

AUDITION/ASSESSMENT GUIDE

For new musicians and singers

Introduction

We're excited that you are interested in being part of the LifePark Worship team. We've put together this guide to help you:

- Understand our expectations of worship team members, and
- Prepare for your audition and interview.

How We Think about Worship Leadership

At our church, anyone on the platform, whether they are a vocalist or instrumentalist, is perceived as a leader of our church in some capacity. Consequently, we are interested in more than just musical ability when we add someone to our team.

When we assess someone to see if they are a good fit for our team, there are three controlling values we have:

- They must have good **character**.
- They must be part of our **community**, or willing to become part of it.
- They must be **competent** and meet the standards we ask of our team.

Leadership With Integrity

Our goal is to have a worship team that can minister with full integrity: a team that has good character, who belong to our church and are living in community and friendship with us, and who have the necessary skill to minister effectively. The following pages go into further detail about each value and the kinds of questions that drive how we think of them.

Character

What character defects are problematic in worship ministry?

- Laziness
- Viewing oneself as an exception to the rules
- Prima donna
- Over-sensitivity
- Inability to take instruction and / or correction.
- Avoiding work considered beneath them.
- Sinful lifestyle that dishonors Christ
- Unreliable: chronically late, no show/no call
- Unwilling to submit to authority (esp. when you disagree)

What positive character traits are we looking for?

- Reliability
- Humility: No agenda, coachable / teachable,
- Understand they are replaceable.
- Respond well to others, to correction, to mishaps.
- Good work ethic: on time and prepared
- Devotion to Jesus
- God-honoring lifestyle (*no expectation of perfection here*)
- Understand and own the mission of LifePark.
- Honesty
- Selflessness

Community

Our goal in community:

- We want worship team members to be “part of our family.”
- We do not prefer players who “just play” and exclude themselves from the life of the church.
- We want team members to be relationally available for friendship outside of church.
- This church must be *your* church, and we want the privilege of walking with you and pastoring you to godly success.
- We want our team members to participate in discipleship small groups.

Some reflection points:

- How long have you been attending LifePark?
- In what ways are you currently involved in the life of the church?
- What is the Church to you?
- What is the importance of the Church to Jesus?

Competence

This is a list of benchmarks describing a basically competent candidate for each musical position. Candidates do not have to perfectly meet every qualification we list, but they ought to meet most of them.

Vocals

1. Sing on pitch
2. Good stage presence
3. Contemporary vocal style
4. Can harmonize
5. Leadership sense (exhortation, prayer, Scripture)

Guitar

1. Read charts
2. Comfortable playing in all keys
3. Familiar with chord structure
4. Sensitive to intonation
5. Sense of scale when playing with the band: how much to play
6. Able to play dynamics: quiet vs driving
7. Good rhythmic sense
8. Able to play by ear

Keyboard / Piano

1. Read charts
2. Strong sense of rhythm
3. Aware of service flow, able to pad, bridge songs and other worship elements
4. Comfortable playing in all keys
5. Able to transpose
6. Able to play by ear

Drums

1. Can stay on click effortlessly, second nature
2. Sense of taste and proportion; does not overplay
3. Strong rhythmic leadership sensibility
4. Locked with bass, plays in the pocket
5. Aware of and responsive to direction from worship leader
6. Comfortable at slow and fast tempos
7. Solid on rudiments
8. Can memorize music

Bass

1. Reads charts
2. Locked in with drummer
3. Solid playing in the groove
4. Full tone
5. Sense of scale with the rest of the band
6. Knows scales

Team Job Descriptions

Lead Vocals: Responsible for singing the melody and LEADING the congregation through verbal encouragement, prayer, and Scripture.

Support Vocals: Responsible for SUPPORTING the lead vocalist.

- **Stage presence** that leads people into worship is **required for all vocalists**. This includes physical expressions of worship such as lifting hands, clapping, etc.

Guitar: Our goal is to create a warm tube driven tone. All tone, pedals and effects are at the discretion of the Team Leader.

Lead Guitar - Responsible for playing all lead parts.

Rhythm Guitar - Responsible for playing chords.

Acoustic Guitar - Responsible for playing chords and or picking patterns.

Bass: Responsible for driving the low-end by playing root notes. All tone, pedals and effects are at the discretion of the Team Leader.

Drums: Responsible for keeping the band in time and playing appropriate patterns.

All tuning, cymbals, and other percussive elements are at the discretion of the Team Leader.

Keys/Synth: Responsible for playing rhythm piano and or synth lead lines.

MD (Music Director): Responsible for management of backing tracks and controlling song arrangements. Also responsible for guiding the band by using a talk back mic.

Interview / Audition Outline

Each person interested in singing / playing in the worship ministry will have 2 separate steps: an **audition** and an **interview** to determine where they best fit in ministry. Your audition and interview will include more than one of our worship staff members.

For the **audition** portion, we want to hear you sing / play (*charts and recordings provided*)

Vocalists, prepare to sing two songs (*select one song from each list*).

List 1

Battle Belongs

Great Things

This Is Amazing Grace

List 2

Amazing Grace (My Chains Are Gone)

Goodness of God

Great Are You, Lord

In addition to those 2 songs, we will have you co-lead “*Raise a Hallelujah*” with one of our worship leaders.

Instrumentalists, prepare to play these three songs:

Raise a Hallelujah

Lion and the Lamb

Who You Say I Am

We will be listening for how you meet the benchmarks outlined in the competence section.

In the **interview** portion we want to talk about

You:

- Personal and family background: where you grew up, went to school, etc...
- Musical background: when did you start playing, what are you doing with music now
- Spiritual background: salvation story, your history with church (if any); how did you get connected to LifePark

Our ministry:

- The vision of our church.
- The goals of the worship ministry in the church.
- The things we value in musicians / team members:
Character, Community, Competence

Audition results will be communicated within 5 days of your audition with one of the following responses:

- Invitation to join our team.
- Recommend steps to improve and grow in your musicianship and re-audition later.
- Recommend that you consider serving in another area of ministry at LifePark.

If after reading this audition guide, you still feel interested to apply, please fill out and submit the team application and we will contact you with a date to interview.

Thank you!