

Mount Hope Church



CREATIVE ARTS DEPARTMENT



CREATIVE ARTS DEPARTMENT...WHAT IS IT?

The Creative Arts Department (CAD) of Mount Hope Church involves all things musical, worshipful, technical, dramatic and....creative! This includes the worship, tech, and drama teams as well as graphic design, stage design, and the arts.

We believe that God is a creative God who receives glory as we use our talents and gifts to point others back to Him. The CAD provides a great opportunity for all “creative types” to get involved and serve the church and Jesus while giving an outlet for creativity and expression.

“Worship creates an atmosphere where faith can be fueled. Faith creates an atmosphere of expectancy where miracles can happen.”

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THE VISION OF MOUNT HOPE CHURCH

To reach all of Grand Blanc, the surrounding area and our world with the life-changing Gospel message of Jesus Christ. To motivate Christians to know God intimately, grow up spiritually and live victoriously.

With this in mind, **our purpose as a Creative Arts Department is to help fulfill the vision of Mount Hope Church by leading people into God’s presence, helping them to encounter Jesus, so they can know Him and make Him known.**

“Excellent worshipers need to be steadfast, firm, fixed, constant, reliable and immovable.” Darlene Zschech

INTRODUCTION

Welcome to the Mount Hope Church Creative Arts Department (CAD). Corporate praise and worship is more than a preliminary to preaching. It is not a part of a program or a ritual. It is not a performance or a showcase of musical talent.

Praise is declaring to the World and church what God has done, is doing, and will do. We are called to demonstrate what Jesus carried out at Calvary (1 John 3:8), a demonstration that is manifested by the words we speak and by our obedience to God's Word (Prov. 18:21, 1 Sam 15:22). Praise builds faith, faith produces expectation, and expectation prepares people to receive from God!

Corporate Worship is more than a soft, pretty song or melody. Worship is our response to a holy, omnipotent God. If praise is declaring what God has done, is doing, or will do, then worship is declaring (and living) who God is. If we do not know who God is, we cannot worship Him in spirit and in truth (Jn 4:24). Our corporate worship should be a natural extension of the relationship that we have with God when we are alone. When we join together in one accord to worship the Lord as the singers and musicians did in II Chronicles 5:13-14, we believe that the tangible presence of Almighty God will fill the auditorium resulting in changed, transformed, and renewed lives.

When taking the above into consideration, we, the singers and musicians of Mount Hope Church, have an awesome responsibility: we are more than just a worship team - we are worship leaders. The expressions on our faces and the enthusiasm we show will inspire the congregation to begin to praise God and to enter into worship and praise. When the Body of Christ begins to worship and praise in one accord, the Lord can move in a mighty way, often manifesting Himself in salvation, deliverance and healing.

We are a Creative Arts Ministry that believes in the power and presence of the Holy Spirit. We accept the responsibility the Lord has placed on us to be examples, not only in music, but by our actions, attitudes and appearance.

It is our desire to be used of the Lord, to minister under the power of the Spirit of God, and to witness His touch and change in the lives of those to whom we minister.



WHAT TO EXPECT: THE QUALIFICATION PROCESS FOR WORSHIP TEAM INVOLVEMENT

Why New Musicians?

Here at Mount Hope Church, we value adding new team members for a lot of reasons. New musicians are needed to:

- Bring fresh voices, sounds, ideas and perspectives to the team.
- Create opportunities to mentor and develop the next generation.
- Help us confront the sense of entitlement that creeps in after people have been in a ministry for a length of time.
- Move us towards specialists versus generalists for greater impact. (Often times, church musicians will cover a role that isn't their strongest talent.)
- Raise the level of commitment and skill throughout the ministry.
- Become a multiplying and sending church and ministry.

What should you expect as you seek to become a worship team musician?

1. We are looking for character, craft, chemistry and connection.
2. It's a process.
3. Understand there's a possibility of hearing No.

1. We are looking for character, craft, and connection.

Character – This involves someone's integrity and spiritual walk. Does their life bear the fruit of a relationship with Jesus?

Craft – This involves:

- musical skill and experience
- the musician's ongoing commitment to their musical growth
- platform presence and expression
- leadership ability

Connection – This specifically focuses on a person's connection with Mount Hope Church and the team. Does this person truly want to serve this church, or simply play music? Have they been involved in a Connect Group or any classes? Have they completed the Maximum Impact Leadership Class?

