

## DOVER BAPTIST CHURCH WORSHIP TEAM COVENANT

### THE DBC WORSHIP TEAM WORKS TOGETHER UNDER THE DIRECTOR OF WORSHIP TO LEAD THE CONGREGATION OF DOVER BAPTIST CHURCH IN BIBLICALLY FAITHFUL WORSHIP.

We do so much more than just make the music happen on a Sunday morning.

We live out our faith together as a team – we pray for each other, we speak truth to one another, we exhort and encourage one another, and we invest in each other. We eat together, play together, have fun together, and reach out to express our concerns for one another. We strive to grow in our creativity and our musical artistry, building one another up and setting each other up to succeed. We give one another opportunities to shine with our music and in our other areas of giftedness, and we praise the good when we see it. We model Christ for our congregation, and for a hurt and broken world that longs for its Savior. We give grace and we receive it; when we struggle or stumble, and we pick each other up and encourage each other with God’s Word and with prayer. We feel both the blessing and the burden of Biblical leadership.

We commit together to the following:

#### I am a WORSHIPPER

First and foremost, I want to worship my Lord and Savior Jesus Christ. I commit to living a lifestyle of Biblical worship through the grace of Jesus Christ.

- Every team member and guest must be able to share the Gospel in a way that communicates that person’s saving faith in Jesus Christ to others.
- I will dedicate time to regular spiritual disciplines, including daily prayer, personal and family worship, daily Bible study, regular confession, corporate worship, and mutual encouragement.
- I reject habitual lifestyle choices that dishonor Christ. I understand that some habitual lifestyle choices disqualify me from serving on the worship team, at the discretion of the Worship Director, the Pastor, and the Elders.
- Only Jesus was perfect. I commit to humbly and transparently sharing my struggles with the team. I commit to humbly and prayerfully guarding the confidences entrusted to me as a member of this team.
- I will promptly and openly bring my concerns, worries, negative feelings, or discouragements directly to the person responsible, especially if that concern involves my Worship Director, my fellow team member, my Pastor, or any of my Elders.
- I refuse to engage in gossip, divisiveness, slander, and unwholesome speculation, or even to listen to others engaging in gossip, divisiveness, slander, or unwholesome speculation.

## I am a LEADER

I understand that others will look to me as a leader because I serve on the worship team.

As a leader, I will seek to model the type of Christlikeness and commitment to His Church that I want to see lived out by my Worship Director, my Pastor, and my Elders.

- I will commit to this local body of Christ by pursuing Biblical church membership. *PLEASE NOTE: Youth members are not required to pursue membership.*
- I understand that all leaders at Dover Baptist Church are Servant-Leaders. We serve for His glory, and not for our own.
- I know that I serve by grace and not by right. I understand that I can be asked to sit out at any time, for any reason or for no reason at all. I will honor Christ with a godly attitude in how I handle decisions about how often I am scheduled to serve with the worship team.
- I commit that I will regularly attend Sunday morning's pre-service prayer gathering at 9 a.m., even on weeks when I am not scheduled to serve on the Sunday morning worship team.
- I commit to using my other spiritual gifts to serve Dover Baptist Church. I will regularly serve in another ministry or in a behind-the-scenes role according to my giftedness.
- I commit to listening to the weekly sermons, in their fullness. If I need a short break on Sunday morning after the music, I will take only what I need, and prioritize returning to join the body as quickly as I can. I realize that people are watching what I do, and that being present and attentive for the sermon sets an example for others and is necessary for my growth in the faith.

## I am a WORSHIP LEADER

I recognize that there is more to leading worship than simply standing on a stage to read scripture or perform music.

