FIRST BAPTIST CHURCH OF SOUTH BREVARD
MUSIC TEAM GUIDELINES

The following participation guidelines were developed so that God would be honored and that you could reach the full potential of your calling. We believe that God calls and uniquely gifts people to serve in the area of worship ministry. Therefore, we want to include only those people who are called as servants of God and gifted by God to minister as a part of the First Baptist Church of South Brevard Music Team. Because of this, we ask that those involved make the necessary time commitment and possess the necessary lifestyle. Persons involved on the Music Team are in public ministry and are viewed as spiritual leaders in the church. Therefore, it is essential that their personal walk with the Lord is their first priority.

These guidelines are not meant to be a hardship in any way, but rather to clearly communicate what the leadership views is necessary to minister as part of the team. We do not require perfection. We are looking for people who are Faithful, Available and Teachable, and desire that all involved in this ministry continually allow the Holy Spirit to sanctify their lives. We believe that these guidelines should not present a problem to those who are truly called to serve in any area of public ministry, but rather encourage them to attain to a higher level in their service to the Lord. If any of the following areas are a problem, we are committed to help you overcome them.

GENERAL COMMITMENT TO MINISTRY

1. All members of the Music Team must be committed followers of Jesus Christ and display an ongoing, growing relationship with Him.

2. Obviously, formal church membership is required for platform ministry, and we expect that those participating on the Music Team be actively involved in the life of the church. This is displayed by regular attendance at services (even when you are not scheduled on the team), participation in the overall life of the church and giving financially to the church.

“Music ministry is not the right of the talented but a privilege extended to the committed”

Mike Kinard – High Call International

3. All members of the Music Team need to be fully committed and submitted to God first, First Baptist’s leadership and vision second, and the Music Team’s leadership and vision third.

4. All members of the Music Team need to have victory over the moral areas in their life. It is our desire that all persons involved in the worship ministry walk free from the bondage of sin and walk worthy of the gospel of Christ and of the high calling of God in Christ Jesus. Philippians 1:27; 3:14
5. Every Worship Team member is expected to love their brothers and sisters as they love God. This is evidenced by submitting to, and esteeming one another, with joy, honor and respect.

“If there be therefore any consolation in Christ, if any comfort of love, if any fellowship of the Spirit, if any bowels and mercies, 2Fulfil ye my joy, that ye be likeminded, having the same love, being of one accord, of one mind. 3Let nothing be done through strife or vainglory; but in lowliness of mind let each esteem other better than themselves. 4Look not every man on his own things, but every man also on the things of others.”

Philippians 2:1-4, KJV

COMMITMENT TO THE MUSIC TEAM

Persons involved on the Music Team are expected to be committed, because you believe that God has called you to the ministry of music. The following list will help you to evaluate your commitment and calling to this ministry.

1. Commitment to being spiritually prepared to minister: Our spiritual preparation has a direct effect on our effectiveness as a music ministry team. We need to come not only ready to sing and play music, but to worship the King and minister to His people.

2. Commitment to growing spiritually: This, too, is as important on an individual basis, as it is with the team. As a leadership ministry, we need to be committed to maturing in the teachings of Jesus.

3. Commitment to musical expertise: When someone is considered skillful, it means that they do, whatever they do, well. When we offer our sacrifice of praise, our aim is to make it the best possible sacrifice. This takes effort, both in and out of rehearsal. It will take a consistent commitment to giving God our very best, with all that we have, every chance that we get. We need to work on our instrumental and/or vocal ability to become the best that we can be. Music Team members must desire high standards and adopt attainable goals. This means a great deal of practice (maybe even lessons), as well as, playing with the team. Keep in mind that the team will only be as musically proficient as the individuals that make it up. When possible our leadership can help you in this area.

“If we are striving for excellence MUSICALLY but are ignoring the SPIRITUAL aspect of worship, we exclude God. If we are striving for excellence SPIRITUALLY, but ignore the MUSICAL aspect of worship we will be offending God and our listeners.”

John Barbour- Maranatha Music

4. Commitment to Unity: We are all God’s people and we are all one in worship ministry. Whether we sing in the choir, the vocal teams, play in the orchestra, or run sound and projection, it is our desire that we all support each other through prayer, attendance and encouragement, along with having an open and teachable mind and spirit.
5. Commitment to Servanthood: Remember Christ did not come to be served, but to serve and to give His life as a ransom for many. All of us have desires (not to mention egos, whether large or small) to do certain things in ministry. However, let us continue to think of each other before ourselves and be supportive when someone else gets a part or a solo that we wanted. Let’s follow Christ’s example of being a servant.