If the person is a new attendee, we will move ahead slower, check references and talk with a previous pastor or other church leader. We look for regular church attendance before we will invite someone on the team.

We also look at how this person gets along with others? Can they walk in unity, love, and camaraderie?

2. It's a process.

Becoming a worship musician is not a one-step event. It's a process, a system of steps we use to determine if a musician is right for the team. The leadership needs to get to know you and how you might fit best with the music ministry. And you need time to make sure this ministry is a good fit for you.

The process looks like this:

Step One: Application

Complete the Worship Team Application. After you complete and turn in the application to the church office, we will contact you to set up the next step in the process.

Step Two: Initial Interview

This usually involves meeting with two or three worship ministry leaders/team members to get to know you personally and musically.

- You'll be asked to sing or play a few pre-determined songs.
- We'll also discuss why you feel God might be calling you to minister in this area.
- We'll answer any questions you might have about serving on the worship team.

Step Three: Group Interview and Interaction

This involves singing or playing with a group of musicians from the team. You will sing or play some predetermined songs with the band. This is a time when we will observe:

- how well you connect with others, rationally and musically
- how musically strong you are in a group setting - i.e. can you sing and play in time with drums/ click, can you complement the other voices/ instruments, etc.
- We also look for platform presence and expression, especially from our vocalists.

Step Four: Invitation

If this seems like a great fit, we'll invite you to be a part of the team. At that time, we'll ask you to affirm your commitment to the team by signing the worship team values declaration.



Step Five: Acclimation

During this step, you'll get used to our systems and ways of doing things, such as:

- how to use worshipteam.com, our scheduling and music distribution tool.
- how to use MyMix personal monitor mixers (for musicians).
- using in-ear monitors (for musicians).
- participating in a rehearsal so you know what to expect.
- Vocal and musical blend.

There is a 90 day (minimum) acclimation period where you are required to come to rehearsals, learn the music and learn to gel with the team before you will be placed on the schedule.

Step Six: Participation and Follow-up

As you begin to participate on the team, we'll discuss informally after Sunday how things went. After a few months of participation, we will have a brief meeting to see how things are going, talking about ways that the leadership can serve you better and any areas we need to help you develop.

3. Understand there's a possibility of hearing No.

There are a number of reasons why someone wouldn't qualify to be on the worship team:

- Musical ability not at the level needed.
- No current openings for a vocal part or instrument.
- Issues of character.
- Interpersonal issues - if someone doesn't mesh well with current team members during the qualification process, this is a red flag for us.
- Too new to our church with no other solid references from other churches or leaders.

The leadership will be honest and forthright with applicants on what they observe. Here is our approach to saying no:

1. We will say no as soon as it is apparent this is not a good fit. We do not wish to lead anyone along or give false hopes.
2. We will say "Not yet, but please try again later" if we believe that someone has potential, with some work and development. We will give them constructive feedback for things they can work on.
3. We believe everyone is a "10" at something. We will help a person take the first steps to find the ministry fit here at Mount Hope Church, if they would like.

" We belittle God when we go through the outward motions of worship and take no pleasure in His person." John Piper



8 Qualities For Excellence

1. **Servant Heartedness - Philippians 2:5-7**
2. **Teachable Attitude - Psalm 119:73**
3. **Spirituality - I Peter 2:2**
4. **Hospitality - I Peter 4:9**
5. **Integrity - Proverbs 11:3**
6. **Quality - Song of Solomon 2:15**
7. **Communication - Matthew 5:37**
8. **Friendliness - Proverbs 17:17**

" When I worship, I would rather my heart be without words than my words be without heart."

Lamar Boschman

Praise

CREATIVE ARTS DEPARTMENT VALUES

P – RESENCE

We value God's presence (anointing) and stage presence (our body language and expressions. Our non-verbal cues to the congregation.)

- I will come both spiritually and practically prepared for services.
- I understand it's important to be comfortable in my role on the team.
- I want to communicate joy, confidence, and that all are welcomed to enter into the presence of God through my face and body language.

R – ESPECT

We value a friendly, family atmosphere on the team and we are expected to respect those on the team and in leadership.