- I commit to worshipping in spirit and in truth, with pure-hearted physical expression. I commit to growing in my understanding and expression of Biblical worship, together in unity with my team.
- I understand that I might be asked to lead worship in a way that would not be my own personal preference. I commit to giving my best effort to all music I am asked to lead, even if I don't like the song or the style.
- In Scripture, God appoints worship leaders because of their skill,<sup>x</sup> and calls for his worshippers to play skillfully as they sing and make music before the Lord.<sup>xi</sup> I will dedicate time and effort to growing in my musical or technical skill.
- We are humbled by the descriptions of worship found in the Bible, where we read about God's people singing,<sup>iii</sup> shouting,<sup>iv</sup> clapping,<sup>v</sup> lifting hands,<sup>vi</sup> dancing,<sup>vii</sup> bowing,<sup>viii</sup> giving sacrificially,<sup>ix</sup> and so much more. God desires that we show expression and affection to Him, and we free others in our congregation to engage in these expressions of physical response to Christ when we lead with physical expression from the front. We neither "put on a show" nor stand stock-still as "frozen chosen," but rather we seek to model true worship with the emotion appropriate to a

redeemed sinner rejoicing in the presence of a delighted Father and King, high and lifted up, holy and full of mercy.

I will come to rehearsal on-time, prepared, and ready to work.

- I will avoid distracting the team while rehearsal is in session. This means no phones, no doodling with my instrument during breaks, no playing music or YouTube videos from my phone while rehearsal is in session, no side-conversations that distract from the work of rehearsal, no political conversation, and please keep the side chatter to a minimum.

I commit to nurturing Biblical community among the Worship Team.

- At rehearsal, we strive to grow in our understanding of who God is, to encourage one another spiritually and musically, and to offer and receive honest musical critique spoken in love.
- I will actively build up others on the team with encouraging words, humor, and honest musical feedback. We work hard to treasure the good and encourage all of the good that we see and hear.

## I am a Sinner in Need of a Savior

We humbly confess that we are not always capable of freely worshipping our Lord, whether from stumbling into significant sin, struggling with significant doubt, or suffering difficult circumstances.

- I commit that I will humbly withdraw myself from the public leading of worship if I know I am not in the place where I am capable of leading God's people into worship on a Sunday morning. I will privately inform the Worship Director of my need to sit out for a week with as much notice as possible, and I may choose to share my reasons with the team as appropriate.
- I commit that I will choose to think well of others, exercising love that covers over a multitude of sin. Should a member of the team leave the team or take a short break from serving, I will seek to encourage them, and to respect their need for privacy if I am not told why they no longer serve with the team.

## Process for Adding New Members to the Worship Team

We work together to identify members of Dover Baptist Church who have musical or technical gifts that might be a good fit for our worship team. As we seek to grow our team together, we understand that we also seek to protect the unity and community of the worship team.

- All prospective worship team members must first meet individually with the Worship Director for an audition and an informal personal interview.
- Prospective Members must review this Covenant in detail and prayerfully consider whether they can commit to upholding the high bar of leadership that a role with the worship team requires.
- The prospective newbie may be invited to attend rehearsals as a way for them to get to know the team, and for the team to get to know them.
- The Worship Team Members should help the Worship Director discern whether an individual would make a good fit with the worship team by committing to prayer over the prospective newbie. All members should also speak freely with the Worship Director out of their observations from prayer and from rehearsals.
- The Worship Director will consult with others to discern the character and musical skill of the prospective member. Prospective newbies should be able to provide references if needed, and be aware that the Pastor and Elders might talk more extensively with them about their potential fitness to serve with the team, at the Worship Director's discretion.
- After much prayer and consultation, the Worship Director will communicate with the prospective newbie and with the Worship Team on whether a new member will or will not join the team as an official member.
  - o Team members are expected to respect the Worship Director's decision, even if they don't understand it.
  - o Prospective newbies who are not invited to join the team will receive an honest and complete answer as to why the decision is a "No" at the time they apply. If we feel that God is giving us a "no" at a given time, the person can come back again in six months.

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<sup>i</sup> Philippians 2:12; Hebrews 4:11 <sup>ii</sup>

Matthew 22:37, Philippians 2:1-11

<sup>iii</sup> 1 Chronicles 16:23 <sup>iv</sup>

Psalm 32:11, Psalm 33:3

<sup>v</sup> Psalm 47:1

<sup>vi</sup> Nehemiah 8:6, Psalm 28:2, Psalm 134:2 <sup>vii</sup> 2

Samuel 6:14, Psalm 149:3, Psalm 150:4 <sup>viii</sup>

Genesis 24:26, Exodus 34:8, 1 Chronicles 29:20

<sup>ix</sup> Oh so many places <sup>x</sup> E.g., 1 Chronicles 15:22 <sup>xi</sup>

Psalm 33:3