6. Commitment to prayer: One of the best ways that we show support for each other is to keep our church, the Music Team, its leaders and the team members lifted up in prayer before the Lord. Part of your responsibility in this ministry is to pray for our team and the congregation on a regular basis.

TIME COMMITMENT

The time commitment that we ask you to make as a part of the FBCSB Music Team is significant. Please view your role in leading worship as a priority. God’s work is of utmost importance in the furthering of His kingdom here in Melbourne! Even though you have a flexible and understanding director, know that there are times when the ministry becomes frustrating due to tardiness and absences at rehearsals and on scheduled services for less than legitimate reasons. It is generally our view that if, under your current health or circumstances, you would show up for work then you should be able to show up for a rehearsal or worship service under those same circumstances. We do understand that there are exceptions to this which will be handled on a case-by-case basis.

We really need you here 100% of the time when you are scheduled. However, as mentioned above, we also realize that there will be occasions when you will be unable to be here for one reason or another. Therefore, we have adopted a policy of 80% minimum required attendance. If you are unable to be here at least 80% of your scheduled rehearsals and services, then we'll need to evaluate your commitment level. (How many of you would still have jobs if you missed one out of five days each week?)

Excused absences include vacations and working in various ministries. Please take into consideration special holiday services when scheduling family vacations. Understanding this, the following are specific time commitments that you will need to make as you consider your service in this ministry.

1. Rehearsal for Music Ministry teams begins promptly at their given start time. Team members should allow enough time to unpack, set up and be ready for rehearsal to begin on time. All rehearsals, unless otherwise noted, are to also end promptly at their scheduled time. Occasionally; there will be times when a rehearsal will run past the scheduled ending time. Your understanding and flexibility is appreciated. Special rehearsals will be scheduled as special events require. If you cannot be here for rehearsal, please contact the Music Pastor or Group Leader as soon as possible to make whatever arrangements are necessary. Generally speaking, those who are not consistently present at rehearsal will be asked not to participate in their music team’s
performance, unless otherwise excused and special arrangements are made with the Music Pastor or Group Leader.

2. Sound checks begin begin promptly at 9:30 on Sunday mornings, 5:30 on Sunday evenings, and 6:30 on Wednesday evenings. These sound checks are usually followed by any last minute set-up and musical corrections. Persons who are not on time for sound check (and/or rehearsals) and do not have a legitimate reason may be asked not to lead with their Music Team for that service.

3. Please be responsible and contact the Music Pastor when you are unable to attend either a rehearsal or a service where you are expected to participate. If you know that you are going to be out of town and will miss a rehearsal or a Sunday service, PLEASE write it down and give it to the Music Pastor or email it to his office. If an emergency or an illness comes up that will keep you from being here or make you late, if at all possible, please call or email the Music Pastor and leave a message as soon as possible.

4. If we are to take our calling seriously we need to invest time in furthering our understanding of worship and/or issues that are related to the music ministry. Therefore, periodically the Music Team may attend a seminar or worship time at a sister church for observation and critique, attend a seminar that may come to our area, or attend a Music Team conference as our schedules allow. Normally this meeting will be scheduled several weeks in advance to allow ample time for planning.

THE WORSHIP SERVICE

1. Everyone on the Music Team is expected to serve at normal services as scheduled. In addition to normal services, music team and orchestra members may be asked to serve at special services. The Music Team is required to remain for the duration of all special services. Any exceptions to this must be cleared with the Music Pastor at least one week prior to the event in question.

2. As Music Team members we have the privilege to see something that only our Lord and a select few get to witness during our services. We get to look out on God’s people and see them worshipping their Lord. Although this is not our focus, we cannot help but see it. In the same way the congregation, while focusing on the Lord, get to see us. (Not nearly as glorious of a sight, nonetheless, that’s the reality). For this reason we need to conduct ourselves in a manner that is honoring to the Lord, while we are on the platform.