- I must prefer others and not think too highly of myself (humility.)
- I must take time to practice the music at home so that I come to rehearsals prepared and ready to play the music. (Remember, that practice is private but rehearsal is relational.)
- I need to arrive as early as possible to set up and be prepared to start on time. I realize if someone is late for Sunday morning rehearsal they are not allowed to play or sing that week.
- I realize that mid-week rehearsals are mandatory and a requirement to be involved in platform ministry on Sunday.
- I must respect and honor others...gossip, backbiting and speaking poorly of others will destroy team unity and cannot be tolerated. If I have a problem with someone on the team, or a leader, I will go to them privately and work it out.

A-TTITUDE

We value attitudes that are teachable, encouraging, humble and positive.

- I will have a positive, faith-filled attitude that encourages and lifts others up.
- I will not be prideful or unteachable.
- I will not complain or grumble.
- I will sit in one of the services on the day I lead worship so that I can receive from the Word of God.
- I will attend services on the weeks that I am not serving.

I – NCLUSION

We value including as many people on the team as possible.

- I will always include, encourage and welcome new team members.
- I will recruit others to the team as I have opportunity.

S – ERVANTS HEART

We value the ability to be a good follower, as well as a leader.

- In order to be a good leader I must be a good follower.
- To have authority I must be able to submit to authority.

E – XCELLENCE

We value an attitude of excellence, not perfectionism. (We define excellence as doing the best that we can with the resources that we have.)

- I will do things with excellence all of the time! I will strive to grow and improve my skills, talents and abilities.
- I will not cut corners, be lazy or ungrateful.

PASTOR JOHN'S HEART ON THE WORSHIP SERVICE

1. Come Expecting
2. Come Full of Faith
3. Come Prayed Up
4. Come Warmed Up
5. Come On Time
6. Come With A Teachable Attitude And Spirit
7. Come Smiling
8. Come Ready To Serve
9. Come Focused On The Lord & On The Task At Hand
10. Avoid Distractions
11. Avoid Being A Distraction
12. Work Toward Seamless Transitions & Transparency
 - Between Songs
 - Between Announcements, Testimonies, Etc...
 - On & Off Stage Presence & Related Issues
13. Start On Time or Early If Need Be
14. End On Time
15. Less Speaking/More Song During The "Song Service"
16. When Speaking or Sharing, Speak Within The Context of The Song... Keep It Brief But Full of Impact
17. Remember The Pastor Has The Word From The Lord For The Congregation
18. Make Whatever Efforts Possible To Be Back In The Auditorium For Service Within 5 Minutes After The Offering Song Finale
19. Be Ready To Come Back Up At The End of Service For Additional Songs & Ministry During Altar Time... Be Flexible To The Direction of The Pastor and/or The Music Minister
20. Be Ready At The End of Service To Pray & Minister To The People If Called Upon By The Pastor
21. Be In Service On Days Other Than Those You Are Ministering
22. Always Wait Until The Offering Buckets Have Been Completely Passed & Are Exiting The Auditorium Before Asking The Congregation To Stand or Participate In The Offering Song... Follow The Direction of The Pastor and/or Pastoral Staff During Announcement Times
23. Stay Alert & Attentive To The Pastors Direction and Flow During All Aspects of Platform Ministry
24. Work Toward Regularly Ending Worship Song Service Sets & Offering Songs On An Upbeat Tempo or Mood
25. Flow With The Pastors and/or Worship Leaders Dynamics In Appropriate & Relevant Times
26. Pick Songs That Have Multi-Media Text To Accompany Them
27. Avoid Songs That Are Complex and/or Wordy
28. Pick Songs That Are Easy For The Congregation To Follow, Flow & Enter Into The Presence of God
29. Have Someone or Something Available To Provide Piano/Instrumental Bed/Background Music As Often As Possible Unless Otherwise Noted By The Direction & Leading of The Pastor



“Worship changes the worshiper into the image of the One worshiped”
Jack Hayford

THE EXPECTATION OF PREPARATION

Why We Prepare

Our primary purpose is to worship God and help others worship God. We do this in four ways:

1. We minister to the Lord through worship (Deuteronomy 10:8)
2. We carry the presence of God (1 Peter 2:9; Deuteronomy 10:8-9; Colossians 1:27)
3. We create a place for people to meet with God
 - a. We enhance our environment visually and musically
 - b. We eliminate distractions
4. We model worship & teach others to worship

This requires preparation.

