

## Overview

Thank you for your interest in worship and the arts at Suncrest Christian Church. We are thrilled that you want to be a part of this team and we are always looking for God to add artists to this community. We love what we do, and take it very seriously: whether we use our gifts on stage or off, people will watch our lives closely and take our lead as we follow Christ together. This process helps us assess artists and make sure their heart, talent, and teamwork are a compliment to the Worship Arts Community. Thanks for your patience.

Here's our typical interview strategy:

## Step 1 - Check Us Out

Come and sit in on a Thursday night practice or visit the worship page on Suncrest's website. Practices are held each Thursday from 7-10pm. (It would be wise to call ahead of time to confirm no changes to the regular Thursday schedule.) This night is used as a "lab" with potential team members who are looking to have a role with the team. You will be paired up with a current team member for the evening. During the "down" times of practice feel free to exchange ideas, ask questions, ask for a demonstration, etc. After the team has completed what is necessary for the Sunday gathering, you may be asked to play/sing/run sound for one of the songs just rehearsed in place of the team member you were paired up with. After we gather up for a devotional time and prayer, you are free to exit. The team will begin a cue-to-cue rehearsal at that point. We encourage potential team members to check out several rehearsals to better learn the Suncrest worship culture. During this time feel free to attend any huddles, trainings, or social events of the team as well.

When you feel like, "Yeah, I could do what needs to be done on any given Sunday morning," please call or e-mail your campus worship director and we will set up a time to interview.

## Step 2 - Talent

Each musical/technical interview will be done individually with a worship leader or two. We will work through specific current worship tunes and purposefully ask you to try different things (lead a particular tune, play or sing a different part, change the Media Shout, etc.). The bottom-line question is, "Can this person do what needs to be done on any given Sunday gathering?"

## Step 3 - Heart

Complete a Worship Arts Community questionnaire. This questionnaire will cover some basic questions about your art and faith to help us get to know you better. Upon completion, return it to your campus arts director. The worship staff and a few elders may review it, and you'll get a chance to talk through it with the worship arts directors.

## Step 4 - Teamwork

After getting some feedback from the current team, we will make the final decision and notify you. The team may also have recommendations on areas to improve. As a final step we will sit down with you and go over some teamwork aspects. We will discuss your schedule (how many times/month will you be available, how scheduling works, etc). We will talk through the covenant and discuss things like preparedness and promptness for rehearsals, how you would like us to approach you regarding a musical or spiritual issue, etc. You will be asked to sign up for a one-year commitment.

Again, thank you for taking the time to walk through this process. God has been taking Suncrest on an amazing journey and we are glad for the opportunity to lead and serve with you.

Bobby Jackson  
Cultivate Pastor  
Pastor of Worship and Creative Arts  
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bobbyjackson@suncrest.org

Nash Propst  
Worship Arts Director  
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# INTERVIEW PROCESS

## Contact Information

Name: \_\_\_\_\_

Email Address: \_\_\_\_\_

Home Number: \_\_\_\_\_

Cell Number: \_\_\_\_\_

Preferred Communication: home - cell - email (circle one)

# Suncrest Worship Arts Community

## Personal Technical Information

Which technical area are you interested in: Audio, Media Shout, Video, Editing (circle one)

What kind of experience have you had in this particular area? Please describe it.

What strengths do you believe that you'll be bringing to the team?

What do you consider to be some areas of your skill that you would like to improve?

Describe your previous worship team experience.

As with any team, there are occasionally issues that need to be resolved. In what way should I approach you if there is a spiritual or musical or behavioral issue (i.e. I prefer privately over the phone, I prefer email so that I have time to process it, etc.)?

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# INTERVIEW QUESTIONNAIRE

## Personal Faith and Doctrine

What do you believe about Jesus Christ?

Briefly share how you came to know Christ as Savior and Lord.

Describe your relationship with Christ as it is currently.

Have you been baptized?

Give a brief description of the plan of salvation.

What do you understand the purpose of the church to be?

What do you understand the role of the worship leader to be?

