

What to Expect:

The Qualification Process for New Musicians at Harmony

Why New Musicians?

Here at Harmony, 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 the ministry for a length of time.
- Avoid burnout.
- Move us toward specialists versus generalists for great impact (Often 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, calling, and connection***.
2. It's a process.
3. Understand there's a possibility of hearing No.

Let's discuss each of these in more detail.

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

Character – This involves someone's integrity and spiritual walk, etc.

Craft – This involves...

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

Chemistry – This looks at how well people fit together. As we grow larger, we understand not everyone will be best friends on the team. A person may click better with some more than with others. However, there needs to be respect and camaraderie between members in order for us to create and maintain a great team culture.

Calling – Calling is another “tough-to-determine” qualifying factor. Essentially you're looking for someone who has a sense that God is leading them to serve in this ministry.

Calling to the worship team isn't usually a "burning bush" event. It's not on the same level as the calling someone receives to quit their current vocation and go into overseas missions.

So what are some aspects of calling that apply here?

- A sense that God is leading them to serve. More in a moment on why “serve” is important.
- An affirmation of the call by leadership. The leader of the ministry needs to have the sense that this person is a good fit and is truly being led by the Spirit.
- An availability that allows the person to serve. The validity of anyone's call to the worship team is questionable if they can't attend our required midweek rehearsals.
- Honoring God and serving his people is at the heart of their calling.

Connection – This specifically focuses on a person's connection with Harmony Church. Does this person truly want to serve this church, or simply play music?

If the person is a new attendee, we will move ahead slower, check references and talk with a previous pastor or another church leader.

We look for at least six months of regular attendance at Harmony before we will invite someone on the team. However, we do occasionally make allowances for people to participate as guest musicians if they meet other aspects of qualification.

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 our 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 application that I will E-mail to you after initial interest. After you complete the application, we will contact you to set up the next step in the process.

Step Two: Initial solo audition/interview

This usually involves meeting with one or two 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: Live Band Audition

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, relationally 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 expectations.

Step Five: Acclimation

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

- how to use Planning Center Online, our scheduling, and music distribution tool
- using in-ear monitors and our system for those
- participating in a rehearsal so you know what to expect

We'll also be working on getting you on the schedule during this time. Please note: our schedule is often set up to two months in advance. While we'll look for openings to include you, we may not be able to fit you into the current schedule.

Step Six: Participation and Follow-up

As you begin to participate on the team, we'll discuss informally after each Sunday how things went. After a few months of participation, we 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

- 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.

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 Harmony if they would like.

Thanks for taking time to read through this. If you have specific questions before going forward, please contact Anthony Bowman @

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