Our Philosophy of Preparation

- **Preparation is required for the Biblical mandate of skilled musicianship in worship.** Psalm 33:3; 1 Chronicles 15:22; 25:7
- **Preparation itself is an act of worship.** It is time, talent and energy given to preparing to serve God and His people. (Living sacrifice – Romans 12:1)
- **Preparation allows freedom in worship.** We can be expressive and spontaneous in worship if we are prepared, both individually and as a team.
- **Preparation requires both personal and relational investments.**
 - o Practice is personal. I need to learn my part before I come to rehearsal. It is an investment both for the worship service and the rehearsal.
 - o Rehearsal is relational. Rehearsal is about the team. It is our time together to shape the songs, rehearse the flow of the service, and grow together as a team. If I come unprepared (or don't attend at all), I affect the whole team as well as the worship service on Sunday.

Preparation Defined

Here are the 'terms' we use as we talk about preparation:

Practice is the personal preparation you put into learning your part and your role in the worship gathering.

Rehearsal is a relational time of joining the pieces of the songs together and connecting the songs into a worship flow.

Sound check is the time we take to make sure all the parts of the sound system are working, as well as getting the monitors and the house mixed.

Run-through is more than just a warm-up. It's our time to musically and emotionally prepare to lead worship through music. Our posture and attitude during the run-throughs should be the same as it will be during the worship service.

Start time really means "Ready to Play" time. Arrive early enough to be ready to play by the posted start time.

Personal Development is the ongoing, personal commitment to get better as a musician. It happens

through practice, lessons, training events & other ways you invest in deepening your skill.

Worship Team Rehearsal Policy

1. **Rehearsals are mandatory** – unavailable for rehearsal means unavailable for Sunday. If you cannot make rehearsal, here are the options:
 - a. Find an appropriate replacement. Please notify Eric (if it's the week of) about the replacement.
 - b. Be approved by Eric to miss rehearsal and still serve on Sunday (which will require "c").
 - c. Meet with Eric or the worship or vocal leader before Sunday to work on your part. (This option will be determined by the Worship Pastor's availability).

Option A will always be our first preference. It affects the whole team when one of us is missing, which often requires re-rehearsing material during our Sunday morning run-through.

2. **Block out your unavailable dates on the worshipteam.com calendar.** The worshipteam.com calendar is our best tool for efficient and accurate scheduling of rehearsals and people. So please "block out" any Sundays or Thursdays that you are unavailable as far ahead as possible. When scheduling conflicts cannot be resolved, we will contact you to talk about our options.
3. **As a part of the worship team, you are committing to the following preparation and personal development guidelines:**

On your scheduled week:

- Commit to listen to and learn (practice) the songs at least 24 hours prior to the rehearsal.
- Attend and participate respectfully in the rehearsal and run-through
- "Ready to play" at posted start time.
- Print your charts ahead of time, or come early to get charts from the folder.
- Mark your charts for changes, dynamics, problem areas, etc.
- After rehearsal, commit to practice all the songs within 24 hours of the Sunday service.
- Arrive with enough time to finish Sunday morning set-up requirements before sound check and run-through.

Monthly – Commit at least one to two hours per month to personal development. Here are some suggestions:

- Read an article on your instrument.
- Watch a YouTube training video.
- Read a book about worship leading.
- Meet with a more experienced player/singer for mentoring.
- Invest in short-term private lessons or coaching sessions to learn a specific skill.

Yearly – Make the time for one skill development workshop, conference or seminar.

Worship, from the Latin word meaning "worth ship" is where we express God's worth to us in our lives. Bishop T.D. Jakes

Rehearsal Scheduling Procedure

1. Rehearsals are on Thursday evenings.
2. Please block out your unavailable dates (including Thursdays) at least 3-4 weeks in advance. This is so helpful for us to know your schedule.
3. Once a rehearsal is scheduled, the scheduled team will be notified by worshipteam.com email.

