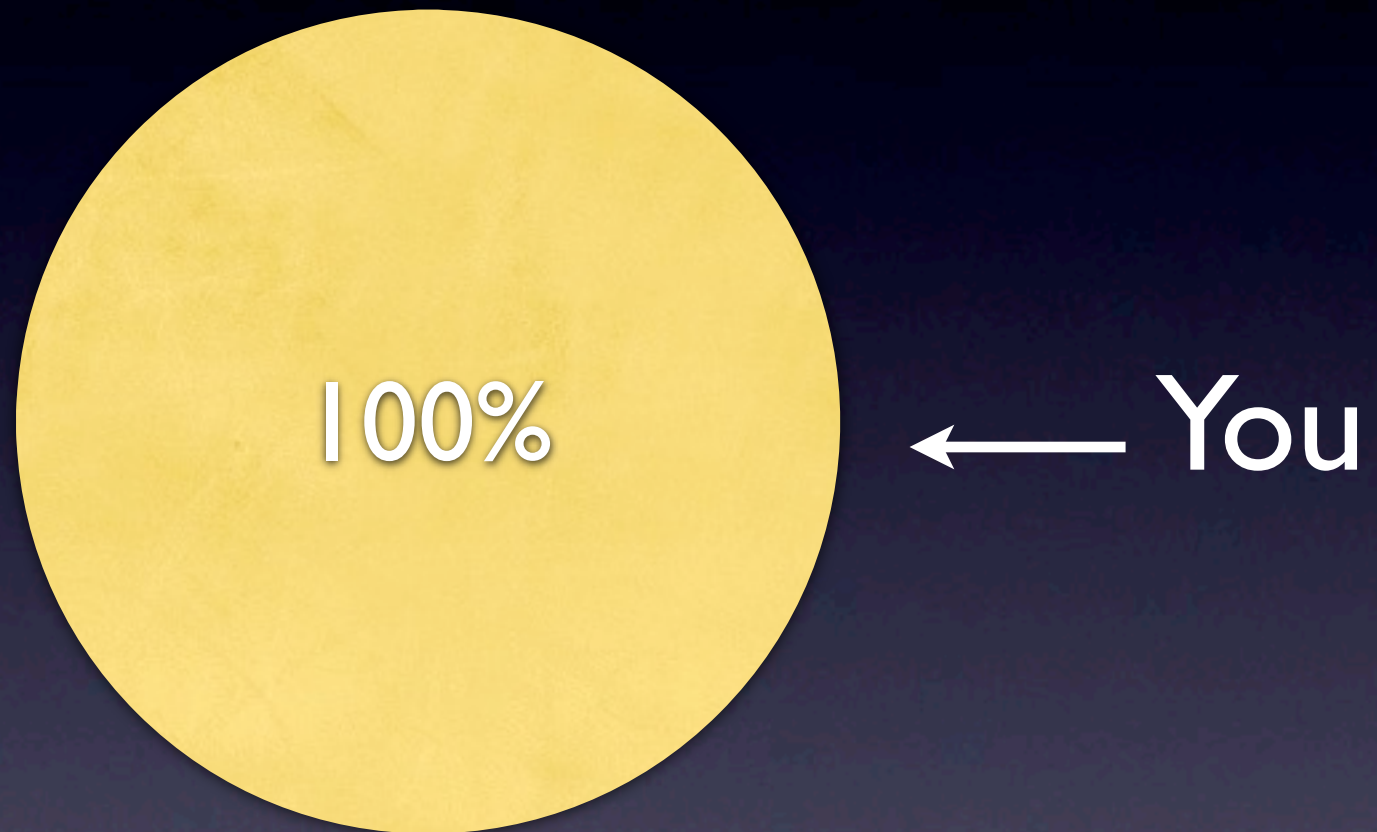
# Relational

- Plan set lists for the congregation (not just the musicians).
- Listen: your ears are your most important musical instrument.
- 3 T's: in Tune, on Time, good Tone
- 100 % Rule

