



Worship Team Orientation

Our Core Values

Vision—We believe that our service as a worship team must be in line with the direction that God has given our pastors for Victory. Big vision coupled with believers working together to fulfill that vision results in changed lives.

Fundamentals—We believe that our worship must be based on who the Bible says God is, what He has done for us, and our heart's response to His love and mercy toward us.

Commitment—We believe that dedication to developing our musical gifts, Christian character, and spiritual walk with God is essential to our success as a team.

As within any of Victory's ministries of helps, we desire that you connect with people, build relationships, and experience what it's like to be part of the family of God. We pray that hearts will be knit together in love and that we will grow together in Christ. Each week we have an opportunity before us to be an influence upon hundreds and thousands of people by freely worshiping the God who loves us. Our desire is that our worship and praise to the Father be a reflection of a genuine relationship with Him and that it will ignite a passion within others to experience what they see in us.

General Requirements

Must be an active member or be in the process of becoming a member of Victory. This lets us know that you are connected with the body of believers at Victory and have an understanding of the vision and purpose that God has given Pastor John and Michelle for this church.

Must have completed or be willing to complete the Victory's Discipleship Program. These classes will give you an understanding of foundational, biblical doctrines—and will help you grow in your faith and equip you to do the work of the ministry. If you are unable to attend the classes, we will provide a set of CDs and a workbook which you will need to complete.

Must be able to commit to the rehearsal and service schedules set forth by the Worship Ministry Staff.

- Choir members participate in all three weekend services twice a month and attend the corresponding Thursday evening rehearsal. Choir members participate on the first and third weekends of the month, although this is subject to change. Advance notice will be given.
- Band members play in all three weekend services on a rotation and attend the corresponding Thursday evening rehearsal. Band members also play on Wednesdays on a rotation. Rotation is based on availability.

Must possess the musical skills and conduct requirements deemed the necessary standard by the Worship Ministry Staff. A simple audition and interview is required.

Must have access to the internet and an email address. This is our primary source of communication to the team.

Must complete an online Worship Team Application.

1. <http://lifeatvictory.com/worship>
2. Click on "get involved"
3. Click on "apply now" and complete application

More Nuts and Bolts

First Things First

The most important element of being part of the worship team is a relationship with God. Worship is born out of an intimate relationship with the Father. Intimacy is developed by spending time in His word, in prayer, and in private worship. Our worship on the platform should come from the overflow of our hearts. Anything less is simply a performance of music.

Spiritual Expectations

- **Prayer** – Spend time in prayer for your personal devotion, as well as in praying for the needs of the church body and team.
- **Private worship** – Your best worship should be your private worship, so that your worship leading will be from an overflow of what has been established in your heart.
- **Bible reading/study** – Develop your walk with God by continually learning and growing through study of God's Word.
- **Christ-likeness** – Live a life separated to God, not allowing ungodly influences of the world to mold and shape you, but rather, be conformed into His image.
- **Tithes and offerings** – Be faithful to honor God with consistent financial giving.

Lifestyle Expectations

We consider anyone on the platform a leader who represents God, our pastors, and Victory. With this understanding comes responsibility. Not only do we represent these entities on the platform, but in our personal lives as well. No one is expected to be perfect, but we should strive to reflect godliness and holiness in our everyday lives and behavior. How you live your life matters.

- **Worship team members should refrain from drinking alcohol and use of tobacco.** People will recognize you from church, and as leaders, we don't want to do anything that would cause someone else to stumble in their walk with Christ. This standard will not only benefit you, but will set a good example for others to follow. If you are a social drinker and have issue with this requirement, you are welcome to be a part of the church at Victory, but may not serve on the worship team. It is important to us that this standard be upheld. We will provide a teaching CD by our senior pastor, Pastor John Nuzzo, giving context to this standard if this is something that you need help understanding. *Our goal is not to disqualify you for ministry, but rather to qualify you.*
- **Worship team members should not participate in conduct that the Bible says is immoral.** Our modern-day culture embraces immorality (i.e. sex outside of marriage, pornography, homosexuality, profanity, etc.). Many people don't see these things as sinful or harmful. If you are unwilling to turn from a lifestyle of these behaviors, you may not serve on the Worship Team. Again, our lives should honor God and we should turn from the things that are not pleasing to Him. If you struggle in any of these areas, we are here to help you in your walk with God and can provide resources to help you in any of these areas.
- **Worship Team members should be submissive to leadership.** Although we welcome open and honest feedback from our team members, ultimately, we all need to submit to the leadership that is set in place over us. Grumbling and complaining about how things are done within the worship team does not reflect submission. Keep negative comments to yourself and if an issue is truly affecting your heart and your ability to participate in worship, speak privately with the person in authority over you. Guard your heart from offense. If you are dealing with an offense toward a leader or team member, please bring it to the attention of a Worship staff member, so we can help you deal with the offense and resolve the issue in a spirit of unity and love.

