



mid-cities
worship
involvement process

The Vision Behind the Process

Thank you for your interest in Mid-Cities Worship! We are always on the lookout for passionate worshippers who have the talent and heart it takes to lead people in worship! Our prayer is that, through this involvement process, you will be able to determine if Mid-Cities Worship is the right place for you to serve.

reaching | growing | sending

mid-cities | community
church

Vision Behind the Process

Vision

Mid-Cities Worship exists to lead the people of Mid-Cities and beyond in intentional, authentic, spirit-led worship. We strive to live lives of worship by bringing our first and best to God!

Core Values

Reaching

We reach up to God through our worship, not only in corporate settings, but also in our daily lives.

Growing

- Raising up new worship leaders, musicians, and vocalists
- Teaching our people about Biblical worship

Sending

- Releasing ministry to new worship leaders
- Sending worship leaders to new church plants and campuses

- Recording albums and original music as a resource to other churches
- Sending worship mission teams to train other teams both domestically and abroad

Why Do We Have An Involvement Process?

At Mid-Cities, we believe that leading worship is both an honor and a privilege, not to be taken lightly. We are not just playing music. We are leading people in intentional, authentic, spirit-led worship. For this reason, we want to make sure that every team member has the right skillset, heart, and passion it takes to accomplish the vision God has given us!

The process is not meant to exclude anyone, but rather to evaluate whether each applicant is a good fit to serve in this ministry. It is the heart of the leadership to help people find their perfect place to serve. This may or may not be leading people in worship from the platform. However, if it is decided that someone is not a good fit for Mid-Cities Worship, it does not mean their role is any less important! The Bible makes this clear for all areas of ministry in I Corinthians, as Paul writes:

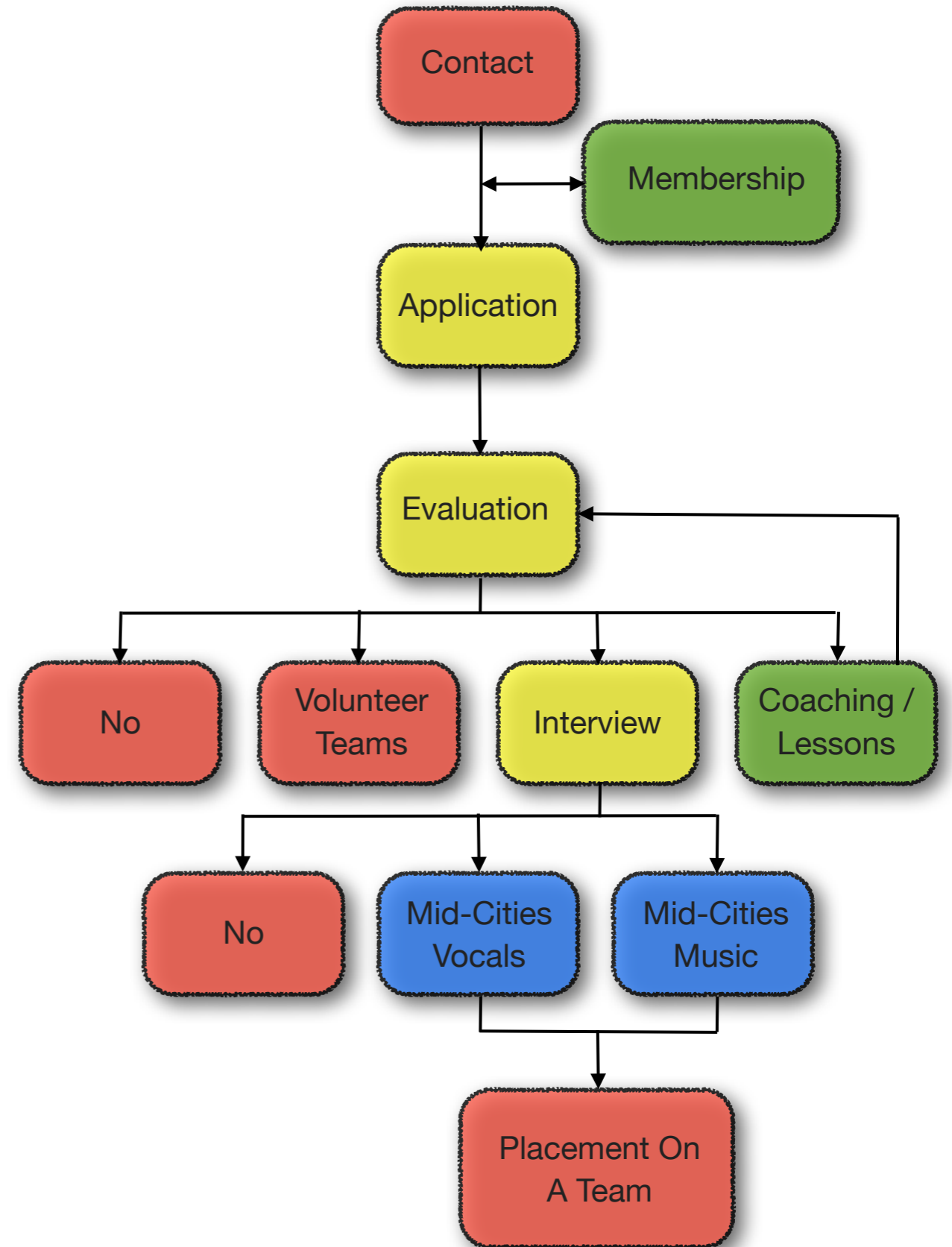
Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. Now if the foot should say, "Because I am not a hand, I do not belong to the body," it would not for that reason stop being part of the body. And if the ear should say, "Because I am not an eye, I do not belong to the body," it would not for that reason stop