We lead people, not music



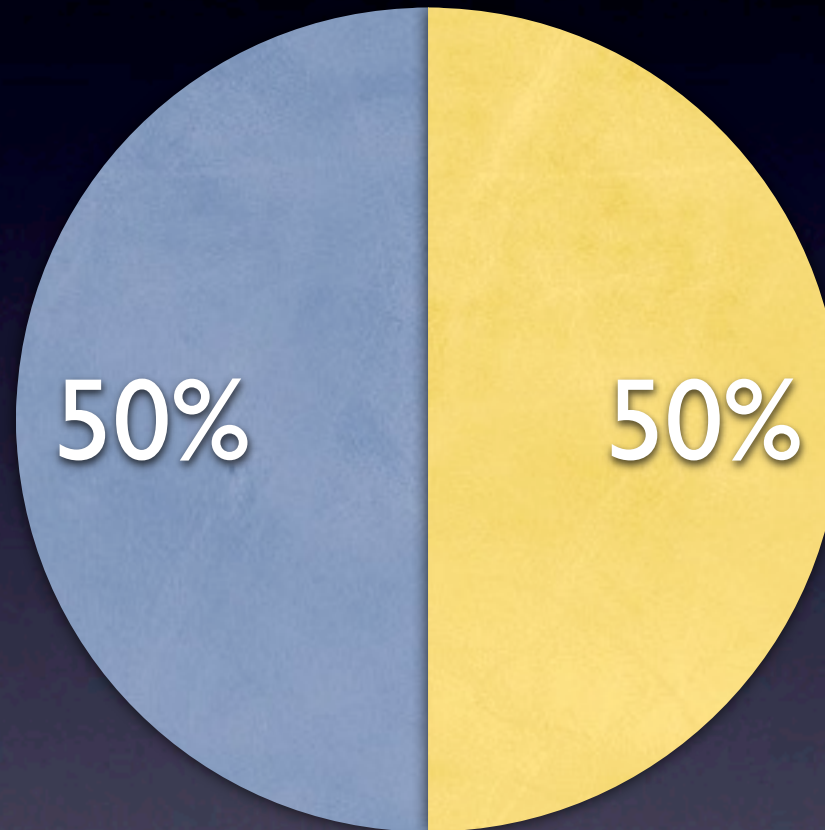
# 100 % Rule





# 100 % Rule

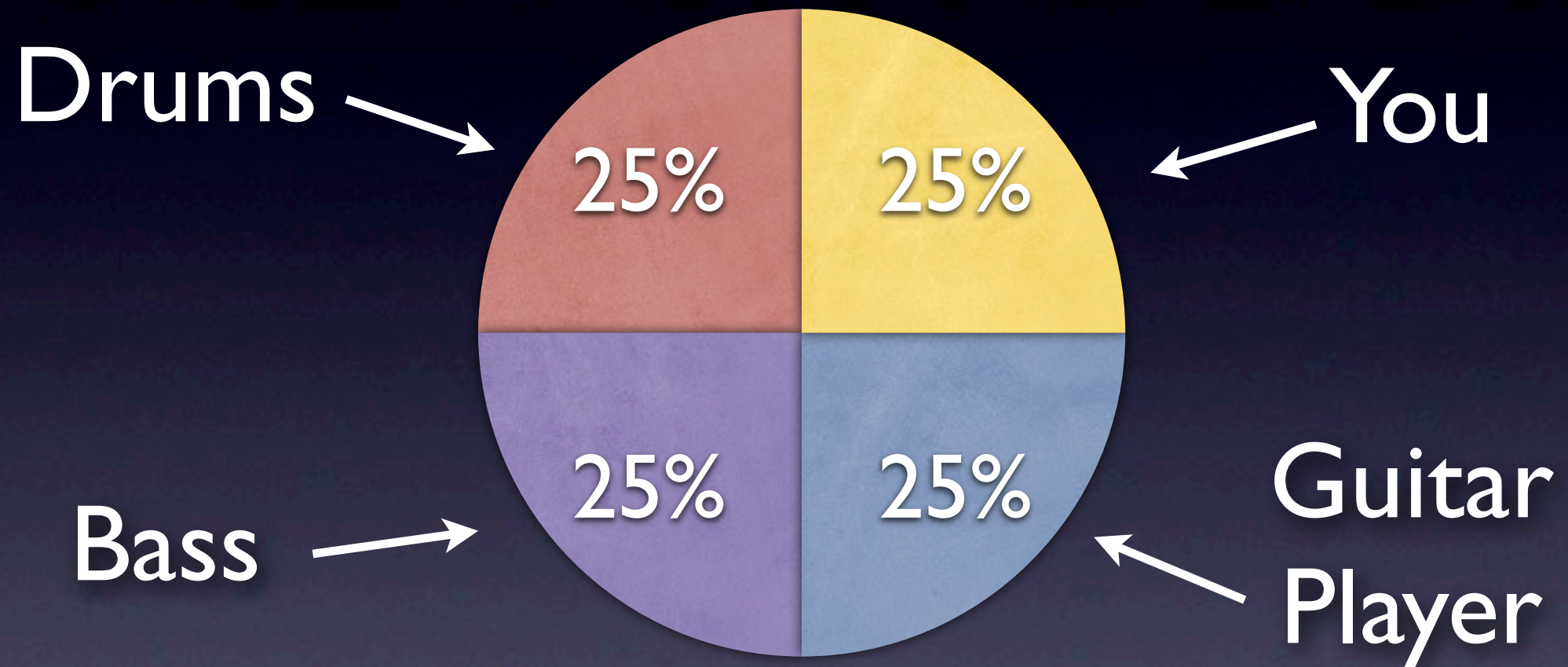
Guitar  
Player



You



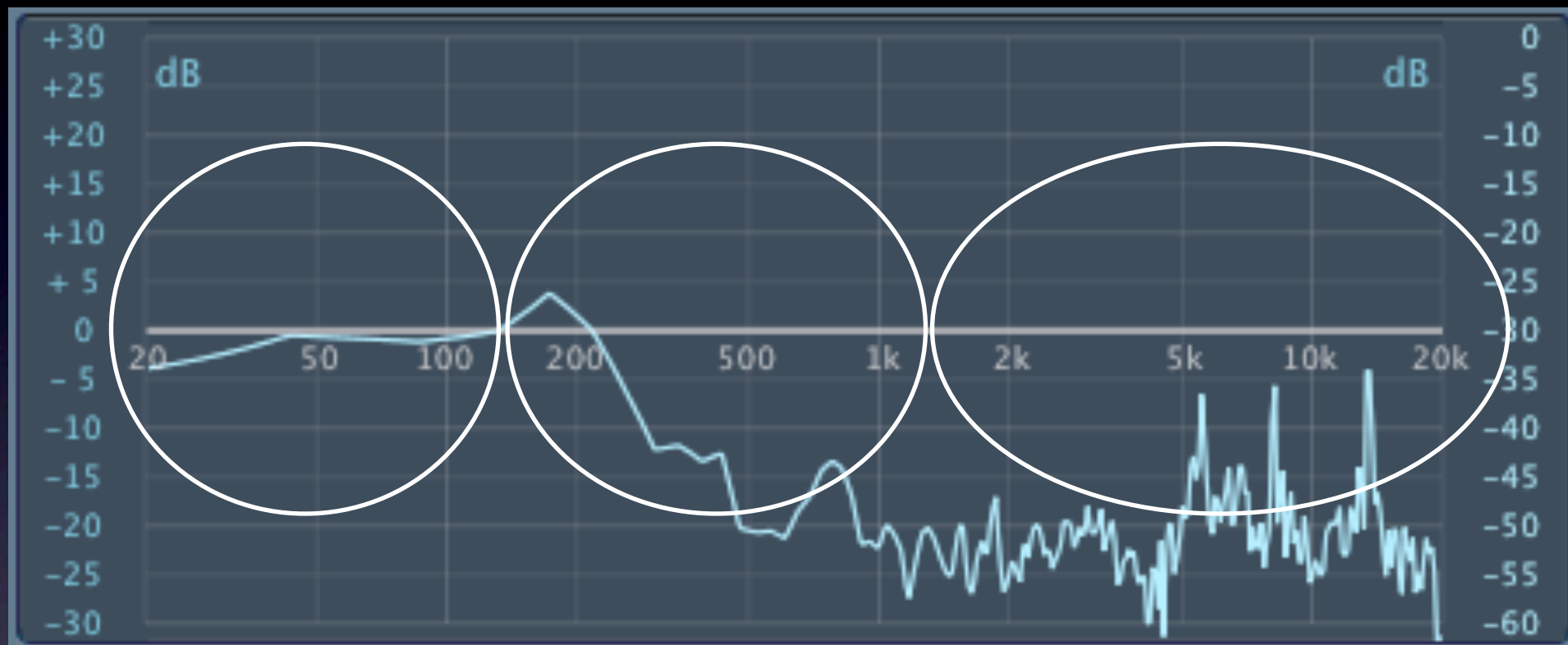
# 100 % Rule



Own YOUR space- not someone else's



# Sonic Spectrum



Lows

Mids

Highs



# Sonic Spectrum

Highs

Hats

Tamb.