- **Worship Team members must consent to a background check.** Certain positions within Victory's Ministry of Helps require a background check (i.e. volunteers in Children's Ministry, Youth Ministry, Security, etc.). We require this for Worship Team volunteers as well, due to the visibility of our team and the importance of representing the church in a Christ-like manner. You may be asked to complete a Background Investigation Consent form, if this consent was not obtained through Victory's Ministry of Helps application.

Involvement Process

Completing the application process does not mean that you will be automatically admitted to the Worship Team. The outcome of the audition and interview will be communicated to you after the Worship Ministry Staff has had time to prayerfully consider your level of musical competence and other factors as discovered in your application and interview. **To begin the process of becoming involved, please refer to the steps below:**

1. Become a member of Victory by completing membership classes.
2. Complete online Worship Application.
 - a. Go to: <http://www.lifeatvictory.com/worship/getinvolved.php>.
 - b. Click "apply now" at the bottom of the page.
3. Confirm date/time for audition and interview.
 - a. You will receive an email from the Worship Ministry Staff which includes the songs you need to prepare, as well as some dates and times available for auditions and interviews. Respond with the time that works for you.
4. Participate in an audition and interview.
 - a. **Vocalists**—The music you need to be prepared to sing at the audition will be sent to you in advance. At the audition you will be taken through some vocal exercises to locate your vocal range. The audition takes about 45 minutes to 1 hour. Note: All vocalists are auditioned for the choir. Frontline Singers (those who lead and/or sing on mics) are brought on by invitation only. If we discover a choir member who has potential to sing on Frontline, we will meet with them to discuss this possibility and the requirements involved.
 - b. **Musicians**—Practice and prepare for the audition by utilizing provided music and charts, which will be emailed to you in advance. The audition and interview takes about one hour.
5. You will receive your results by email within two weeks of the evaluation.
 - a. Decisions are based on a number of factors: musical ability, adaptability to specific styles, team chemistry, availability, spiritual maturity, Christian character, etc.
6. Based on your results, you will receive one of three answers:
 - a. **No**—If we feel that you are not a fit for the team, we will help direct you to another area of ministry that may be more suited to you.
 - b. **Training/lessons needed**—If we feel that you have potential, but need additional training, we may encourage you to take private lessons, or will make resources available to you that may help with your development.
 - c. **Trial Period (for vocalists)**
 1. You will be asked to visit a few rehearsals.
 2. This will give you feel for what it's like to be on the team, and will give us time to get to know you better before making a decision concerning your possible involvement.

- c. **Trial Period (for band)**
 1. The trial period is the beginning of the process for those whose ability has been evaluated as having platform potential. It is a time for new band members to get a feel for the team and vice versa.
 2. The trial period is one month in length. It can include (but is not limited to) shadowing current team members, lessons, and meetings with Worship Staff. Entering this trial period does not guarantee placement for a service.
7. Placement on a weekend or mid-week worship team is determined by the Worship Staff.
 - a. If you are offered a position within the team, you will be asked to prayerfully consider all of the requirements, including the time involved, to make certain you can make the commitment before accepting the position.
 - b. If you do not join the team – whether your decision or a result of the Worship Staff's decision – you are encouraged to find another place at Victory to serve. We will be happy to direct you to another area of ministry for which you may be better suited. There is a place for everyone at Victory!

Worship Operations

Scheduling

Band

- Band members are scheduled on a rotation.
- When scheduled, band members are required to attend the Thursday rehearsal for the weekend they are scheduled to play, and must play in all weekend services.
- Band members are also scheduled to play for Wednesday services on a rotation as well.
- We try to give every band member equal opportunities to play throughout the month, but the number of times each band member is scheduled will vary based on the availability of each member in a particular month.
- We like for band members to be willing to play two full weekends and two Wednesdays, if possible. Typically, they are not scheduled this frequently, but there are times when it is necessary when working through members' vacations and work schedules.

Frontline Singers

- Frontline Singers are scheduled on a rotation.
- When scheduled, they are required to attend the Thursday rehearsal for the weekend they are scheduled to sing, and must sing in all weekend services.
- We would like for Frontline Singers to participate two weekends per month. If a Frontline Singer is only scheduled to sing Frontline one weekend in a particular month, we would like for them to sing with the choir on a second weekend, if possible.
- Frontline Singers are scheduled to sing in Wednesday services on a rotation as well.

Choir

- Choir members are required to participate in all three weekend services twice a month and attend the corresponding Thursday evening rehearsal, except for excused absences (i.e. vacation, illness, work travel, etc.). Absences should be communicated in advance.
- Choir members participate on the first and third weekends of the month, although this is subject to change. Advance notice will be given when changes are made.
- Choir members do not participate in Wednesday services.

