

## **Brookstone Worship Team Development Process**

Thank you for your interest in serving on the Brookstone Worship Team! This information is to help you better understand the process, and some of the things we will take into consideration during the development process. There are many factors that we consider when deciding whether or not a person is a good fit, and truthfully, not everyone who applies for the development process makes it. We know God will put you where He wants to use you most effectively. Here are some of the things we are looking for in team members. Please read through each one carefully!

**CHARACTER** – Are they godly, humble, and servant-minded? Do they have a heart for God, a love for His church, a thirst for His word, and a vibrant, real walk with Christ?

**CRAFT** – Do they have a high quality of musical ability? Are they highly efficient on their instrument? Are they quick to adapt to musical changes and readjust their parts, or are they rigid and inflexible? Do they play well with the team? Do they listen to what others are playing and find parts that fit and compliment? Do they play what serves the song, or just play what they want? Are they simple and tasteful in their parts, or are they busy and distracting? Are they “tight” and locked in with the drums and other players? How is their timing? Are they able to play with a click track? Are they able to play many musical styles, or just one? For vocalists, how is their tone? How is their pitch? Can they sing harmony, or only melody?

**COMMITMENT**– Are they constantly trying to get better as a musician/vocalist? Are they practicing their instrument regularly, weekly, or not at all? For vocalists, do they attend scheduled practices regularly? Are they reading articles, watching videos, researching new gear, etc. to try and learn new techniques? Are they relentlessly pursuing growth and excellence? Are they showing up to church regularly, even on weeks they aren’t playing or singing? Are they willing to help the team in other ways? Are they coming to rehearsals prepared with their parts learned and ready? Are they on time or early to rehearsals, or constantly late? Are they quick to fulfill obligations and duties of being on the team? Do they cancel last minute on weeks that they are scheduled?

**COACHABILITY**– Are they willing to take coaching and direction? Are they willing to change parts based on the desires of the leader? Is there a lack of receptiveness to input and direction? How do they respond to on-the-spot coaching during rehearsal? Do they apply and implement the ideas presented in the training material?

**CHEMISTRY** – Musically, do they mesh well with the current team members? Does their style of playing fit the style of Brookstone Church? Relationally, do they get along with the other team members? Are they easy going? Do they cause drama? Are they fun to be around?

**EXPRESSION** – Are they a natural leader on the stage? Do they have a natural and expressive stage presence? Are they “into” the music when they are playing and leading? Do they express joy, passion, and worship naturally and in a non-distracting way? Or are they bored looking, passionless, and unengaged?

**COMMUNICATION** – Are they quick to respond to the Planning Center Scheduling emails? Are they quick to respond to texts, phone calls, and other emails? Do they text or call when they’re (occasionally) running late? If they have an issue, do they bring it up honestly and lovingly?

## **THE WORSHIP DEVELOPMENT PROCESS**

We will be very honest and up front with you if we think there are areas we’d like to see you grow in before you are scheduled to serve.

- 1. You will be expected to learn your 'part' of the music sent to you ahead of your scheduled addition time. (you will receive charts and recordings).**
- 2. Come to Wednesday night rehearsals to observe**
- 3. Come to Wednesday night rehearsals to play (but not play on Sundays)**

Thank you for taking the time to take these exciting steps toward serving God in music! Again, we know and believe God will put you where He will use you most effectively. I look forward to getting to know you during this process and help you get plugged in to the right place of service for you!

Thank you,

**Jonathan Jordan**