Sunday Run-Throughs

The Sunday morning run-through starts at 8am (unless otherwise communicated). It is important that each person is prepared and on-time. If you are late, you will not be able to play or sing that day. For Tech Team members it can effect how often you are scheduled in the future.

“ Songs of worship arise from a life of worship.” Tim Hughes



OUR PHILOSOPHY OF WORSHIP STYLE

At Mount Hope Church the style of worship music used in our services is a modern rock or pop style. We want to use music that is relevant to our culture and the predominant demographic of our community. We will use hymns at times but they will usually have a modern arrangement.

We sing songs that are doctrinally sound and have a positive, faith-filled message.

We will use guitars, drums, synthesizers, modern musical instruments, to reach a modern audience.

We use lighting and haze to add visual appeal.

We use dramas and skits to help drive home a particular point or spiritual truth, to illustrate a message or sometimes just for fun. We believe comedy helps people to lighten up and be in a better frame of mind to receive the message. Proverbs 17:22a says “A merry heart does good, like medicine”

We use video and the graphic arts to help communicate our message.

Sometimes we will use dance as a means of worship or a form of art to reach people where they are at.

We believe that our methods of reaching people will continuously change and adapt to reach the crowd that we are trying to reach. But the message of Jesus Christ and His redemption will never change.

OUR WORSHIP SERVICE OBJECTIVES

- 1) Come to the services filled with God's Spirit and power, ready to pour out of your spirit: Praise, anointing, and sacrifice (Acts 2:17)
- 2) Stand in the gap of hopelessness and pain by declaring what God has done, is doing, and will do for His children.
- 3) Prepare the ground of people's hearts for the seed of the Word. Our praise is the plow that breaks the hard, callused ground of religion, sin, and rebellion. "Judah will plow..." (Hosea 10:11)
- 4) Lead people into the life-changing presence of God through our example of worship and praise.
- 5) it is our goal to become true worshippers, skillful musicians and technicians who strive to create a distraction free, seamless, Spirit-led worship environment.
- 6) Most importantly, it is our responsibility to live a life of worship before God as Romans 12:1 declares: Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God-- this is your spiritual act of worship. (NIV)



“ Every time we lead the church in worship we're doing more than singing songs. We're leading believers in a battle for the truth.”

Bob Kauflin

Tips For Musicians

1. Remember...less is more. What differentiates a good musician from a great one is the recognition of what or when NOT to play, and the discipline to show restraint.
2. Never play lead fills over the vocal lines. Leads should enhance what is being sung.
3. Play predominantly in your own "sonic space"...bass guitar in the low range, rhythm guitar in the mid range. Lead guitar in the high range and keys in mid to high range....whichever needs to be filled.
4. Always be in tune, and arrive early to set up your equipment and tune up.
5. Always rehearse leads beforehand. A simple solo played well with a lot of feeling is always better than a complicated solo played poorly.

How good and pleasant it is when God's people live together in unity! It is like precious oil poured on the head, running down on the beard, running down on Aaron's beard, down on the collar of his robe. It is as if the dew of Hermon were falling on Mount Zion. For there the Lord bestows his blessing, even life forevermore.

Psalm 133:1-3



Always remember that we play and sing for an audience of one!

INTERNET AND PODCAST RESOURCES

worshipteam.com - The site we use to schedule our team and services.

leadworship.com - Website of Paul Baloche...Free, charts and articles about worship.

worshiptogether.com - Lot's of music and training videos.

Youtube.com - A great resource for worship music and tutorials.

transposr.com - If you need to transpose a music file to another key this is where you do it.

worshipteam.tv - Lots of resources from the Gateway Church worship department.

elevationworship.com - All of the Elevation Worship resources are here....charts, tutorials and more.

musicademy.com - A great place to purchase training videos and more.

danwilt.com - Dan is a veteran worship leader with the Vineyard Churches and he has many resources.

thechurchcollective.com- Blogs, reviews, articles and tutorials abound on this site.

churchtechtoday.com - A great resource for the tech team.

churchproduction.com -Another great resource for the tech team.

Free Podcasts to Checkout

Andy Stanley, Craig Groeschel and Brian Houston all have great leadership podcasts | The Worship Artistry Podcast | All About Worship Podcast | The Well with Planetshakers Worship | This is Your Life w/ Michael Hyatt (covers many personal development topics) | We Are Worship USA podcast

“ Excellence removes distractions.”