Seasonal Choir

- Those unable to commit to weekly rehearsals and services on a consistent basis may participate as a seasonal choir member.
- Choir members who only participate in Easter and Christmas services would be required to attend scheduled rehearsals for those services, as well as attend multiple services on the weeks of the events.
- Any vocalist who goes through the audition process and is accepted onto the team should realistically look at their schedule to determine if they can meet the requirements on a consistent basis before making the decision to join the team. If seasonal choir participation is more suited to a person's schedule, this option should be discussed in the interview process to determine if a person is a fit for this option.

Availability and Calendar

- You will receive an email at the beginning of the month requesting your availability for the upcoming month.
- Please only communicate the dates for which you are NOT available. If you only communicate the dates you prefer to play/sing, it becomes difficult to put the schedule together.
- The upcoming monthly calendar is emailed to team members toward the end of the month and includes rehearsal times, call times for services, etc.

Planning Center Online

- Planning Center Online is a web-based, service-planning tool which we use for our service layouts and the sharing of song files.
- You will receive an e-mail welcoming you to Planning Center and prompting you to create your password.
- You will also receive emails requesting you to be part of the services for which you are scheduled. There will be an option to "accept" or "decline" the opportunity to participate in this service. When you accept, you will be taken to the service format which has all of the songs listed on it. The songs will also have the music files (such as mp3s, lyrics, chord charts, etc.) linked to them on the right side.
- For a full look at how to access and use PCO, view this tutorial video: <http://vimeo.com/1629500>.

Cancellations/Modifications

- We ask that you do not cancel unless it is an absolute emergency. This is particularly important for Band and Frontline Singers. Songs are sometimes selected based on who is scheduled to play and sing, so making last-minute changes is difficult. We do understand that unexpected things happen, so let us know immediately if you are unable to make your commitment to sing/play. *(See contact info on last page of this document.)*
- If something comes up in your schedule and you need to switch a future date with another team member, please give us at least one week's notice, so we have time to make adjustments.

Attending Services

General

- It is important that we not just come to services to do our "gig" and leave. More than any area of ministry within the church, it is important that we are connected to the flow of the service and be prepared for God to use us at any given moment in worship. We also need to be in services to sit under the teaching of the word of God to grow spiritually and continually catch the vision of what God has called us to do as a body of believers.
- The times you are scheduled should not be the only times you attend services. Be an example in your regular attendance of church services.

Weekends

- You are asked to sit in at least one full service. As soon as the worship is completed, please go directly into the service.
- Since we have multiple services, if the worship team is not needed throughout or at the end of services, you are free to leave after worship.
- However, if the worship team is needed for ministry time at the end of service, you will be required to stay through the end of all three services.
- The rule of thumb is that you should be prepared to stay through all three services for which you are scheduled to sing/play. If the worship staff knows that you will not be needed for the remainder of the service, we will give you permission to leave after worship.

Wednesdays

- Mid-week services are designed for a greater flow, and there may be times when we are asked to come back to the platform to sing/play during ministry time. It is important that you sit in the service and be prepared to do additional worship at any given time.

Dress Code

Victory has adopted a more casual dress overall in the past few years. With that in mind, here are a few basic guidelines:

- Attire should be clean and neat—no wrinkled, grunge look.
- Jeans are acceptable. No excessively ripped or torn jeans should be worn.
- No suits and ties (for men) are required, unless we ask that you dress up for special services (i.e. Christmas or Easter).
- No shorts should be worn (men or women). Exception: Long, dress or cargo shorts are acceptable..
- No sleeveless shirts should be worn (men or women).
- Dresses and skirts (for women) should be *at the knee or below*. Sometimes shorter styles are popular, but because we are up on a high stage at the congregation's eye level, longer skirt and dress lengths are required. **Modesty is a must.**
- Capri or crop pants are permitted.
- **No tight or revealing clothing should be worn. Again, modesty is a must. This applies to men and women.**
- Be yourself, *unless being yourself draws attention to you and makes you stand out significantly from the rest of the team*. We want the congregation to focus on worshipping God and that is sometimes difficult when someone on stage is dressed inappropriately or in a manner that draws attention to them.
- If there is a question or doubt in your mind about something you're considering wearing, ask a Worship Staff Member, or wear something else.

Service Preparations

Be Prepared

Spiritually

- Pray for services and prepare your heart to minister to the church as well as to the Lord. It is important to be in tune with God's heart for any and every service in which you serve.

Musically

Practice

This is the time you spend at home learning your part in each song for a given service. Make it your goal to know the songs and your parts so well that you do not require any charts or lyric sheets.