Keyboard

Guitar

Guitar

Voice

Mids

Bass

Kick

Lows

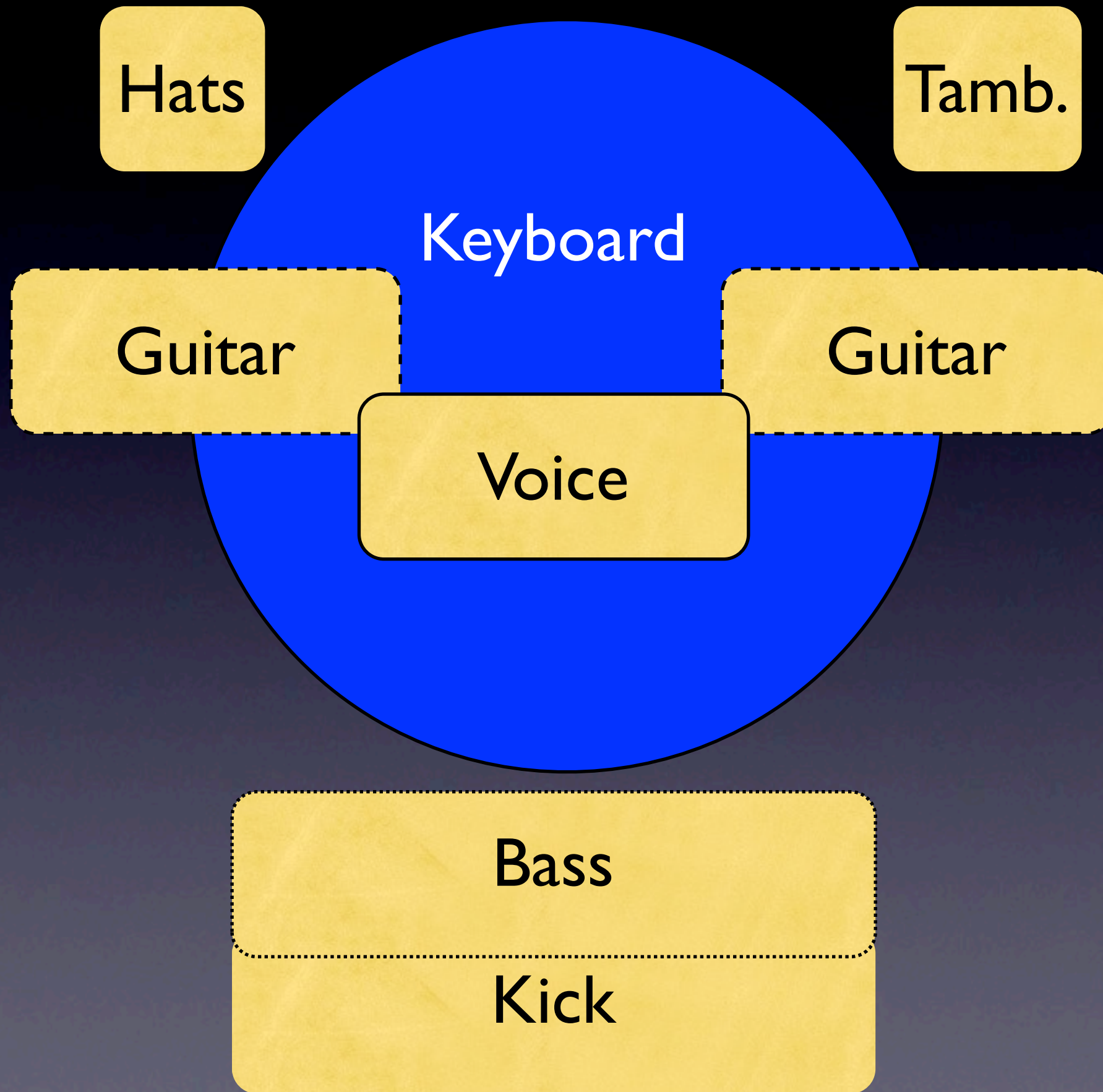
High

Low





# Sonic Spectrum





# Relational

- Listen: your ears are your most important musical instrument.
- 3 T's: in Tune, on Time, good Tone
- 100 % Rule
- Dynamics make music matter.  
Become an arranger.  
Change something every 4-8 bars.

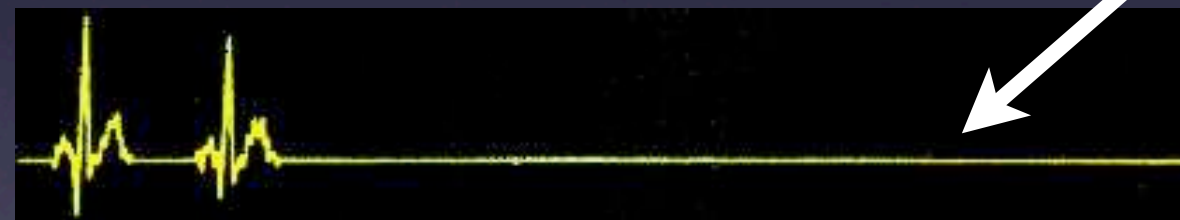
We lead people, not music



# Dynamics



Sameness kills!

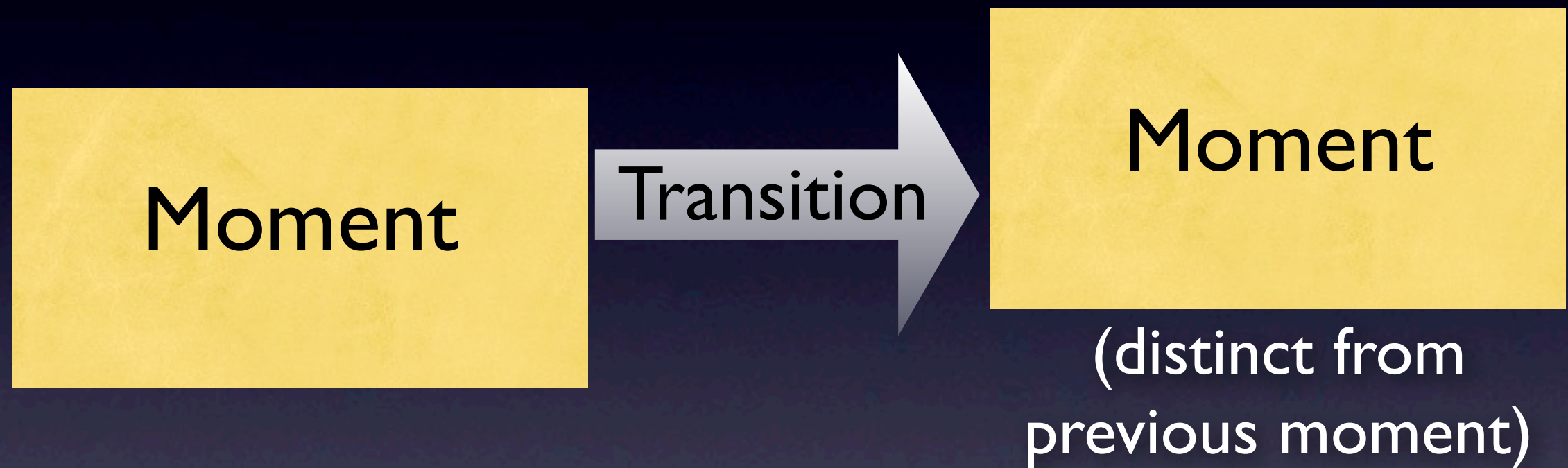


Uh, oh

Don't be a victim.



