**Pentecostals of Billings  
WORSHIP**

**CORE VALUES OF OUR WORSHIP TEAM**

**HEART / COMMUNITY / EXCELLENCE / ATTITUDE**

1. **Heart** – We are passionate about the presence of God and earnestly strive to live a life that reflects the love of Christ.

*Psalm 24:3-4 (NIV): 3 Who may ascend the mountain of the LORD? Who may stand in his holy place? 4 The one who has clean hands and a pure heart, who does not trust in an idol or swear by a false god.*

**VIBRANT SPIRITUALITY.***Revelation 12:11 (NKJV): 11 And they overcame him by the blood of the Lamb and by the word of their testimony, and they did not love their lives to the death.*

* + » We are a presence filled and presence driven ministry.

» Our goal is for the people of our church to experience God’s presence.

» Personal devotion time is essential in addition to prayer before each  
 service. Our worship experience happens before the congregation’s  
 worship experience.

» We lead the congregation in worship and minister to the needs of people.  
  
 **CHARACTER AND INTEGRITY.**  
 *Proverbs 22:1 (NIV): 1 A good name is more desirable than great riches; to be esteemed is better*  
  *than silver or gold.*

* + » We value one-on-one and group discipleship.
  + » We elevate character over talent.
    - 1. » We strive to build the kingdom of God and the team that He   
          has given us. Our focus is not on individual success.

**EMPOWERED TEAM LEADERSHIP.**

*Romans 12:8 (NIV): 8 if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.*

* + 1. » We develop leaders who are humble, devoted, and confident.
  + » We develop our own leadership through seeing leadership   
     developed in others.
  + » We empower the next generation and allow them to lead.
* **PRACTICAL STEPS:** » Our Worship Team has the same vision as our Church.

» The Worship Team is an integral part of the life of the church.  
 – Services, Small Groups, etc.

* + 1. » Constant pastoral focus on the condition of the team member’s hearts.   
        “Be ruthless with your heart” –Matt Redman.

2. **Community** – We grow relationally with the team and have a genuine love for others.

*Philippians 2:1-4 (NIV): 1 Therefore if you have any encouragement from being united with Christ, if any comfort from his love, if any common sharing in the Spirit, if any tenderness and compassion, 2 then make my joy complete by being like-minded, having the same love, being one in spirit and of one mind. 3 Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, 4 not looking to your own interests but each of you to the interests of the others*.

**UNITED VISION** *Mark 3:25 (NIV): 25 If a house is divided against itself, that house cannot stand.*

* + » We want to hear the heart of our leadership as much as we can.
  + » We want to honor the vision and mantle of our leaders.
  + » We value and protect the platform that God has given us.

**TEAM CHEMISTRY** *Ephesians 4:16 (NIV): 16 From him the whole body, joined and held together by every*   *supporting ligament, grows and builds itself up in love, as each part does its work.*

* + » Consistent rehearsals build consistent teams. This is a goal.
  + » Don’t underestimate the power of a party.
    - * 1. » We strive for collaboration and look for the best in each other.    
             
           **CLEAR COMMUNICATION**  
           *Habakkuk 2:2 (NIV): 2 Then the Lord replied: “Write down the revelation and make it*  *plain on tablets so that a herald may run with it.*

» We freely share information because it builds confidence and trust.

* + » We strive to explain the “why” before the “what”.
  + » We create a safe environment for sharing one’s thoughts.
* **PRACTICAL STEPS:** 
  + » Worship Nights/ Rehearsal Nights
  + » Community Outreach Events
  + » Parties for specific teams. (Choir/Drummers/Guitars etc.)

**3. Excellence** – We excel in musicianship and continually develop the talents that God  
 has given us.    
  
*Psalm 33:3 (NIV): 3 Sing to him a new song; play skillfully, and shout for joy.*

* **SKILLED MUSICIANSHIP** *1 Samuel 16:18 (NLT): 18 One of the servants said to Saul, “One of Jesse’s sons from Bethlehem is a   
   talented harp player. Not only that—he is a brave warrior, a man of war, and has good judgment.   
   He is also a fine-looking young man, and the Lord is with him.”* 
  + - * 1. » We consistently work at getting better because we value excellence and  
            diligence in our craft.
  + » We push each other to be better.

