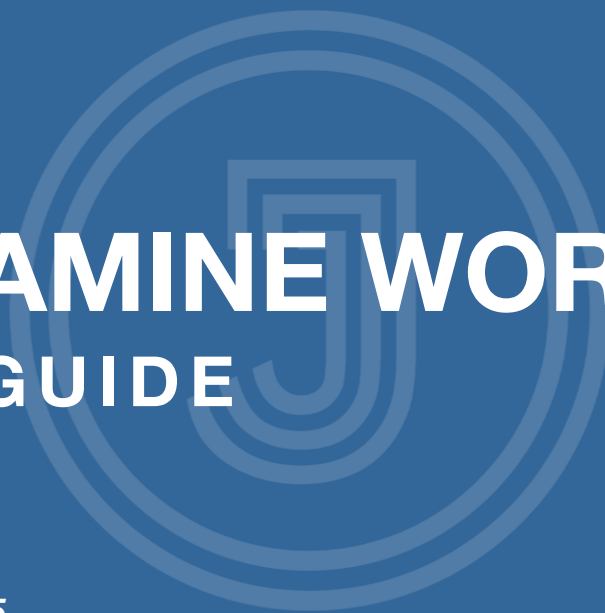




JESSAMINE WORSHIP FIELD GUIDE

Revised Fall 2025

Welcome to the Worship Team at Jessamine Christian Church! Whether you serve with a microphone, an instrument, or behind the scenes in production, know this: you are helping people find **hope, healing, and home** in Christ.

Jesus prayed in Matthew 6:10, “Your kingdom come, your will be done, on earth as it is in heaven.” When we gather in worship, we are participating in that prayer. Worship on earth is a glimpse of heaven breaking into our world.

Your calling and commitment to this ministry is not just about filling a role, it’s about living out our church mission: loving God passionately, loving people selflessly, and leading lives that multiply the Gospel. Every week, you carry influence that can point people to Jesus, both on and off the platform.

This Field Guide exists to lay out our vision, mission, culture, and expectations so that we can lead with unity, clarity, and purpose.

I. VISION SUMMARY

Church Vision:

Becoming a community where all people can discover hope, healing, and home in Christ.

Church Mission:

We love God passionately, love people selflessly, and lead lives that multiply the Gospel.

Worship Team Vision:

As the Worship Team, we live out this mission every week.

- We love God passionately by giving Him our best in worship.
- We love people selflessly by creating a welcoming environment and serving with humility.
- We lead lives that multiply the Gospel by pointing people to Jesus both on and off the platform.

Our vision is to create space for people to encounter Jesus in such a way that they discover hope in His promises, healing in His presence, and a spiritual home in His church.

II. DEFINING THE CULTURE

Culture is what we live by. The worship culture at Jessamine strives to be one of **engagement**. We want our people to be fully engaged in corporate worship every single week. We want there to be a deep sense of engagement from our team members in the hallways, in worship, and in our community.

We, as a community, want to be a people constantly meditating on God's pursuing love for us when we were strangers, far off from Him. We want to constantly go out of our way to engage those who walk into our services, those we encounter along the way, and those who live next to us. Often times, this requires putting to death our idol of comfort. The end goal is that through our engagement and pursuit that we would be able to open doors and break down walls to point them to Christ.

We take a further step into culture by defining the culture of the Worship Department. We believe these cultural statements foster a greater level of community, and challenge us for deeper growth as worship leaders. Our five-points of culture are:

Affirmation

We are each other's biggest encouragers. We celebrate God's gifts in one another, choose encouragement over negativity, and speak life.

Authenticity

We value real relationships. We show up honestly, share burdens, and build trust. Real community off the platform creates powerful ministry on the platform.

Adoration

We love God passionately. Our greatest joy is His presence. We serve and lead out of awe for who He is and what He has done.

Approachability

We love people selflessly. We are not rock stars. We are part of the church family. We are present, available, and approachable, carrying the mission and vision of JCC wherever we go.