# Dynamics





# Set List

Tempo, Key, etc.

Song 1

Song 2

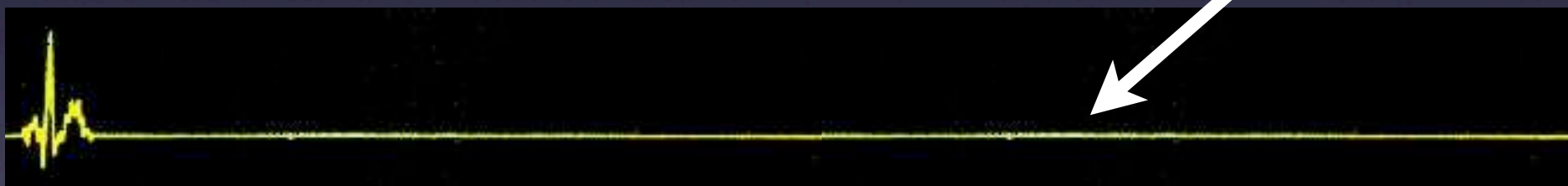
Song 3

Song 4

Song 5

Uh, oh

Time





# Set List

Tempo, Key, etc.

Song 1

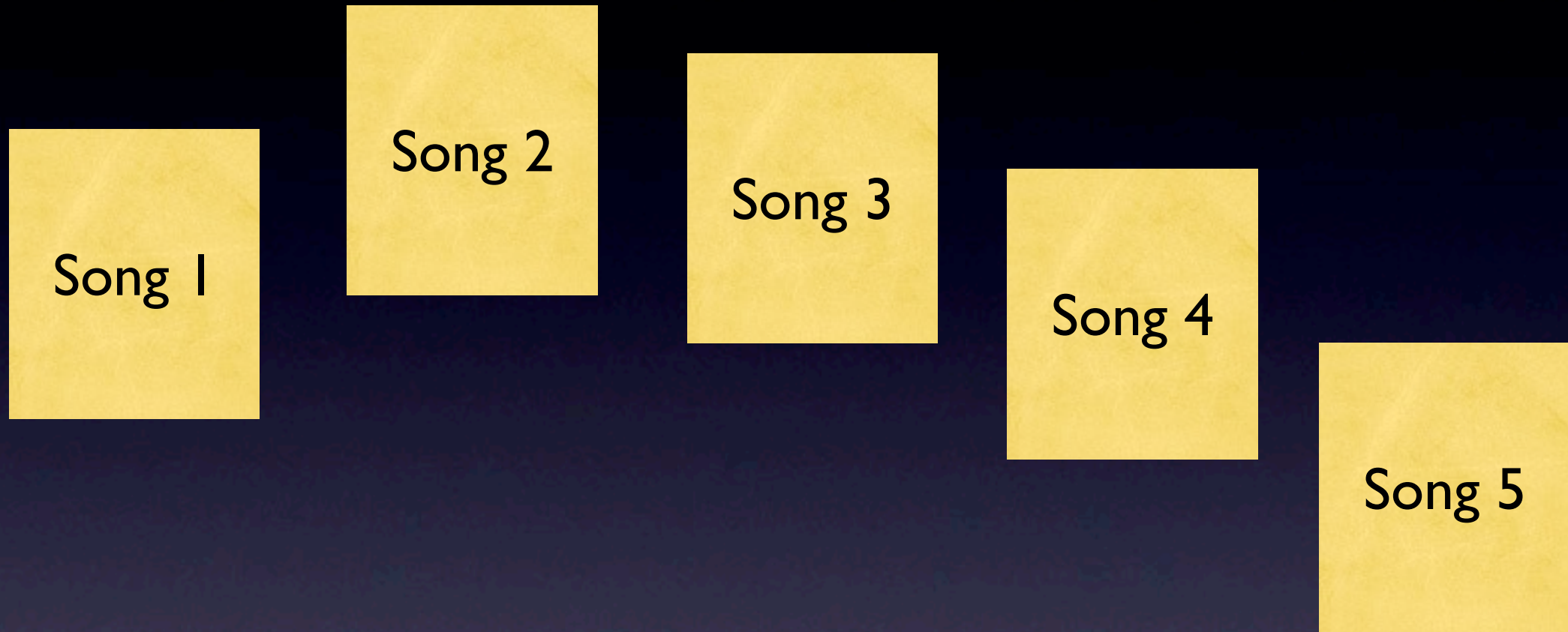
Song 2

Song 3

Song 4

Song 5

Time





# Set List

Tempo, key, etc.

Song 1

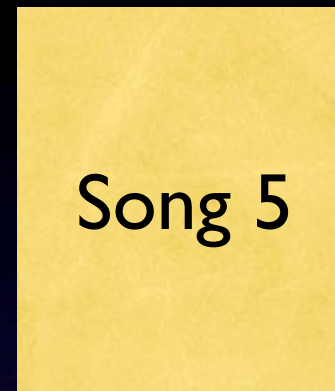
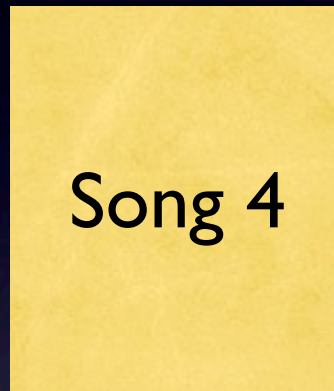
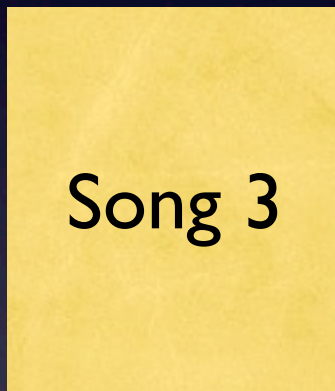
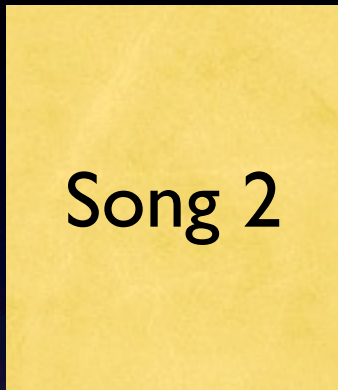
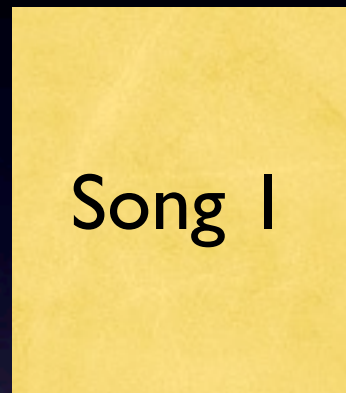
Song 2

Song 3

Song 4

Song 5

Time





# Song Layout

Tempo, Key, etc.