**CREATIVE FREEDOM** *Psalm 33:3 (NIV): 3 Sing to him a new song; play skillfully, and shout for joy.*

* + » We ask for ideas from the team and use their ideas as much as possible.
  + » We constantly look to bring new ideas to everything we do.
  + » We create opportunities for the team to be involved in everything we   
     do, big and small.
  + **PRACTICAL STEPS:**
  + » Planning Center Online – Post parts when available, other resources.
  + » Click Track // In Ear Monitors // Teleprompting // Rehearsals
  + » Tracks – Fill in the holes/Utilize more instrument parts.
  + **4. Attitude** – We endeavor to have the mind of Christ, and approach life with an  
     attitude of humility and an atmosphere of fun.
    - * 1. *Philippians 2:5-7a (NLT): 5 You must have the same* *attitude* *that Christ Jesus had. 6* *Though he was God, he did not think of equality with God as something to cling to. 7 Instead, he gave up his divine privileges; he took the humble position of a slave and was born as a human being...*
* **EMPOWERED TEAM OWNERSHIP***Romans 12:8 (NIV): 8 if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.* 
  + » We gladly serve the team wherever there is a need, big or small.
  + » We empower the next generation and allow them to lead.
  + » We have fun!
* **HONEST, HONORING, CONSISTENT FEEDBACK***Ephesians 4:15 (NIV): 15 Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ.* 
  + » We value people over the mistake, but we do address mistakes.
  + » We resist criticism but embrace critical thinking to solve problems.

» We assume the best regarding the words and actions of others.

* + » We receive feedback with grace and strive to grow and change.
* **SERVANT LEADERSHIP***Galatians 1:10 (NIV): 10 Am I now trying to win the approval of human beings, or of God? Or am I trying to please people? If I were still trying to please people, I would not be a servant of Christ.* 
  + » We put the cause of Christ above our own agenda.

» We put the needs of others above our own.   
  
 » We give others the benefit of any doubt as we seek to serve them.

* **PRACTICAL STEPS:**

» // First Steps // Small Groups  
  
» Leaders set the standard – your attitude sets the tone.

**PLATFORM GUIDELINES**

**LIVING SACRIFICE**

***Romans 12:1 (NIV):*** *1. Therefore, I urge you, brothers and sisters, in view of God’s mercy, to offer your bodies as a living sacrifice, holy and pleasing to God – this is your true and proper worship.*

**MODESTY**.  
 » We encourage every team member to approach the platform with a   
 Godly reverence and handle it with utmost respect.  
  
 » Team members are asked to examine and carefully consider the attire   
 chosen for worship leading.

» Develop an awareness that our audience is beyond the four walls of the church.  
  
 **PRACTICAL STEPS:**

**Men**

» Nicely groomed hairstyle  
 » Clean-shaven or neatly trimmed facial hair

» Pants and appropriate footwear  
 » Long sleeved shirt, tie, and/or jacket for Sunday worship gatherings

**Women**  
 » Hairstyle worn up for all Sunday worship gatherings  
 » Skirt or dress covering the knee  
 » No make-up other than your natural coloring  
 » Neckline to the collarbone as a rule of thumb  
 » Natural nail color  
 » Sleeves at least midway to the elbow  
  
 **Men & Women**  
 » No jewelry other than your engagement or wedding band  
  
  
 **TEAM MEMBER  
OPPORTUNITIES**

**The goal is to create a sub-culture to the main worship ministry, where individuals are being developed and evaluated on a consistent basis. As a person meets the “reasonable” expectations (heart, community, excellence, and attitude) set by the leader, then they will be implemented into the POB Worship Community and developed within the place for them.**

**MEMBERSHIP.**

**FIRST STEPS** *is the introduction of the Pentecostals of Billings to new members and is the path toward finding the ministry that is the best fit for every person.*» Each new member must have completed, or begun, the First Steps process.   
This is the best introduction to our church and the vision of our pastor.  
» At Step 4, First Step members are given the chance to visit with team leaders in their area of interest. This first step is our Orientation and introduction to the “path to the platform.”

