

# 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 the interview and musical audition / assessment.

## 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 paramount 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 Christlike integrity: a team that has good **character**, who belong to our church and are living in **community** and friendship with the worship team and other LifeParkers, and who have the necessary skill (**competence**) 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?

- Sinful lifestyle that dishonors Christ
- 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.
- Unreliable: chronically late, no show/no call
- Unwilling to submit to authority (esp. when you disagree)

### What positive character traits are we looking for?

- Devotion to Jesus
- God-honoring lifestyle (*no expectation of perfection here*)
- Understand and own the mission of LifePark.
- Honesty
- 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
- 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.

### Lead Vocals

1. Sing on pitch
2. Confident, engaging stage presence
3. Contemporary vocal style
4. Solid harmony skills; blend
5. Leadership sense (exhortation, prayer, Scripture)

### Support Vocals

1. Sing on pitch
2. Good stage presence
3. Contemporary vocal style (tone, phrasing, rhythm)
4. Willing to learn harmony / vocal blend

### Guitar

1. Read charts
2. Comfortable playing in all keys
3. Familiar with chord structure
4. Sensitive to intonation
5. Sense of musical space and dynamics
6. Able to play dynamics: quiet vs driving
7. Good rhythmic sense
8. 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

### Keyboard / Piano

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

### Bass

1. Reads charts
2. Locked in with drummer
3. Solid playing in the groove
4. Full tone
5. Sense of musical space and dynamics complementary to the band
6. Knows scales

## Team Job Descriptions

**Lead Vocals:** Responsible for delivering lead vocal parts with consistency, clarity, and confidence, ensuring accurate pitch and expressive performance. Demonstrates solid harmony skills, including the ability to blend well with other vocalists and support ensemble sound when not leading. Comfortable leading moments of exhortation, prayer, and Scripture reading as needed, helping to spiritually anchor and guide the worship environment. This role is ideal for someone with a strong vocal foundation, contemporary musical sensibility, and a heart for leading others in worship.

**Support Vocals:** Responsible for singing with accurate pitch and consistent tone, supporting lead vocals with background harmonies and vocal texture. Demonstrates a willingness to learn and grow in harmony singing, including blending with other vocalists and adjusting tone to match ensemble sound. Some experience in group singing, choirs, or worship teams preferred, but not required. Positive and team-oriented attitude with a teachable spirit. This role is ideal for someone who desires to support and enhance the overall worship or musical experience, rather than lead it.

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 rhythmic piano, lead lines, and synth pads.

**MD (Music Director):** Responsible for management of backing tracks, controlling song arrangements and for guiding the band rehearsals.

## Audition / Assessment Process

Joining the platform worship team has 2 separate steps: an **interview** and a **musical assessment**. This is designed to help each person determine where they best fit in ministry at LifePark. Both the interview and musical assessment will include more than one of our worship staff members.

### Interview

This step is to help you discover where God wants you to serve at LifePark. In the interview, 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

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**

Following the interview, we will contact you within a week to share potential next steps which might include:

- Recommendation and connection to a specific area of ministry at LifePark
- Encourage further preparation (*spiritually or relationally*) before moving forward
- Invite you to proceed to the musical assessment step

### Musical Assessment

This step is to help evaluate if you are musically prepared to serve successfully on the team.

In the assessment, 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

*King Of Glory*  
*Take You At Your Word*  
*This Is Amazing Grace*

#### List 2

*Amazing Grace (My Chains Are Gone)*  
*Goodness of God*  
*My King Forever*

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 three of the five songs:

<i>Raise a Hallelujah</i>	<i>King Of Glory</i>
<i>Lion and the Lamb</i>	<i>Take You At Your Word</i>
<i>You’ve Already Won</i>	

Following the musical assessment, the worship staff will evaluate your musical proficiencies (*based on the benchmarks outlined in the competence section*) and then contact you within a week to share potential next steps which might include:

- Recommendation and connection to a specific area of ministry at LifePark
- Provide direction / resources for further musical preparation before moving forward
- Invitation to begin the process of onboarding with the worship team

If after reading this Audition / Assessment Guide, you still are interested in applying, please fill out and submit the Ministry Questionnaire and we will contact you with information on taking your first step.