Verse

Chorus

Verse

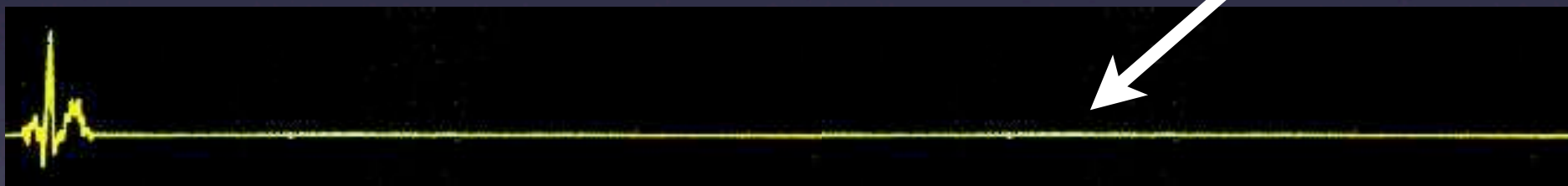
Chorus

Bridge

Chorus

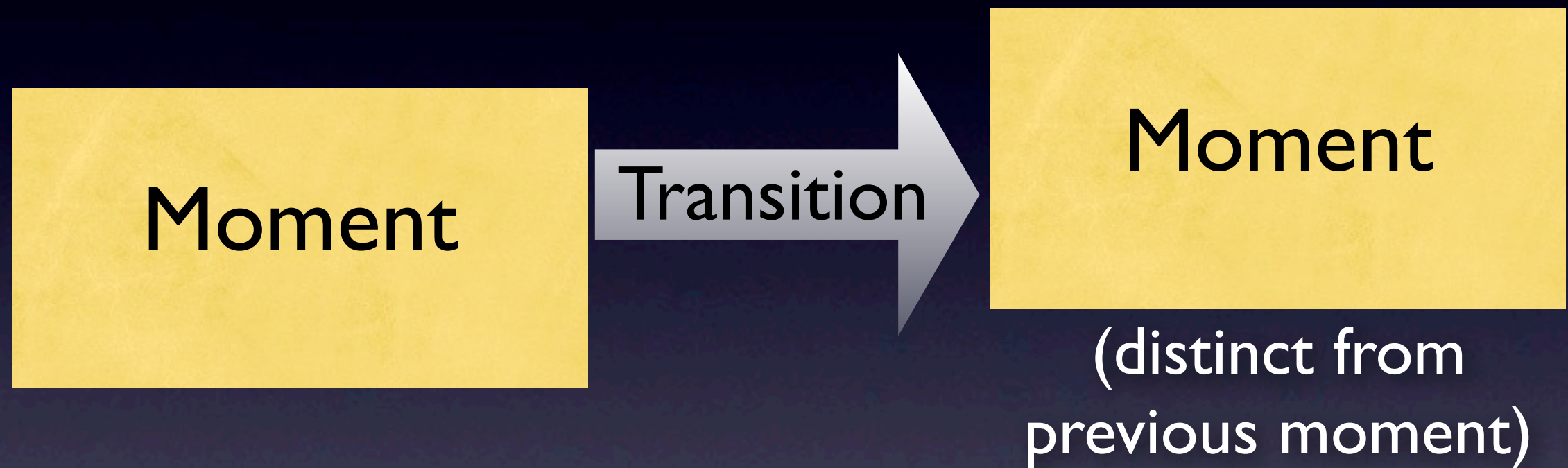
Uh, oh

Time



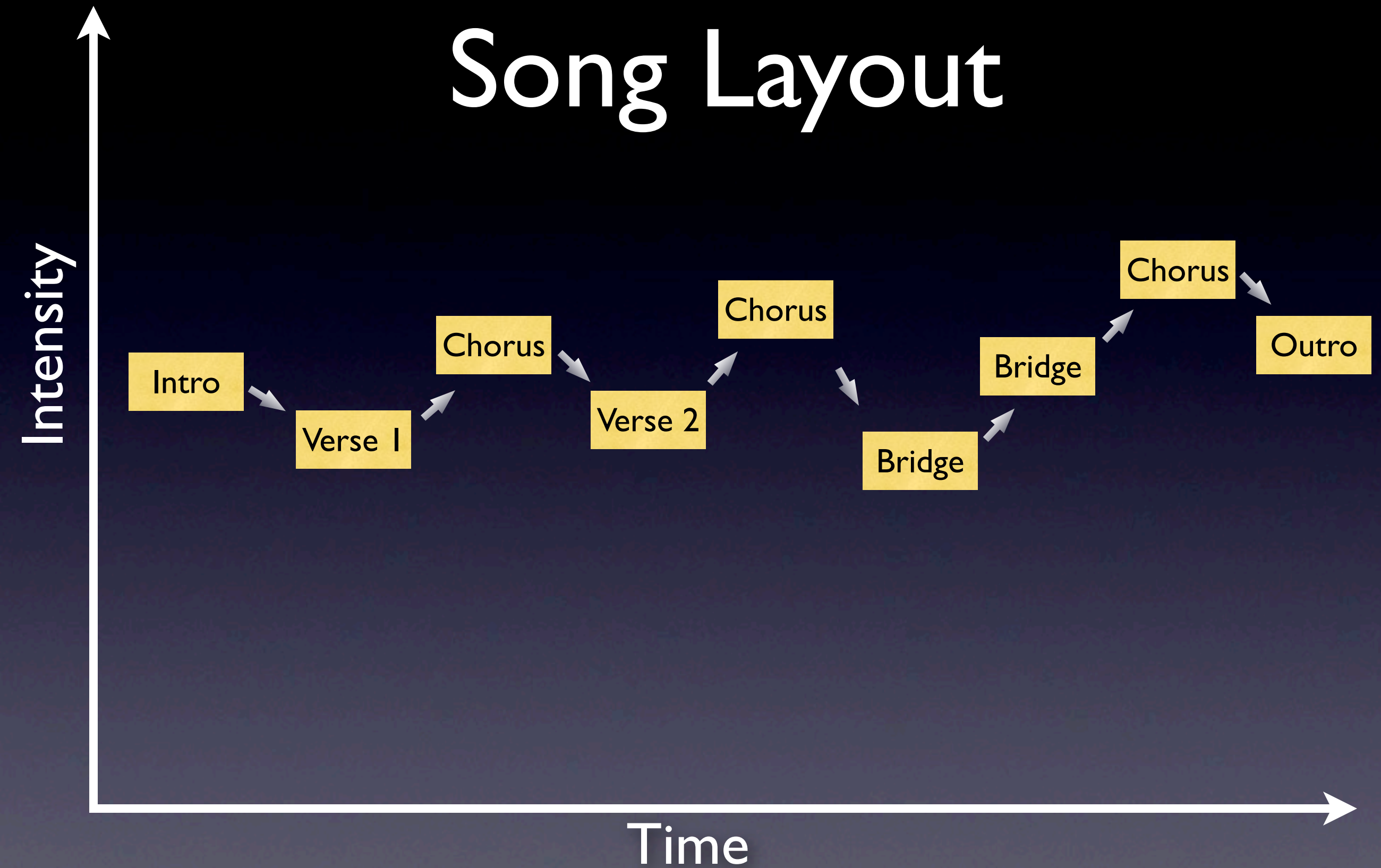


# Dynamics



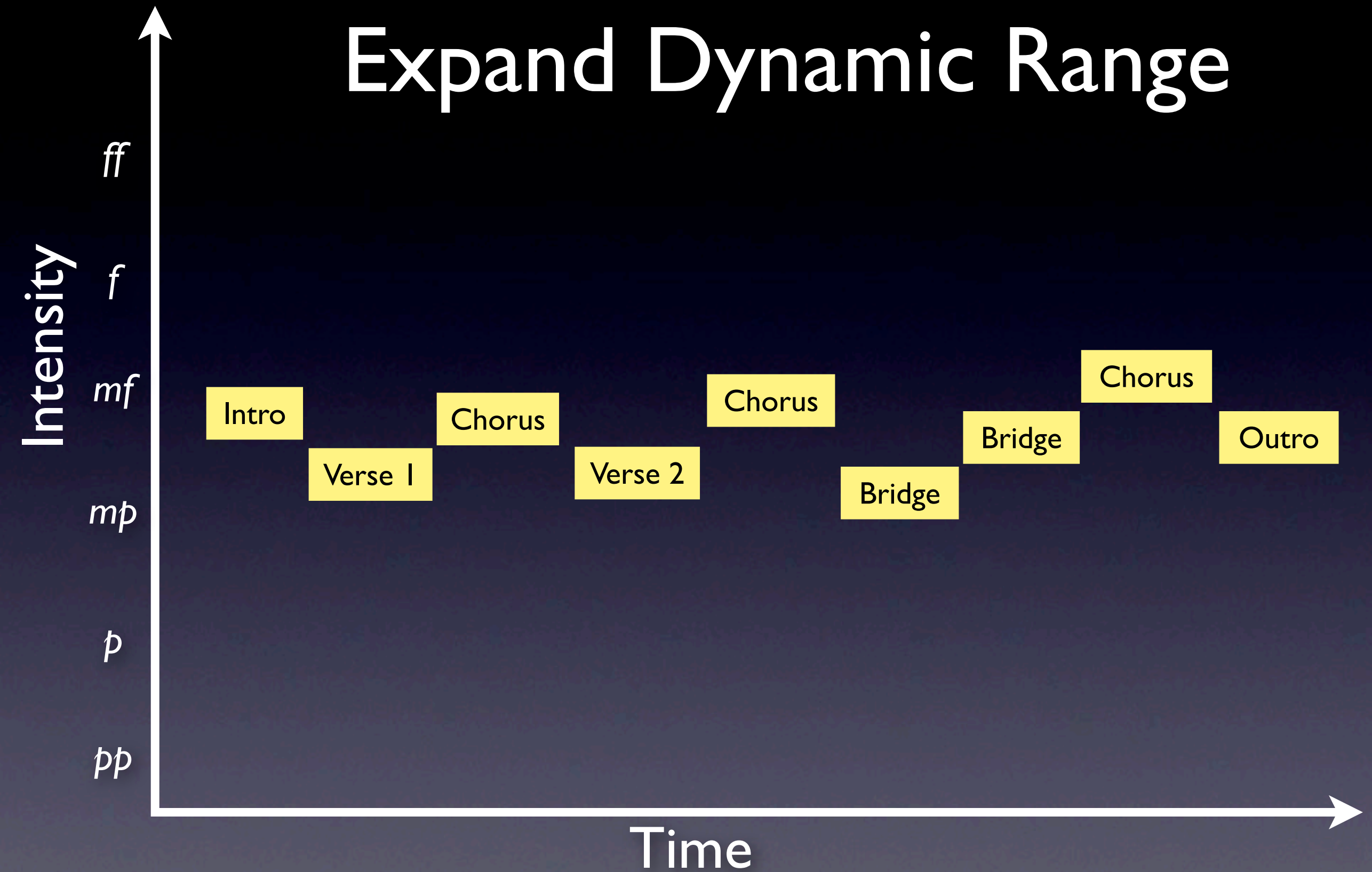


# Song Layout



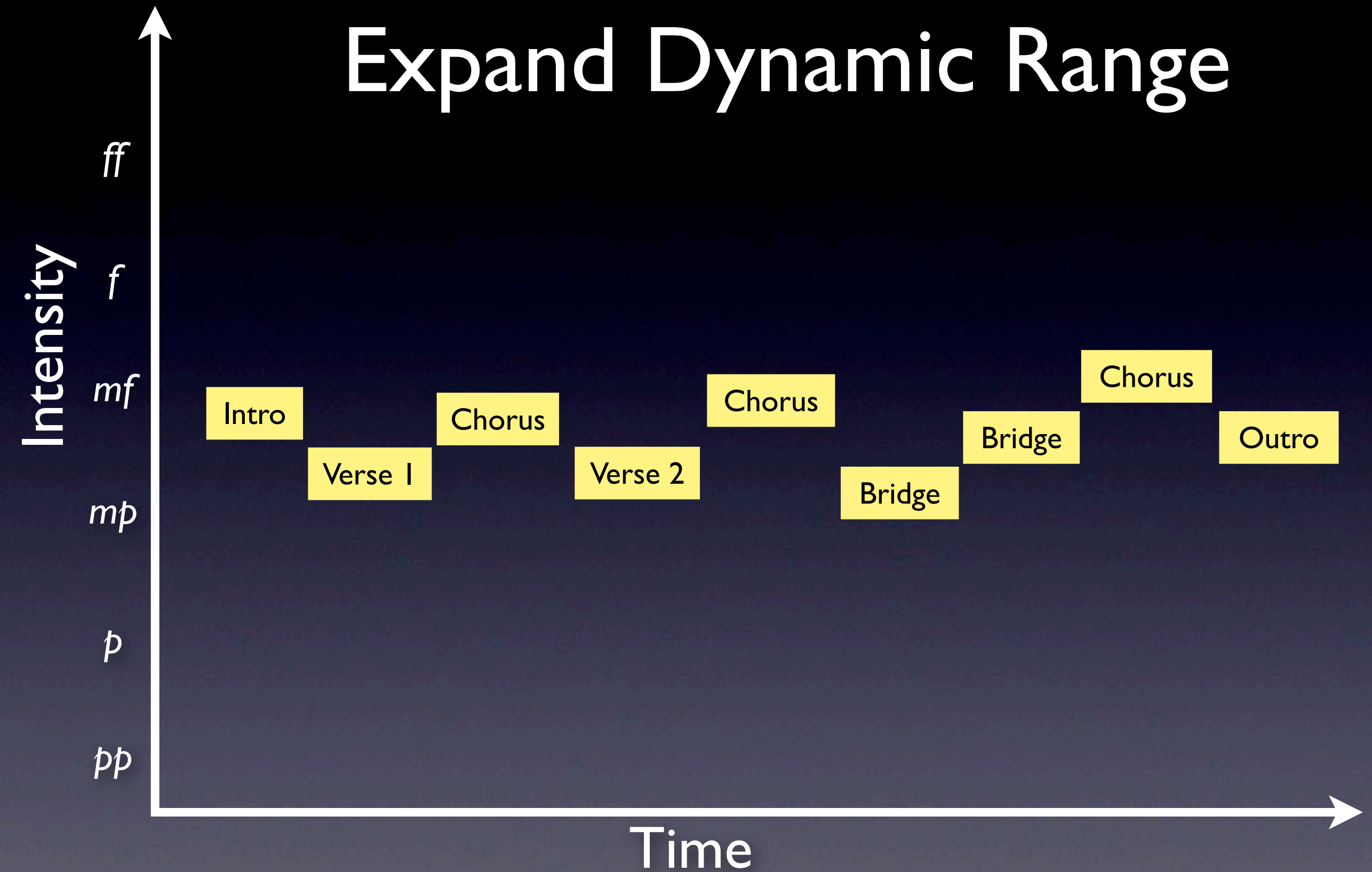


# Expand Dynamic Range



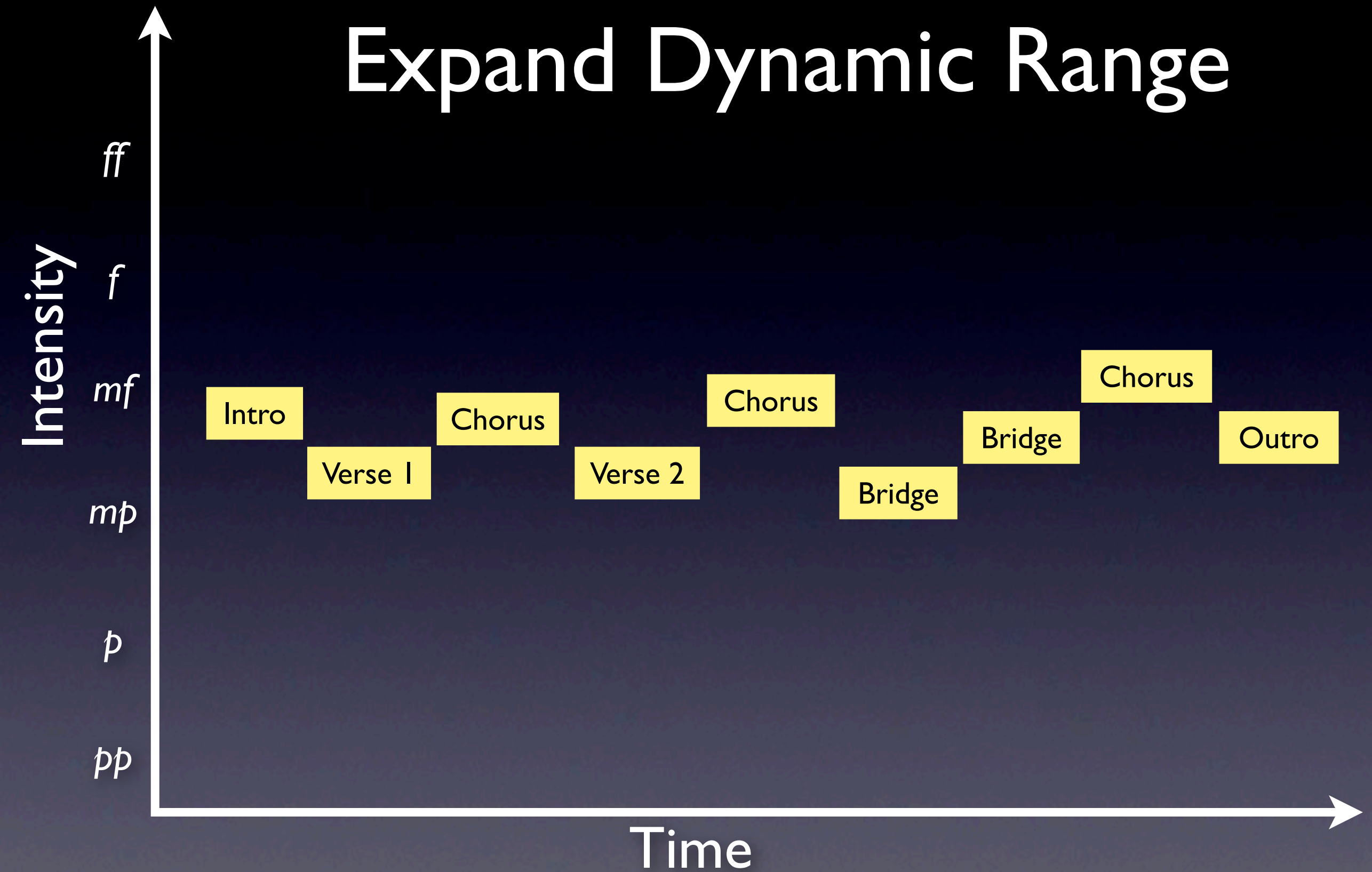


# Expand Dynamic Range



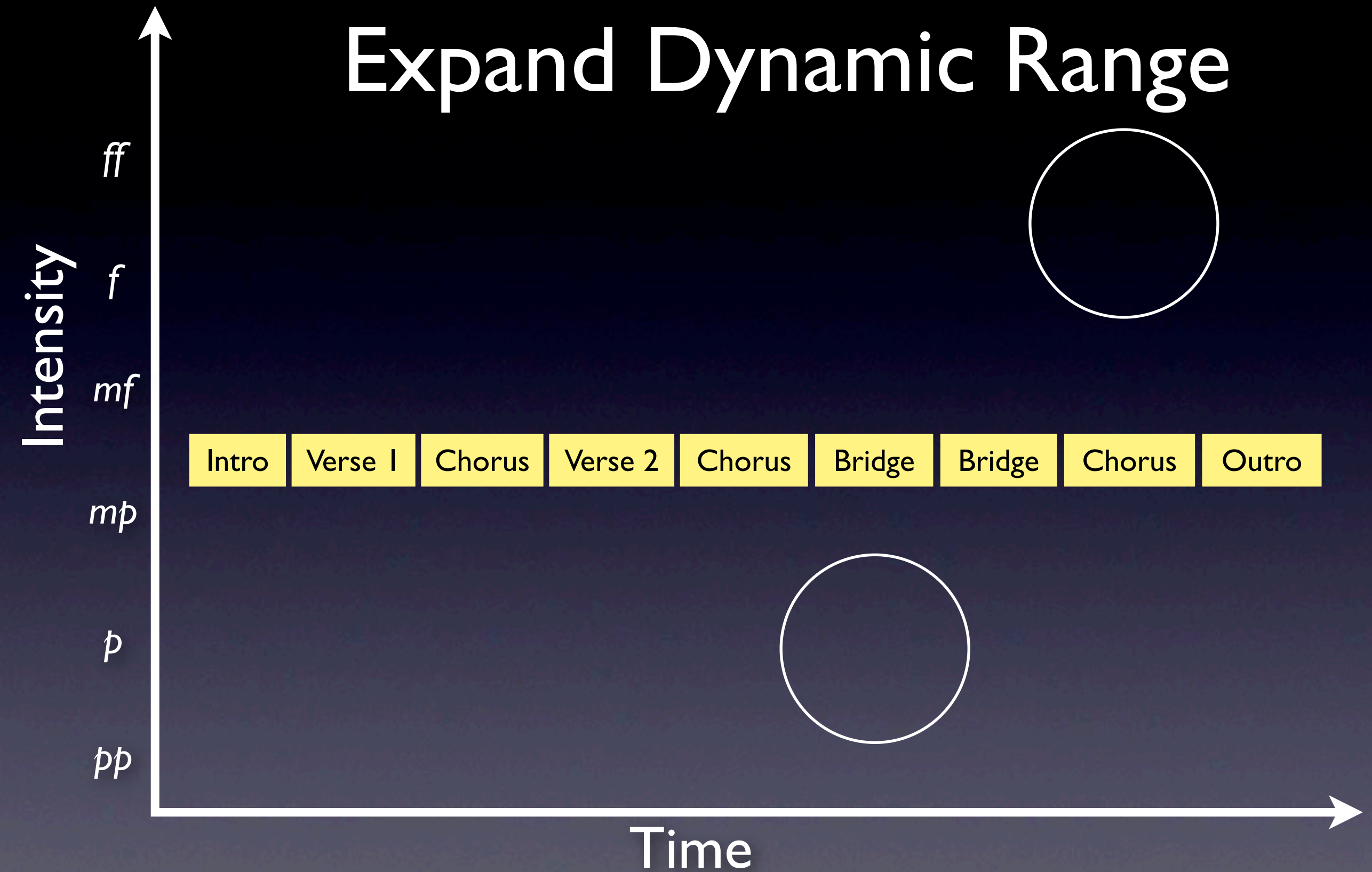


# Expand Dynamic Range





# Expand Dynamic Range





# Top 10 Moments

Lead Line

Partial

Half Time

Sustain

Pulse



# Top 10 Moments

Build

Full Out

Fall Away

Breakdown

Voices Only



# Top 5 Transitions

Hits

Stops

Fills

Short Build

Stair Step



# Transitions Between Songs

Early  
in set

Trash Can / Cadenza



Later  
in set



