Audition Guide

*For new musicians and singers*

**Introduction**

We’re excited that you are interested in being part of the worship ministry team. We’ve put together this guide to help you

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

# How We Think about Worship Leadership

At this church, anyone on stage, whether they are a point worship leader, a singer, or a band member, 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** ( been a part of our community for 6+ months, member of the church etc.)
* They must be **competent** and meet the standards we ask of our players.

**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
* Irritating, socially inept
* 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 Journey Church
* Honesty
* Selflessness

## Some questions to consider:

* Why do you want to be a part of this team?
* What does it mean for a musician to be coachable? Hard-working? Do you consider yourself hard working and coachable?
* Look at this list of positive and negative character qualities. What is your greatest strength of character? Greatest weakness?
* What is your relationship with God like? Are you close to God or far away?
* If you died tonight and stood before God to be judged, would you be frightened or confident? Why?
* Who is speaking into your life?
* How much of a need for attention do you have?
* If we needed you to sit out for a season, say two or three months, how would you respond to that?

# 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 has to 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 small groups.

## Some reflection points:

* How long have you been attending Journey Church?
* 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. Presentable: dress, grooming, appearance
6. Leadership sense

**Guitar**

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

**Bass**

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

**Keyboard / Piano**

1. Read charts
2. Knows the Nashville Number System
3. Strong sense of rhythm
4. Leadership sense
5. Aware of service flow, able to pad, bridge songs and other worship elements
6. Comfortable in all keys
7. Able to transpose
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 leadership sensibility
4. Locked with bass, plays in the pocket
5. Aware of and responsive to direction from worship leader
6. Can memorize music
7. Comfortable at slow and fast tempos

# Interview / Audition Outline

Each person interested in singing / playing in the worship ministry will have an initial interview and audition to determine where they best fit in ministry. Here’s what you can expect from that time.

Your interview / audition will last about an hour, and may include more than one of our worship staff members. 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: your history with church, if any; how did you get connected to Journey 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

For the **audition** portion, we want to hear you sing / play.

* Be prepared to sing or play something you know well, that highlights your abilities. Any standard worship song is a good choice.
* We will likely have you sight read a chart of a worship song.
* We will be listening for how you meet the benchmarks outlined in the competence section.
* If you are a vocalist, we will likely have you sing harmony on a well known song.

Thank you!