being part of the body. If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? But in fact God has placed the parts in the body, every one of them, just as he wanted them to be. If they were all one part, where would the body be? As it is, there are many parts, but one body.

~ I Corinthians 12:12, 15-20

Ministry Map

The Ministry Map is designed to help you clearly see the Mid-Cities Worship Involvement Process. As you can see, the process basically consists of an application, evaluation, and interview. Each item is explained in the following chapters.



The Application

There are several important qualifications and requirements that all team members are expected to fulfill. It is imperative that every prospective team member examine these expectations carefully and “count the cost” before committing to joining the worship team. By filling out the Worship Application, prospective team members are agreeing to fulfill the following qualifications and requirements.



The Application

Qualifications

Strong Faith and Family

Priorities are important. When priorities are out of order, important relationships normally suffer. Your relationship with God should be the most important thing in your life, followed by your family. This is why it is a requirement that a team member's faith and family are strong.

Committed, Faithful Member of Mid-Cities

Many musicians and singers tend to have a "gig" mentality when using their gifts. There's nothing inherently wrong with this mindset, however it's not the attitude we want to have in Mid-Cities Worship. Our desire is that team members would be more excited about the people and vision of Mid-Cities than the opportunity to play or sing. Therefore, we ask that every worship team member complete the Mid-Cities 101

class and place membership at Mid-Cities. For more information about Mid-Cities 101, visit www.midcities.org.

Excelled Musical Proficiency

Part of the vision of Mid-Cities Worship is to "bring our first and best to God." In the area of musical proficiency, this means that team members must not only be gifted musically, but are also encouraged to grow in their musical gifts.

Sing to him a new song; play skillfully, and shout for joy.

~ Psalm 33:3

Our desire is to honor God by always giving 100%. This qualification for team members also helps to eliminate distraction during times of worship. An unskilled musician or out of tune vocalist can easily distract the congregation from concentrating on worshipping Jesus.

