**Building a Worship Team**

Matt Stinton & Brian Johnson

**How to build a team:**  
This is the visionary and apostolic part of pastoring.

**Building a worship team:** (Brian)  
· What is the goal?  
 o See and dream before building  
· What are you building?  
· Finding the right people is so crucial  
 o (Brian) Discusses the process of building the label with Joel Taylor) – building the label, Brian delegated the label to Joel and that is what helped build momentum for the project. The right person is the key to taking a vision to the next level  
 o “One Thing Remains” song example:  
- The right people came along and the song was born  
- It’s not about copying another person; it’s about having the right person  
· Always try to stay relevant and current  
· Stay pliable in God  
· Whatever you have that is new, bring it  
 o The people that are successful in business are pliable, they can be bent and molded  
 o It’s not about age it’s about mindset  
- “The Levites had to be current with modern poetry and legal, why? You can have the best message but if people can’t hear or relate to its pointless.”

**Creativity** (Matt)  
“Creativity in the church really feels about five years behind. Why is it that when there is a popular secular fads happen the Christian version comes two years later? People should come to church to get inspired! The Lord invented creativity! People should say, ‘I need an idea, I should go to church because that is where creativity lives.’ Cutting edge and excellence can be overshadowed by the ‘honor’ of being in the church. We look at cutting edge as being secular. God anoints secular people too! Once you get the right people around you, create standards. They are good and it may mean some people don’t make the team, but that’s ok.”

(Brian)**When you are building a team**  
· Be sure that your team members are with you and not against  
 o The last thing you want or need is a vision from the head that is being negatively talked about or even openly opposed by team members  
 o Choose people that are in between the leader and the team (such as Matt) that is for your vision and doesn’t pick sides  
 o Create a system of checks and balances to keep that from happening.

**Set your standards** (Matt)  
· Don’t sacrifice spiritual standards for talent or talent for spiritual standards.· Trust the Lord even if the individual he highlights doesn’t make perfect sense  
 o We require that our team be able to play with a click track and the Nashville number system (this allows for easy transposition)  
· Having a conduct standard is important too (don’t wear a small skirt on stage etc)  
 o These standards are completely up to you and your leaders  
- The way team members audition here at Bethel:  
· We start off with a video audition that allows for everyone to be heard  
· We have them play or sing along to our songs  
 o This allows us to cut individuals and pass other individuals on to the live auditions.  
· Our experts/section leaders show up and assess the individual  
· Clear communication is important throughout this process  
 o Make it clear that there might not be a spot for them and give them a place to get involved (a worship room, youth group etc)  
· Discuss growth plans  
· When a person is auditioning you can always tell if someone has an agenda  
 o There are nerves obviously, but feel out a person’s heart  
· You need to know what works for you  
 o Take the information we give and use what works for your team

**Don’t be another Bethel church, be you.**  
There is something unique about you. You will do things that we can’t.

**Don’t let your lid be another person’s lid** (Brian)  
· Allow for people to grow and know that some people are for tens, hundreds, and thousands  
· Steward people  
· A leader is a bridge  
 o People will move across you to get from their point A to point B  
 o Set up structure but really steward the individual and create a culture that allows for your team to run safely.

**Jesus set the example. “Greater things you will do.” The people you are leading should surpass you** (Matt)