

# **THE RIDGE WORSHIP TEAM RECRUITING AND ONBOARDING**

## **MINDSET**

Romans 12:4-8

[4] For as in one body we have many members, and the members do not all have the same function, [5] so we, though many, are one body in Christ, and individually members one of another. [6] Having gifts that differ according to the grace given to us, let us use them: if prophecy, in proportion to our faith; [7] if service, in our serving; the one who teaches, in his teaching; [8] the one who exhorts, in his exhortation; the one who contributes, in generosity; the one who leads, with zeal; the one who does acts of mercy, with cheerfulness. (ESV)

Ephesians 4:11-12

[11] And he gave the apostles, the prophets, the evangelists, the shepherds, and teachers, [12] to equip the saints for the work of ministry, for building up the body of Christ. (ESV)

I Peter 4:10-11

[10] As each has received a gift, use it to serve one another, as good stewards of God's varied grace: [11] whoever speaks, as one who speaks oracles of God; whoever serves, as one who serves by the strength that God supplies— in order that in everything God may be glorified through Jesus Christ. To him belong glory and dominion forever and ever. Amen. (ESV).

## **PROCEDURE**

When someone is interested in getting involved with the The Ridge Worship Team they are asked to fill out this form on the The Ridge Church website to show us a snapshot of who they are. There are several sections, and it will take some time to complete.

Why is the form so long? Being on the worship team is a big investment for everyone involved. We are invested in the individual's growth through this serving opportunity, and we hope they'll see worship team as a commitment to be honored.

We will take special consideration with everyone who fills out this form. They will then be contacted about next steps or shown alternative serving opportunities.

## **WHEN ARE AUDITIONS?**

We have Quarterly Auditions - (January, April, July, October)

After a person fills out the worship team interest form and their form is accepted, they will be given an audition day and time. Auditions are held on the first month of each quarter near the end of that month. On the last month of the quarter, a slide will be presented each week during the announcement time that will share how many positions are needed in which area, how to find the Worship Team Interest Form, an email address or to look for the Worship Pastor at the end of the service.

## **AUDITION PACKETS**

Those accepted to audition will also be given a Google Drive link that has all the things they will need to use to prepare. (Song demos, charts, click tracks, etc.)

## **WHAT TO EXPECT AT AUDITIONS**

One or more of these methods will be used during the audition, so prepare for any of the below methods:

### **Method 1**

Person auditioning & click and playback with their part muted.

### **Method 2**

Person auditioning & click and guide track & plus myself playing keys or AG.

### **Method 3**

Person auditioning & click and guide track & other team member. (Drum/bass)

### **Method 4**

Person auditioning acapella (vox)

### **Method 5**

Person auditioning & no click & myself or other team member singing and/or playing.

## **What we will listen for:**

- Ability to play/sing in different time signatures
- Can you execute the original parts correctly?
- Ability to play and read chord charts (instrumental)
- Ability to stay with click track
- Do you add any personal musicianship to the prepared parts?

## **Drums**

- Can you find the pocket with the bass player? And how quickly?
- Can you follow and execute the flow of builds, drop chorus, chokes, etc?
- Are you too busy playing too much too often?
- Are you skilled enough to tastefully incorporate the entire drum kit?
- How is your natural volume awareness and control? Do you play dynamically

## **Bass guitar**

- Less is more - can you find “the pocket” play less notes, but the right notes
- Are you able to play more than just the root position notes
- Can you play dynamically including diamonds, quarter-note hits, eighth-note builds, syncopation, etc?

## **Electric Guitar**

- Can you play lead lines correctly as per the recording given
- Can you replicate tone correctly
- Can you play texture sounds for transitional/filler music
- Do you know how to play multiple shapes in multiple parts of the neck
- Knowledge of gear and ability to flex and change tones when needed
- Awareness of how to fit in the mix well and not just play parts that will muddy the mix

## **Acoustic Guitar**

- Ability to play dynamically and not the same strum pattern the whole time.
- Knowledge of a variety of chord shapes
- Ability to capo in different places
- Ability to finger pick in appropriate spots
- How your physical guitar sounds naturally and plugged in.

## **Vocalists**

- Ability to sing in tune and with accurate pitch
- Strong sense of rhythm and timing
- Ability to harmonize with other vocalists
- Clear diction and articulation
- Dynamic control and ability to convey emotion through singing
- Stage presence and confidence
- Ability to follow direction and adapt to different song styles
- Can you sing to a click or with a metronome?
- Awareness of microphone technique
- Vocal range and versatility

## **Piano/Keys/pad/synths**

- Ability to learn the lines as recorded (I.e. Cornerstone)
- Ability to dial in sounds (knowledge of hardware used)
- Ability to play filter/transition music
- Range awareness- do you know how to fit with a band and not play too much or across too wide a frequency spectrum

## **RESULTS OF THE AUDITION**

1. An Automatic “yes”
2. Yes and will give you some resources to follow
3. Needs improvement and you can re-audition at a later date
4. We’ll help you find another way to serve/Not a good fit for this ministry

## **GRACE PERIOD (For results 1 & 2)**

If the answer is a “yes” there will be a 2 month (scheduled 3-4 times) of grace period

What happens during the Grace Period

- Update team roster
- Send a Planning Center Invite
- Scheduled normally, at the frequency of other volunteers
- Opportunity to play/sing with multiple volunteers
- Introduced to the team
- See if they play well with others
- Worship Pastor/Assistant get feedback from other team members
- See if they play/sing best with certain members
- Schedule a meeting time with the volunteer for Post Grace Interview

## **POST GRACE PERIOD INTERVIEW**

- Specific Debriefing about Grace Period (Good and not so good)
- Given resources for additional training.
- Given the opportunity to withdraw
- Release them if it’s not a fit

## **WHEN WE SAY “NO” (For results 3 & 4)**

### **Needs improvement (Result 3)**

- Learned the parts and scored 6 out of 10
- Had multiple fumbles throughout
- Got the general idea of the song parts but didn’t get it all correct
- Sunday environment would be challenging

### **Not qualified (Result 4)**

- Scored less than a 5/10
- Didn't learn the parts
- Couldn't stay on click at all
- Can't stylistically play or sing the genre of music required

## **TRUTH**

Everyone in the body of Christ has been called to serve and has been gifted in a specific area to serve the local church in some way or form in order to make disciples. Our NO is another ministry's YES when handled with wisdom