We realize that everyone has gifts, given by God, to be used for His glory. However, everyone is not gifted in the same way or in the same areas. Some individuals really love to worship, but may not have the proper skills, training, or gifts to lead a congregation in worship. Our goal is to identify people that DO have the necessary skills, training, and/or gifts in order to lead the congregations at Mid-Cities in intentional, authentic, spirit-led worship!

Requirements

Musical Excellence

- Commitment to giving your best in whatever you do
- Able to play or sing within a band
- Open to constructive criticism, lessons, and improvement

Commitment to Growth

- Spiritually, musically, and relationally
- Pledge to be spiritually prepared to minister
 - This includes having personal prayer and worship time, as well as seeking God's heart for each individual service

Yielded Heart Towards Leadership

- Honor and pray for your leadership regarding the vision of Mid-Cities Worship and the Church as a whole
- Respect and follow guidelines set forth by the leadership

Time Commitment

Rehearsals, events, and private practice time

Be On Time!

Commitment to Communicate

- Respond to all Planning Center requests in a timely fashion. You must check your email regularly.
- Be honest about frustrations, offenses, and disagreements. Communicate directly to leadership or the offending party.
- No gossip allowed!

Ability to Function as a Team

- Be a team player
- Grow and flow together with a cooperative attitude

Filling Out the Application

Please go to worship.midcities.org and click the link at the bottom of the page to fill out your worship application online. After you have filled out your application, you will receive an email with further instructions on how to prepare for your evaluation.

The Evaluation

One of the qualifications for team members of Mid-Cities Worship is “excelled musical proficiency.” In order to evaluate whether or not applicants meet this qualification, we must see them “in action.” This chapter explains the process.



The Evaluation

These evaluations are not “auditions” in that we are not simply judging an applicant’s talent. The goal is to evaluate whether or not he/she is a good fit for Mid-Cities Worship. For example: An applicant may be a world-class opera singer, with more talent than anyone on our team. However, if the applicant is not able to sing the style we are looking for, he/she may not be placed on a team. It’s not necessarily about “good or bad,” but about “good fit or not a good fit.”

Possible Results

Within two weeks after the evaluation, each applicant will receive an email that will include the results of the evaluation. You will receive one of the following results and/or suggestions:

Yes

The leadership team feels that you are a good fit for platform ministry and you may proceed to the next phase of the Involvement Process.

Coaching/Lessons

The leadership team feels that you have the potential to be a good fit for platform ministry, but you need to work on a few things before proceeding to the next phase of the Involvement Process.

No/Volunteer Team

The leadership team does not feel that you are good fit for platform ministry and would love for you to plug into a place where your gifts can be better utilized. We have several areas to serve within the worship arts ministry that does not involve platform ministry.

Can You Be Told No?

This is an important question to consider before deciding to go through the evaluation process. Ask yourself:

“If they tell me I’m not a good fit for Mid-Cities Worship, would I be crushed?”

Nobody likes to be told no, but if you feel that a negative result would be too hard for you to handle, we strongly encourage you NOT to go through this process. Please wait until you feel secure enough to be told no...

Evaluation Format

Applicants will audition by themselves while playing or singing with a track. The performance will be recorded via video camera. The only people in the room at the time of the evaluation are those running sound and video. There are no “live judges” watching the evaluation performance.

These videos are then compiled and viewed by Mid-Cities Worship Leadership and evaluated based on the criteria provided in the next sections.

The Musician Evaluation

Key Areas

The musician evaluation consists of two songs. Each applicant will be evaluated on six key areas:

Rhythm (Staying with the Click Track)

Most teams at Mid-Cities play with a click track. The ability to stay on beat with the click is imperative, especially for drummers.

Knowledge of the Correct Part

Can you make it sound like the recording? We want to see creativity (see point four), but we also want to see how well you can stick to the part.

Chord Change Ability

Musicians must be able to switch from chord to chord quickly.

Style and Substance

Every musician has his/her own style. We want to see the style of the musician come through, while still keeping the integrity of the song.