Tips For Vocalists

1. Remember to warm up your voice on the way to church.
2. Keep an eye on the worship leader, especially at junction points of a song.
3. Remember to move during worship in a natural way, don't stay stiff or still. Let your posture and movement show confidence, joy and excitement. You may not have a lot of room to move around but you can always move backward and forward.
4. At the end of the worship service return your microphone to the sound tech.
5. Never cup your hand over your microphone or point it at a stage monitor. These actions will produce that horrible screeching feedback noise that we all hate to ear!

SUNDAY DRESS CODE

Modesty in-style is always key. We always wear nice jeans, shirt and shoes. Slacks, capris and skirts that are no shorter than 1 inch above the knee are also acceptable. Wear color! We don't want to look drab and dull... we want to be neat, clean and in style.

- No leggings, jeggings or tights without a long shirt or skirt that covers your backside (or frontside for that matter!)
- No shorts.
- Shoes that are clean and/or polished.
- Do not show cleavage or wear low cut shirts.
- Do not wear shirts that are too short.
- Guys - no hats or ballcaps, sunglasses, flip flops or sandals.
- Check yourself in the mirror before coming to church and make sure that your outfit looks good and will not be a distraction to those who are worshipping. Raise your hands, jump up and down, make sure that your outfit is appropriate...that no skin is showing that shouldn't be!
- Just remember that the key is MODESTY.

So if you are offering your gift at the altar and there remember that your brother has something against you, leave your gift there before the altar and go. First be reconciled to your brother, and then come and offer your gift.

Matthew 5:23-24 ESV



WHY WE WORSHIP THE WAY WE DO

Why we worship God

- For it is written, 'You shall worship the Lord your God, and Him only you shall serve.' **Matthew 4:10b**
- Oh come, let us worship and bow down; Let us kneel before the Lord our Maker. **Psalms 95:6**
- But the hour is coming, and now is, when the true worshipers will worship the Father in spirit and truth; for the Father is seeking such to worship Him. God is Spirit, and those who worship Him must worship in spirit and truth." **John 4:23-24**
- Let everything that has breath praise the Lord. **Psalms 150:6**

We worship with instruments

- Praise Him with the sound of the trumpet; Praise Him with the lute and harp! Praise Him with the timbrel and dance; Praise Him with stringed instruments and flutes! Praise Him with loud cymbals; Praise Him with clashing cymbals! **Psalms 150:3-5**

We clap our hands

- Oh, clap your hands, all you peoples! Shout to God with the voice of triumph! For the Lord Most High is awesome; He is a great King over all the earth. **Psalms 47:1-2**

We lift our hands

- Lift up your hands in the sanctuary, And bless the Lord. **Psalms 134:2**
- I desire therefore that the men pray everywhere, lifting up holy hands, without wrath and doubting; **1 Timothy 2:8**

We praise God with our Voices

- I will bless the Lord at all times; His praise shall continually be in my mouth. **Psalms 34:1**
- Therefore by Him let us continually offer the sacrifice of praise to God, that is, the fruit of our lips, giving thanks to His name. **Hebrews 13:15**
- To You, O my Strength, I will sing praises; For God is my defense, My God of mercy. **Psalms 59:17**

We sing choruses, hymns and spiritual songs

- Don't be drunk with wine, because that will ruin your life. Instead, be filled with the Holy Spirit, singing psalms and hymns and spiritual songs among yourselves, and making music to the Lord in your hearts. **Ephesians 5:18-19 NLT**

We worship by giving tithes and offerings

- Honor the Lord with your wealth and with the best part of everything you produce. Then he will fill your barns with grain, and your vats will overflow with good wine. **Proverbs 3:9-10 NLT**

We worship by giving tithes and offerings

- Rejoice in the Lord always. Again I will say, rejoice! **Philippians 4:4**
- Now the Lord is the Spirit; and where the Spirit of the Lord is, there is liberty. **2 Corinthians 3:17**

These scriptures are taken from the New King James Version unless noted

Oh, magnify the Lord with me, And let us exalt His name together.

Psalm 34:3



Mount Hope Church

Ignite Your Life | www.mhcgcb.com

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