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# INTERVIEW QUESTIONNAIRE

## Philosophy of Servanthood

Why do you want to be a part of the Worship Team?

# Suncrest Worship Arts Community

Is your family situation such that you can fulfill the time commitments that this ministry requires? Why/why not?

List the ministries of the church in which you have served in the

Past two years:

Before those two years:

What do you feel you can contribute to the Worship ministry?

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# INTERVIEW QUESTIONNAIRE

## Personal Life

Express your commitment to the personal discipline of Bible reading, study and prayer.

What have you been studying most recently?

What applications have you found from it for your personal life?

List some of the things you have been praying for and the answers or impact on your life.

Do you set aside time daily for Bible reading and prayer?

List briefly the areas in which you feel gifted.

We play a variety of music at Suncrest. How do you feel about secular music being used in our services?

Have you ever been accused of a crime, arrested or convicted of a crime? If yes, describe in sufficient details including date information.

List any concerns you may have about being a worship leader.

Suncrest  
Worship  
Arts  
Community

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# INTERVIEW QUESTIONNAIRE

## LEVEL ONE CONVERSATION

### YOUR TEAM LEADER SEEKS TO UNDERSTAND

Is there something going on here that is bigger than whatever problem we are having? Your team leader wants to encourage you to address any issues we're having, reminding you how much it helps our teams, how much it helps our worship, and how much we depend on one another for overall success. Your team leader will remind you of the covenant we have agreed upon and reiterate its importance.

## LEVEL TWO CONVERSATION

### YOUR TEAM LEADER ADDS SPECIFIC GUIDELINES FOR CHANGE

Again, just like in level one, your team leader is going to seek to understand and double-check that there isn't something deeper happening that is consistently making you late for rehearsal, unprepared, or whatever the case may be. However, at level two, your team leader begins to set specific guidelines (i.e. You need to be here, ready to go on Sunday morning no later than 6:55) and specific consequences (i.e. If you are not ready to go at 6:55, your team leader will ask you not to play this week).

## LEVEL THREE CONVERSATION

### TEMPORARY DISMISSAL FROM TEAM

If problems still continue after the level two conversation, temporary dismissal from the team will be a result. There are two main criteria for dismissal: (1) what you are doing is hurting worship (musically, attitudinally, etc.) or (2) what you are doing is hurting the morale of the team in such a way that it affects our worship leading. Your team leader is responsible for doing what is best for worship at our church, and sometimes that means taking this drastic step, much like what Paul advised to those causing problems in the Corinthian church (see 1 Corinthians 5). This step is taken with the purpose of encouraging both repentance and restoration.

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# TEAM ACCOUNTABILITY

I understand the importance and calling of using my art to lead others in worship. Therefore, I will not take this ministry lightly. I understand that in making this covenant, I am committing to the following to the best of my ability:

# Suncrest Worship Arts Community

1. Pursuing personal worship on a daily basis and modeling a lifestyle of worship, on stage and off.
2. Following a code of conduct that is consistent with Biblical principles.  
(Galatians 5:16-26 NIV)
3. A year-long term contributing in the Worship Arts Community, Lord willing.
4. Clearly communicating my needs to the Worship Arts Community leadership.
5. Being prepared and ready to begin rehearsal prior to the beginning of rehearsal.  
(i.e. Thursdays before 7:00pm and Sundays before 7:00am)
6. Attending the required rehearsals and worship gatherings.
7. Supporting the leadership of Suncrest Christian Church.
8. Finding a replacement and notifying the worship leader if unable to attend a rehearsal or scheduled Sunday morning.
9. Dressing modestly and decently so that God is the focus and not me. (Good rule of thumb: neat, clean, and pressed.)
10. Giving priority to attending Worship Arts Community retreats, meetings and additional rehearsals (barring any previous scheduled conflicts or illness.)

I have prayerfully considered my commitment level for the Worship Arts Community. I feel that my time and availability is such that I can commit to the amount of practices and times needed while keeping a balance in my relationships with God and my family. I accept the responsibility.

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(signature)

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(date)

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# COMMUNITY COVENANT