Tone/Sounds

In music, it's not always about the notes you play, but the way it sounds. Guitar tones, delay times, keyboard sounds, etc. are taken into consideration.

Stage Presence and Communication

This is very important! Remember, we are not just playing music – we're leading worship! You must be able to model "intentional, authentic, spirit-led" worship. Although this may seem awkward to do in an empty sanctuary, we strongly encourage you to let loose and worship during your evaluation.

Preparing for Your Evaluation

1. Once you fill out your application, you will receive an email containing three links to:
 1. Musician Evaluation Rehearsal Tracks
 2. Vocalist Evaluation Rehearsal Tracks
 3. Sign-Up Sheet for Evaluations
2. Click the "musician evaluation tracks" link and download the files to rehearse the songs on your own. If you have questions about the music, feel free to email dustin.hahn@midcities.org.
 - *If you play more than one instrument, you will only need to play one song per instrument. However, you*

will need to play both songs during your evaluation (Ex. I want to play electric guitar and keys, so I play “song x” on electric and “song y” on keys).

3. There are two tracks for each instrument. One track will have the instrument mixed loudly and panned to the left so that you can hear the part clearly and learn it correctly. The other track will not have your part for practice purposes. You will play along to the second track during your evaluation. Track listings will look like this for each song:

1. Master	7. Drums None
2. Acoustic Left	8. Electric Left
3. Acoustic None	9. Electric None
4. Bass Left	10. Piano Left
5. Bass None	11. Piano None
6. Drums Left	

4. Sign up for a time slot by clicking on the link in the application confirmation email you received. You will need to bring a set headphones/in-ears to your evaluation if you have them.

Day of Evaluation

1. Please show up five minutes early. Be sure not to forget your headphones/in-ears or instrument (if playing bass, acoustic, or electric).
2. Park in the south parking lot
3. Enter the doors under covered drive and have a seat in The Box foyer until you are called into The Box.

Evaluation

Once you are called into the sanctuary, your evaluation should not take longer than 10 minutes. The process will look something like this:

1. Warm-Up/Sound Check (2-3 minutes)
 - *Make sure you can hear yourself clearly and you are comfortable with your mix*
2. Song One (3 minutes)
3. Song Two (3 minutes)

Once you complete your evaluation, you are free to leave. We will contact you via email within two weeks to let you know the results of your evaluation.

The Vocal Evaluation

Key Areas

The vocal evaluation consists of two songs and a solo of your choice. Each applicant will be evaluated on several key areas:

Practical and Artistic Ability

The practical and artistic ability of each applicant will be evaluated in six areas.

- Breathing
- Diction
- Vibrato
- Tone
- Pitch
- Blend

Stage Presence and Communication

- “Live in” the lyrics or communicate authentically your response to the songs’ content.
- Body Movement
- Facial Expression

Preparing for Your Evaluation

1. Once you fill out your application, you will receive an email containing three links to:
 1. Musician Evaluation Rehearsal Tracks
 2. Vocalist Evaluation Rehearsal Tracks
 3. Sign-Up Sheet for Evaluations
2. Click the “vocalist evaluation tracks” link and download the files to rehearse the songs on your own. This link also contains important instructions about the solo you will need to sing. If you have questions about the music, feel free to email olivia.ramirez@midcities.com.
 - *If you sing more than one part, you will only need to sing one song per part. However, you will need to sing both songs during your evaluation (Ex. I want to sing soprano and alto, so I sing soprano on “song x” and alto on “song y”).*
3. There are two tracks for each vocal part. One track will have the specified part mixed loudly and panned to the left so that you can hear the part clearly and learn it correctly. The other track will not have your part for practice

purposes. You will sing along to this second track for your evaluation. Track listings will look like this for each song:

- | | |
|--------------|---------------|
| 1. Master | 6. Tenor LEFT |
| 2. Alto Left | 7. Tenor NONE |
| 3. Alto NONE | |
| 4. Lead Left | |
| 5. Lead NONE | |

4. Sign up for a time slot by clicking on the link in the application confirmation email you received. You will need to bring a set headphones/in-ears to your evaluation if you have them.