Accountability

We embrace growth. We challenge one another with love, invite correction, and reject stagnation. Accountability also means pursuing excellence. Excellence is not perfection, it is giving God our best because He gave us His. We prepare, practice, and show up ready so that nothing distracts from people encountering Jesus.

III. DEPARTMENT PROTOCOL

Question and Concerns: We welcome questions and feedback. Your voice matters, and your perspective helps us grow.

On-Boarding: The Worship Department at Jessamine Christian welcomes new members and encourages the use of a wide range of talents. We cannot promise that everyone who wants to be involved will be able to. It is important to determine if there is a need for a new member in a particular area, and that each individual has met the required guidelines to be considered.

Individuals desiring to serve in the Worship Department must have a ***heart for worship and an attitude of humility***. It is important to have a particular gift in a certain area, but one must realize that the platform and tech booth are a means of leading others in meaningful times of God-honoring worship. If your desire is to be seen or heard then the Worship Department may not be for you.

Every potential team member is required to complete the ***attached application*** and return it to the Worship Pastor. Each person will have a meeting that includes an initial conversation/interview, and a showcase/demonstration of talent/skill. These meetings will be held on separate occasions.

If, following the interview and audition, the individual is not suited for the Worship Department they will receive a clear explanation as to why and additional comments as to what changes must be made may be included if it is deemed appropriate.

If successful, the applicant will be required to attend 1-2 Thursday night rehearsals before being asked to participate in a Sunday morning service. Individuals who are volunteering for the Tech booth will be asked to shadow a Sunday service before joining the Sunday rotation (along with additional training time as necessary).

Planning Center: At a minimum, we schedule our services 2 weeks ahead. When it's possible, we try to extend that even up to a month ahead. If there are any dates that you are not available to play in the foreseeable future, it is your responsibility to block those dates out on Planning Center. ***Please make this a priority***. Scheduling is done with everyone's schedule in mind. We understand that unexpected things come up, but we ask that you do your best to plan ahead as much as possible.

Once the schedule is made, you will receive requests for the services you are scheduled for. Please be honoring to the team and accept or decline as soon as you can once you receive your scheduling request.

Conduct: Anyone who is seen on stage is viewed as a leader and, therefore, should conduct themselves accordingly. We embrace freedom in our culture, but because we represent Jessamine Christian Church and its leaders, as well Jesus, we ask our team to adhere to certain guidelines. These guidelines have nothing to do with masking authenticity and everything to do with realizing that being a leader comes with responsibility and sacrifice. ***Leaders are called to be active examples in speech and conduct.***

While we don't want to restrict with a list of do's and don'ts, there is a standard that each member of the Worship Team here at JCC is called to. There may come a point where you might be asked to step down for a particular reason, but still remain committed to the team for encouragement, and community. ***We will never ask you to take this journey alone.*** Our goal is always to come alongside of people in an honoring and empowering fashion in order to see you succeed in your gifting and life. The following guidelines are meant to function as a framework to facilitate growth, accountability, and honesty amongst the members of the Worship Department.

Member of the Worship Department commit to:

Having a Relationship with Jesus Christ. You cannot lead someone somewhere you haven't been.

Loving God passionately through a lifestyle of worship, lived with humility, purity, and integrity.

Loving people selflessly by encouraging others, serving with humility, and being engaged in the life of JCC.

Leading lives that multiply the Gospel by being an example of Christ in speech, conduct, and character.

Attire. We want to honor God and our people with the way we dress. This is in no way an attempt to micro-manage you or your style, but simple things to consider when you're on the platform.

We dress to honor God and the congregation. Think simple and distraction-free. Our goal is to blend in, not stand out. A few things that are discouraged: tight patterns or stripes, visible brands or graphics, tattered clothing, pants torn above the knees, and revealing outfits. Skirts must be at least to the knees, primarily because we are on an elevated stage. No sleeveless shirts or shorts.

Being present in the life of Jessamine Christian Church even when not on schedule.

Rehearsals and Services: Members of the Worship Department commit to communicate with the Worship Pastor about scheduled rehearsals and commitments in order for the team to function properly. ***Be Present, Prepared, and Punctual.*** We will respect and honor each others time and commitment by doing our part to be prepared at Rehearsals and Run-Throughs.