**INTERVIEW/ AUDITION** *exists to identify if the individual has the musical talent to be developed in the process (over a period of time, not expected to immediately contribute).   
It is understood by leadership that excellence [skill set] will get you an invite to the party,   
but it must be combined with the heart, community and attitude to get you a seat at the table.*  
» Allows for us to learn more about the potential Worship Team member  
» Vocal/Band Audition; We will sing a simple song segment to place the team member in the appropriate part of the team (Soprano, Alto, Tenor) and also to see if the potential team member can stay on the desired part.  
» These will be conducted on a calendar basis and scheduled through PCO based on the information we have received from that individual at Step 4 of First Steps.

**INFUSE** *is the musician and singer development process for our church worship community. It exists to prepare both vocalists and musicians for the main platform. Each individual is evaluated on the four core values:* ***Heart, Community, Excellence, Attitude***» Once someone is accepted into the Worship Community, they will begin the infuse, or training, process. This step may take several months.  
» The purpose of this step is to teach every person the expectations of the worship role on the platform beyond the vocal ability. For example, the non-verbal visual element of leading worship is potentially more important or equal to the vocal ability.   
» The Infuse steps will take place by scheduling members to join rehearsals on Sundays as a practice step, and additionally, to specific “Infuse Nights” where we will do sample worship sets with a full team on the platform. This will give the new members full understanding of our expectations. **TEAM MEMBER PLACEMENT**

**WORSHIP CHOIR**» This is the entry level for anyone interested and includes the entire Worship Team.  
» A private prayer and worship lifestyle are required.  
» Monthly or bi-monthly rehearsals are mandatory.  
» The worship choir will be involved in services ranging between every 6-8 weeks   
or for special events. Totaling 5-8 times a year.  
» This group will include all students and adults involved in worship ministry  
» Each member must be an active part of a small group or bible study every semester

**PRAISE TEAM**» This is an auditioned position where vocal ability is equal to but not above   
 the importance of visual presentation.  
» A private prayer and worship lifestyle are required.  
» These auditions will be as needed or as per the Music Ministry Director’s discretion.  
» All Praise Team members are a part of the Worship Choir.  
  
**FRONT LINE**» This is an auditioned position where vocal ability is equal to but not above   
 the importance of visual presentation.  
» Front Line involvement does not mean all members will sing solos or sing alone on a part.  
» Being on the Front Line does not mean all members will lead out as worship leaders on   
 future song selections.  
» Each Front Line member needs to be growing to become a Small Group leader.

**WORSHIP LEADER**» Although we view all worship team members as worship leaders, the terminology  
 in this case refers to those who select material and plan rehearsals.  
 » A private prayer and worship lifestyle are required  
» We do not assign songs and rotate worship leaders for the same songs  
» May lead a verse of a song or a requested part, including scripture readings,   
 leading of prayers and/or devotions.  
» A certain level of vocal excellence is required along with confidence.  
» Non-verbal and visual communication is as equally important as vocal excellence.  
» Each Worship Leader is asked to lead a Small Group once a year.

**BAND MEMBER**» Band members will be on a rotation, as needed  
» Each member will be scheduled as needed.   
» A private prayer and worship lifestyle are required.  
» Pre-service rehearsals are mandatory, and punctuality is appreciated out of respect for   
 other team members  
» The monthly/bi-monthly rehearsals are required. This helps develop needed chemistry.  
» Personal and private rehearsal time is required and expected  
» Each member needs to be growing to become a Small Group leader.  
» Auditions are held with the Music Ministry Director as parties of interest present themselves.

**WELCOME TO THE WORSHIP TEAM!**