Day of Evaluation

1. Please show up five minutes early. Be sure not to forget your headphones/in-ears.
2. Park in the south parking lot
3. Enter the doors under covered drive and have a seat in The Box foyer until you are called into The Box.

Evaluation

Once you are called into the sanctuary, your evaluation should not take longer than 10 minutes. The process will look something like this:

1. Warm-Up/Sound Check (2-3 minutes)
 - *Make sure you can hear yourself clearly and you are comfortable with your mix*
2. Song One (2 minutes)

3. Song Two (2 minutes)
4. Solo Song of Your Choice (be sure to pick a song that showcases your ability and makes you shine!)

Once you complete your evaluation, you are free to leave. We will contact you via email within one week to let you know the results of your evaluation.

The Interview

Who may ascend the mountain of the Lord? Who may stand in his holy place? The one who has clean hands and a pure heart, who does not trust in an idol or swear by a false god. They will receive blessing from the Lord and vindication from God their Savior. Such is the generation of those who seek him, who seek your face, God of Jacob.

~ Psalm 24:3-6



The Interview

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.

~ Romans 12:1

Why do we do an Interview?

Part of Mid-Cities Worship's mission statement says, "We desire to live lives of worship by bringing our first and best to God." Although gifting is important, it is not all that's needed to lead people in authentic, intentional, spirit-led worship. It is expected that team members have a vibrant relationship with Jesus and that they live a lifestyle of worship seven days a week – not just on Sundays!

For this reason, we want every new team member to meet with a worship leader to talk and understand the spiritual importance of leading worship.

What to Expect

After you are notified that you made it through the evaluation, a worship leader will contact you within one week to set up a time to meet. This could be during the week, on a Sunday morning, or whenever works best for the two of you.

The Interview is NOT:

1. An interrogation to find out if you're a "real" Christian
2. A confession time where we ask you to talk about every sin in your life (However, sin issues may be brought up... see below)
3. A "job interview"

The Interview IS:

1. A chance for us to get to know you
2. An opportunity for you to share your heart for worship
3. An opportunity for you to ask questions about worship, Mid-Cities, or anything else you need to know
4. A chance for us to lovingly address possible issues that may affect your involvement with Mid-Cities Worship. Such issues could include:
 - Salvation
 - Overcommitment
 - Sin (pride, cohabitation, addictions, etc.)
5. A time for us to suggest possible ways for you to grow in your gifting and/or in the knowledge of God/Worship

Team Placement



Team Placement

One Ministry. Many Teams.

Mid-Cities Worship has many different teams. Every team plays a vital role in the life of Mid-Cities! From the Early Childhood team, to the teams that assemble for special events like Engage the Spirit and weekend retreats – every team is important!

You will be placed on one of these teams. We cannot always guarantee that you will be placed on the team of your highest preference. There are many factors (vision, need, etc.) that may cause us to ask you to be a part of a team you normally wouldn't choose. We only ask that you trust the leadership of Mid-Cities Worship and serve on your appointed team for a season.

This is considered to be a probationary placement, meaning that we will have another conversation about 6-8 months into your placement. After this time, if you still do not feel comfort-

able and/or called to be a part of that team, we may try to find another team for you. This conversation will most likely be an informal “check-up” to make sure everything is going okay and discuss any issues that may have arisen.

Thank You!

Again, thank you for your interest in Mid-Cities Worship! We hope that this is a pleasant process for you. Our prayer is that you will be able to determine if Mid-Cities Worship is the right place for you to serve. If at anytime, you have questions, frustrations, or suggestions, please let us know.

SIMPLE NEXT STEPS

1. Go to midcities.org/worship and click the “Worship Application” link to fill out your Application.
2. After you have filled out your application, you will receive a confirmation email with information for your evaluation.