You highly value showing honor to others. We want our team to cultivate an atmosphere of encouragement. Go out of your way to build people up and speak well of others.

You honor leadership. By honoring leadership, you show honor to the Lord. This doesn't mean you need to agree with everything a leader says. It does however, mean that because you have chosen to be under their covering, you are willing to submit to their guidance.

You set the bar high with your energy from the platform. We must be ready to help pull the broken and down-trodden out of this world and into the joy of the Lord.

You honor the anchor. Those who vocally lead the congregation are expected to steward the song and the moment. We honor them by following their lead, even if it's outside of the song arrangement.

You become a model of worship for the church on the platform. You give it your all every week, in every service. We don't worship because we're having a good day, we worship because God doesn't change.

IV. Your Platform on Social Media

When you step onto the platform and stand in front of the church, people will by default see you as a leader. You will be instantly granted influence. With that influence, you can accomplish great things. Consequently, you can also destroy great things.

As stated earlier, you are responsible for what you say and what people hear. Your influence doesn't stop at the platform, it continues online. Social media is a tool that can multiply the Gospel or tear down your witness.

Before posting, ask:

- Does this show love for God?
- Does this show love for people?
- Does this strengthen unity and multiply the Gospel?

We encourage you to share what God is teaching you, stories of His faithfulness, and things that point people to Jesus. As a leader and member of the worship team you represent God, Jessamine, and our leadership when you post, so we ask that you consider this: **You can and will be judged by your social media posts.** Plain and simple. Always consider this fact with any posts you make. Remember that there are people who have deep struggles with things you may not struggle with at all. Filter your posts by considering your brothers and sisters.

V. Feedback and Personal Growth

We simply cannot get better if we do not give one another honest feedback to spur one another on. This comes in three forms.

Immediate evaluation of a Worship set. This is the most natural, and informal after sets, we celebrate wins and discuss areas to improve.

Direct feedback from leadership. There will be times where you'll be given direct feedback from the Worship Pastor or other leaders. The more welcoming you are to feedback, the more you're positioned for growth.

Bi-Yearly One-On-One with the Worship Pastor. Twice a year, meet with the Worship Pastor to reflect on your growth and goals.

Feedback should be welcome in all directions on our team, because culturally we always want to facilitate growth in one another. Growth is a personal goal, as well as a collective goal. Feedback is not criticism, it is care. We grow together because the mission is too important to settle for less.

VI. Roles and Expectations

Each position on stage carries both musical and spiritual weight. You are not just playing notes, you are helping people encounter Jesus. Below are descriptions and expectations for each role.

Worship Leader

Description: The Worship Leader is the primary shepherd of the moment. They guide the congregation in worship through song, Scripture, and spoken moments. They carry the responsibility of unifying the team musically and spiritually.

Expectations:

- Model passionate, authentic worship for the church.
- Steward transitions and flow, listening to the Spirit and the room.
- Lead with confidence while staying approachable and humble.
- Give clear direction to the band and vocalists during rehearsals and services.
- Carry the mission forward: love God passionately, love people selflessly, lead lives that multiply the Gospel.

Vocalists

Description: Vocalists lead the church in sung worship. Whether leading a song or singing background, vocalists model authentic worship and help the congregation engage with God.

Expectations:

- Come prepared, knowing your parts, harmonies, and lyrics.
- Blend with other voices; unity of sound is more important than individual expression.
- Support the Worship Leader by following their direction and reinforcing their lead.
- Be intentional in posture, expression, and energy, the congregation mirrors what they see.
- When leading a song, steward it with clarity and confidence, keeping the focus on Jesus rather than self.
- Use your microphone as a tool: sing with control, stay on pitch, and follow dynamics.

Piano/Keys

Description: Keys are the foundation of the worship sound at JCC. They set the atmosphere and provide both rhythm and harmony that anchor the band.

Expectations:

- Come prepared, knowing all parts and patches for the set.
- Play with dynamics, filling space without overcrowding.
- Lead the band with confidence when serving as the musical anchor.
- Support the Worship Leader with intentional ear and sensitivity to the Spirit.
- Be consistent in tempo, tone, and transitions.