Please refrain from activities that would draw attention to yourself or others. Let’s remember that in many ways we “model” worship while we are on the platform. Therefore, we need to be a true worshiper.
3. Always be attentive to the Music Leader and the Pastor during church services. There will be times when the Pastor or Music Leader will make a change at a moment’s notice. It is up to the Music Team to watch for possible changes in the service and take appropriate action.

DRESS CODE FOR PLATFORM MINISTRY

For some reason the words DRESS and CODE placed next to each other in any manual cause great tension and can be interpreted as an infringement on our personal freedoms and our desires to make a fashion statement. Although this is not our intention, we must give some guidance in this area. Please assist us in being good stewards of our time by not making us function as the fashion police.

Considering that we function as leaders in the church, we must remember that we are representatives of Jesus. We wish to dress in a way that, not only honors our Lord, but also accurately represents who we are as a local fellowship, as well as who you are as an individual. Dressing to the extremely casual can draw attention to self and not to Christ. Likewise, the same applies to hair color/style, fingernails (color/length), jewelry, etc.

Therefore we have established a standard dress code for services at FBCSB. Dress for special services will be determined in advance. Although special services and events may differ from normal services, unless otherwise stated by the Music Pastor, the following is the Music Team dress code. Please be mindful that the lighting on the platform (drama, etc.) as well as temperature in the worship center may create special dressing needs.

We are a formal church; therefore dress is “formal”. The obvious question that arises is “How Formal?” Okay, the basic rule is NEAT. No tuxedos or ball gowns are necessary. Below we have outlined some basic consideration for men and women.

Ladies – Knee-length Dresses, Skirts are acceptable as long as they are worn with a nice blouse or top. (No pants, cutoffs or T-shirts with writing of any kind and no shorts). Sleeveless tops are acceptable; however, no top or any clothing should ever show foundation garments. Torn, worn out or tight fitting outfits as tops or bottoms are considered extreme for the Music Team. Absolutely no low cuts, no midriffs, and no shear or see-through clothing. Any shoes or sandals are fine as long as they are neat. No tennis shoes or flip-flops.

Men – Suits, sport coat, shirt, and tie (No Jeans, T-shirts with writing of any kind and no shorts). Torn, worn out, or tight fitting outfits as tops or bottoms are considered extreme for the Music Team. Absolutely no see-through clothing and no cut-offs. Any shoes are fine as long as they are neat and sharp. No tennis shoes, Sandals or flip-flops.
DRESS CODE FOR REHEARSALS

Men and women, the rehearsal dress code is “casual”. Please avoid bicycle shorts (tight shorts) and shorts that are mid-thigh or higher. Avoid provocative clothing. No midriffs, tube tops or bathing suits.

NOTE: As a general rule, if you are questioning whether or not you should wear a certain item. Don't wear it! In the event that your clothing is deemed inappropriate, you will be asked to go home and change. We do not enjoy having to do this and, to be honest it really affects our focus as worship leaders when this happens. So, please just dress nice and appropriately as we work together to bring people to Jesus.

IMPORTANT: If this dress code proves to be a hardship in any way. PLEASE see the Music Pastor with your concerns. We will work together to find a solution to the dilemma. The ability to purchase clothing should never be a factor that disallows participation on the Music Team.

NEW MEMBERS

1. All new members will go through a personal interview, a vocal/instrumental evaluation and a personal evaluation period. During this time new members will attend all rehearsals and be at worship and prayer times.

2. Personal Evaluation Period: There will ordinarily be a four to six week evaluation period during which the individual will attend all rehearsals, but will not minister with the team on Sunday mornings or other special functions. The purpose for this is to help us get to know each other. Because we are committed to true community, we desire to make sure that we are a good “fit” before we begin public ministry together. During this time you will have the opportunity to ask questions and to observe and see who we are and how we operate. At the same time we will be doing the same with you. Below are the main things that we consider when bringing new members on the Music Team.

- **Spiritual Maturity:** As stated earlier, this is a leadership ministry and, hence is ordinarily not a place for new or immature followers of Christ. The major evaluation factor is that the Music Team member must display evidence of a heart after God. Several things are looked at in this area: A desire to grow in your relationship with God, hatred of sin, a heart for the lost, not possessing a haughty spirit, flowing in the anointing of the Holy Spirit.

- **Support of Family:** Since serving on the Music Team involves a serious commitment, it is important that the individual's immediate family members are willing to accept the necessary time commitment and be a support to the individual.