Trash Can/Cadenza

# **Song Building Blocks**

## **Part 3: Transitions Between Songs**



# Transitions Between Songs

Early  
in set

Trash Can / Cadenza

Hard Transition

Setup / Pad / Hats  
(thought, lyric, scripture)

4/5 →

1

F/G →

C

The key you  
are headed TO!

Later  
in set

Key Phrase / Section



# Key Phrase / Section





# Crowd Interaction

Corporate scripture reading

Congregation: word or phrase  
what you're thankful for

Call/response or just ladies/men

Total silence



# WORSHIP EXPEDITION



**take it to the next level.**



# Worship Team Expedition WEEK 5



Here are your materials for week 5 of Worship Team Expedition– Set List Planning and Song Arranging.

Welcome to week 5! This week you'll continue learning about planning dynamic set lists and song arrangements. There is a LOT we can do to make songs interesting and take people on a worship journey each week. There are also some new instrument tutorials, so...dig into the materials, practice, and watch your skills grow! As always, reach out to [one of our coaches](#) if you're struggling, that's why we're here. Seriously, call/text/email us!

Have another great week of learning, growing, and walking with Jesus...



**Step 1: Read this week's devotional. Just click on the icon below to get the PDF.**

Worship Team Expedition  
Weekly Devotional



Worship Team Expedition  
SESSION 5 OUTLINE



**Step 2: Download the outline (above) and watch the video (below).**





### Worship Leading For Response: Set List Planning and Song Arranging



Step 3: View this week's tutorial videos for your instrument (voice, drums, etc.); click on an icon to view that instrument's page. We'll be adding videos throughout the weeks, so there's lots to look forward to!







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Vocals



Drums



Bass Guitar



Keyboard/Piano



Acoustic Guitar



Step 4: Download this week's discussion guide and bring it to worship team rehearsal. Talk through the questions with the team for a few minutes at the beginning of rehearsal.

## Worship Team Expedition Group Discussion Guide



take it to the next level.



# Contact Info:

Peter Neumann

PeterNeumannMusic@gmail.com

[www.WorshipExpedition.com](http://www.WorshipExpedition.com)

[www.NeumannMusic.com](http://www.NeumannMusic.com)



WORSHIP TEAM

***M***  ***MENTUM***

lead.

engage.

build.