Electric Guitar

Description: Electric guitar provides color, texture, and lead lines that shape the energy and direction of a song. It helps build intensity and carry momentum.

Expectations:

- Learn and play the correct parts; creativity is welcomed but should serve the song.
- Balance between rhythm support and lead moments.
- Be mindful of tone and volume to blend with the band.
- Bring energy on stage, helping to lift the congregation into worship.
- Be flexible, ready to adapt when arrangements change in the moment.

Bass

Description: The bass is the backbone of the band, locking in rhythm and groove with the drums. It provides depth and foundation that allow the rest of the team to soar.

Expectations:

- Lock in tightly with the drummer — rhythm first.
- Play with consistency and confidence, less is often more.
- Stay connected with the Worship Leader for dynamics and flow.
- Provide presence on stage — your stability sets the tone for the rest of the band.
- Prepare well to ensure your playing never distracts from the moment.

Drums

Description: The drums drive the heartbeat of the team. They establish tempo, energy, and dynamics for the entire room.

Expectations:

- Know the arrangements and come prepared to play with precision.
- Drive energy without overpowering; dynamics are key.
- Lock in with the bass player and support the Worship Leader's direction.
- Be flexible in spontaneous moments, ready to build or pull back as needed.
- Lead with confidence; the congregation often responds to your energy first.

Musical Director (MD)

Description: The Musical Director helps lead the band musically in real time. The MD communicates arrangement cues, transitions, and spontaneous direction to ensure unity across the team.

Expectations:

- Know the set thoroughly, structure, cues, and transitions.
- Give clear direction to the band via talkback mic or signals.
- Support the Worship Leader by ensuring the band follows their lead.
- Anticipate shifts in songs and spontaneous moments, preparing the band to follow.
- Lead with humility, the MD role is about serving the worship moment, not controlling it.
- Build trust with the team by being consistent, calm, and prepared.

VII. Note From The Worship Pastor

We are living the dream. Worship leading is the highest calling as a musician. There is no crowd greater than the congregation of Heaven. There is no better venue than the Throne Room. No song is more moving than the song that moves the very heart of God. Simply put - you are using your God-given gift in direct service to the very one who gave you the gift.

The dream only begins here. Rich Mullins said in his song “Here in America”

*If I were a painter, I do not know which I'd paint.
The calling of the ancient stars, or the assembly of the saints.*

He recognized the great beauty that is the church. Every week, we stand before God's most beautiful creation and sing His truth over them. Most importantly, we invite them to make declarations of affection to God. We exist to create meetings between earth and Heaven. So we are living the dream.

This is my dream for Jessamine: that our worship would not just be songs, but sacred moments where God transforms lives, breaks chains, and restores hearts.

I believe whole-heartedly that the vision, structure, expectations, and hard work required in this handbook are what it takes to get there.

Because of this, I do not take this calling lightly. As a Pastor, I must shepherd our team well. This means locating the pasture, leading the team there, and protecting the team while on the journey and in the pasture.

I also do not take your calling lightly. My desire for you is to maximize your calling here at JCC, and for you to fully operate in your gifting. I am incredibly grateful for your service to the Lord and to Jessamine Christian Church.

I'm excited to work with you to see the culture of worship advanced here at JCC!

Tim Cyphers
Worship Pastor

WORSHIP TEAM APPLICATION

Name: _____ Date _____

Phone _____ Email: _____

Have you had a chance to read and pray through the Worship Team Field Guide?

What stood out most to you, and how do you see yourself living out our vision and mission: loving God passionately, loving people selflessly, and leading a life that multiplies the Gospel?

Why do you want to serve on the Worship Team here at Jessamine? What draws you to this team?

What musical or technical background do you have, and what areas are you most comfortable serving in?

What role do you see yourself excelling in the most? Why? Secondary role?

What inspires you to worship God? Favorite verse/passage?

Anything else you'd like to share? (Also be ready to verbally share your testimony/story during the interview).