- **Time Commitment:** Rehearsal sessions, preparation and attendance are a must.

- **Ability to flow with the team:** Some people are very gifted musicians, instrumentalists and/or vocalists, but for one reason or another (vocal range,
musical style, etc.) they have trouble flowing with the team. These individuals are highly encouraged to use their musical gifts in other ways (choir or orchestra, children’s music leadership, etc.) within the church body.

- **Musical Expertise:** The musicians and vocalists need to be skilled enough to follow a service, which is lead by “the Spirit of God”. We do not want to limit what God will do simply because we can not handle it musically.

3. **Minimum Time Attending First Baptist:** Although we do not have any “minimum” time that you must have been attending FBCSB before you begin to serve on the Music Team, we do ask that you become a formal member of the church prior to becoming an active member of the Music Team. We want to know that you are committed to the church, to its vision, direction and leadership. You may be asked to attend the church for a given amount of time before engaging with the Music Team. This will differ for each person based on a number of factors including, but not limited to; prior church experience, current or pre-existing relationships with congregation members or with our leadership team, and or a positive recommendation from a previous ministry.

4. **New Followers of Jesus:** In general, visible platform ministry is not a place for new followers of Christ. With this said however, we acknowledge that maturity in faith is based more on obedience to the Lord and personal spiritual growth than it is on “time invested” in a relationship. We are all at differing levels of maturity. Every person desiring to be a part of the Music Team Community will be interviewed by the Music Pastor, Music Coordinator, and approved by the Pastor, where appropriate.

**CONTINUING EVALUATION**

Even in service to the Lord, it is possible for Music Team members to stagnate in their spiritual walk, burnout in ministry, or simply become complacent in their service to the King. It is important that we continue to grow as we serve. It is possible for people to “outgrow” a ministry or position. For this reason, we do review and evaluate all team members on a regular basis. This is not a formal evaluation and is nothing to be concerned about. We simply mention it to let you know that we care about you as a real person and not just for your gift.

**MUSIC TEAM EXIT**

Once you are a part of the Music Team Community, we take our relationship in ministry together seriously. If, at anytime, after becoming a member of the FBCSB Music Team you should become unable or no longer desire to serve in this ministry, it is your responsibility to come to the Music Pastor FIRST, that he/she may assist you in exiting properly.
COMMENTS

1. If you have any suggestions or ideas that you believe would benefit worship and the Music Ministry, we encourage you to tell us about them. We are always looking for suggestions that improve methods, procedures and working conditions, reduce costs or errors, and benefit the ministry specifically and the Church at large. You may submit these at any time to the Music Pastor.

2. If you have questions regarding anything in this manual, please see the Music Pastor.

3. Involvement by an individual is ultimately the decision of the Music Pastor. He will involve any appropriate counterparts as necessary in making this decision.

4. New Songs – We are always interested in hearing new music; whether it is songs done in a previous ministry or even your own original music. If possible, please provide a lead sheet and recording when submitting songs to the Music Pastor.

IN CONCLUSION

A vibrant worship time and Music Ministry are not developed overnight. It may take years to fulfill the vision and goals set forth in this manual. This document only exists in order to clarify and communicate the vision, goals and expectations of those who would serve in this public ministry. Its purpose is to help us see the vision and goals and move in that direction. As a community, we minister to the needs of the people that God brings to us, by providing alternatives to a carnal life through a relationship with Jesus. Our hope is to see lives changed and to allow God to build us in His image. It is my prayer that the Music Ministry of First Baptist Church of South Brevard will be a vehicle through which God may bless His people by allowing many to find fulfillment, joy, and abundant life as they develop and use the gifts the Lord has given them.
Music Team Interview Checklist

Prior to the Interview:

1. Call the music office of First Baptist Church of South Brevard to schedule an interview at 259-1723. Additionally, you may use email: music.fbcspb@gmail.org

2. Begin now to select and prepare a solo performance piece to sing with a pre-arranged accompanist (one will be provided for you upon request).

3. Practice and memorize your selection.

For the Interview:

• Bring your completed and signed Music Team Application.

• Bring the Music Team Guidelines.

• Be prepared to sing/play a solo piece of your choosing from memory.

• Be prepared to sing/play a very familiar hymn/worship song that will be provided for you at the interview. You will be asked to sing the melody and harmony.