- Come prepared

Vocalists should warm up their voices at home or in the car before coming to rehearsals/services. If you do not warm up by singing or doing vocal exercises beforehand, it affects our sound check. Vocalists need to sing at the same volume level at sound check that they will sing in the service. Otherwise, the sound personnel have to remix the sound during service.

- Rehearsal

Rehearsals are when we run-through what we have practiced on our own. It is not a time to hear songs for the first time or figure out a part for the first time. There should only be minor tweaks/corrections during this time. Our rehearsals include a combined (vocals and band) run-through of the service from top to bottom. You only need to attend the rehearsal that corresponds to the week you are scheduled.

Weekends:

Band: Thursdays from 6:30 p.m. to 9:15 p.m.

Vocals: Thursdays from 7:00 p.m. to 9:15 p.m.

Wednesdays:

Everyone: Wednesdays from 5:30 p.m. to 6:30 p.m.

- Sound check

Sound checks are for ensuring all instruments and mics are in working order as well as a brief run-through of what we have rehearsed.

Saturdays:

Band—4:30 p.m.

Vocals--4:45 p.m.

Sundays:

Everyone—7:45 a.m.

- Call time

Rehearsal and sound check times that are listed are start times. This means you need to come a few minutes early to get your instruments in place, find your mics, put your in-ear monitors in, find your place on stage, and complete other personal tasks that you need to take care of before we start rehearsal.

Stage Presence

Body Language

- When you are on the platform, your presence is as important as your musicianship. Your platform presence is an outward expression of what is happening inside your heart. Determine to communicate your heart as effectively as you can through your body and facial expression.
- Do not let the congregation determine your level of expression and energy. Sometimes they can appear not to be engaged in worship. Show them an example of how to express worship. Most of the time, they simply need to see worship to learn how to express it on their own.
- Smile when you are worshipping. People come to church with a multitude of different circumstances that they are dealing with at times. Seeing you on stage smiling and rejoicing in the Lord will minister to their hearts and will help them cast their cares upon the One who cares for them.
- Keep in mind that although we want to be expressive and energetic during worship, we should never be so expressive that we draw attention to ourselves. There may be times that we ask some people to step up their level of energy and times when we ask some people to tone down their level of expression and energy. Either extreme can bring attention to one person. We need to feed off of each other's energy and try to maintain the same level of energy during worship. Remember—even though the congregation's eyes are on us, we want to lead in a way that they learn not to focus on us, but on the One that we worship.

Tips

For Choir

- You don't have a lot of room to move around on the risers, but don't lock your legs and stand in one position. Lift your hands in worship, move around, clap when it's appropriate, etc. Do not do the "unified sway." This is too choreographed and looks dated. There may be a time when we do a style of song in which the sway may be appropriate, but we will ask you to do so if that's the case.

For Frontline Singers

- When you are singing, have the microphone to your face, but don't block it. When there is a long break in a phrase, move the microphone from your face and worship. Stay engaged during times that you are not singing. When a pastor or leader is exhorting during a song or at the end of worship and is encouraging the congregation to lift their voices in praise, be a leader and follow their instruction. Drop your microphone slightly or move your head to the side, so that your voice does not overpower the person exhorting, but help lead that exhortation, by providing a light vocal presence throughout the time of exhortation.
- Don't stay planted by your microphone stand or at one place on the stage. Move around, especially during fast tempo songs. We are there to support and lead with whoever is leading the song. A stage that has movement shows energy and encourages a free atmosphere for worship.
- When using a microphone stand, make sure that the on/off toggle switch is faced upward in the open side of the cradle. The toggle switches break easily and microphone are expensive to replace.

For the Band

- Stay engaged during worship. Practice ahead of time, so you don't have to focus on your instrument or on your music the whole time. This will enable you to have a greater connection with the congregation as well.
- Sing while you play. Seeing a musician singing from their heart along with the vocalists can really help lead people.
- Don't keep your feet planted in one area. Move around if your instrument permits you to do so. Use your space to the fullest.
- Take good care of in-ear monitors, ear pieces, cables, etc. and return them to their proper places.

General Information

Worship Ministry Staff:

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| • Vicky East—Worship Director | Email: veast@lifeatvictory.com |
| • Sean Moore—Band Director | Email: seanmoore@lifeatvictory.com |
| • Sarah Weaver—Office Assistant | Email: sweaver@lifeatvictory.com |

Worship Ministry Office Volunteer:

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| • Karen Aromando | Email: worshipteam@lifeatvictory.com |
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Contact information:

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| • Church address: | 21150 Route 19, Cranberry Twp., PA 16066 |
| • Church phone: | 724.453.6200 |
| • Website: | www.lifeatvictory.com |
| • Phone extensions: | |
| • Vicky East | 724.453.6200 ext. 209 |
| • Sean Moore | 724.453.6200 ext. 216 |
| • Sarah Weaver | 724.453.6200 ext. 230 |