

TEAM TO TRIBE: THE HEART VALUES OF A WORSHIP TEAM

A SUMMER EVENING OF TRAINING AND ENCOURAGEMENT

with dan wilt



TEAM TO TRIBE: THE HEART VALUES OF A WORSHIP TEAM

TEAM TO TRIBE... WHAT IN THAT WORLD DOES THAT MEAN?

I know – it's a strange title. What does a "tribe" have to do with a "team?"

Over the past 20+ years, I've had the privilege of meeting hundreds of worship teams, in many different denominations, settings, and even countries.

For many teams, they have gotten good at playing the music, leading an effective set, and showing up for rehearsals. If you're not even that far yet, stay with me! The area I have seen most often to be the "achilles heal" for a worship team is in the area of *their relationships*. People get good at making music, but not making disciples.

We build our relationships around getting a task done, but is that enough to keep our team – and our church – thriving over a lifetime? My answer to that, from the school of hard knocks, is "No." Making music isn't enough. We need transformation.

We can learn some things from two real-life "tribes" I've met over the years that can help us better understand how to be the kind of team our church needs us to be.



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A TALE OF TWO TRIBES... THE ZULU TRIBE AND THE PASSAMAQUODDY TRIBE

In Drakensburg, South Africa, the highest mountain range in that country, I met members of the Zulu tribe. This tribe happened to be serving us our meals at a retreat center where a number of us were staying. One evening, they decided to treat us to an experience of music, community, and history expressed in dance. Children, women, and men deferred to each other, humbly honored one another as they performed, communicated a shared story, and captured us with their humble way of treating us – and one another.

In Pleasant Point, Maine, USA, our church community became good friends with members of the Passamaquoddy tribe that has their history in the Northeast United States. We would share nights of music, art, and cultural expression. One evening, we joined them for a night of their music. We were asked not to record the first few songs played by their drum circle. Then, after a few songs, they nodded that we could now record the next songs. When we asked them later why we couldn't record the first songs, they taught us that prayers (in song) are all about we who have gathered in the room – they are not for others to enjoy second hand.

From the Zulus - humility; from the Passamaquoddy – community.



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WHAT VALUES DRIVE A TEAM?

- A COMMON TASK AND PURPOSE
- A COMMON GIFT AND SKILL
- A COMMON SET OF GOALS
- A NEED TO WORK TOGETHER



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WHAT VALUES DRIVE A TRIBE?

A COMMON TASK AND PURPOSE

A COMMON GIFT AND SKILL

A COMMON SET OF GOALS

A NEED TO WORK TOGETHER

A COMMON STORY, HISTORY, VALUES

A COMMON VISION OF THE FUTURE



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WHAT IS A TEAM THAT HAS STAYED A TEAM? WHAT IS THEIR GOAL?

A team that has stayed a team is a group of people linked in a common purpose. Band members work hard together. Tech people are servant-hearted, leaders work on their humility.

Their goal is focused on a Sunday morning, and successfully completing the task of “winning” on a Sunday morning.

Like a basketball team, they know what it takes to get the job done. But is it possible the job is bigger than a tight musical set or a sense of joy that the congregation entered into a place of worship?



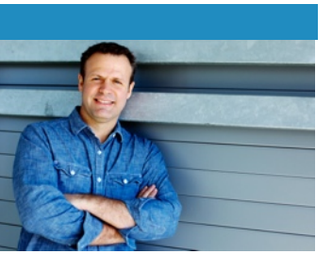
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HOW IS SUCCESS DEFINED FOR THE TEAM?
HOW IS SUCCESS DEFINED FOR THE TRIBE?

A team that has become a tribe is a group of people linked in a common purpose. Band members work hard together. Tech people are servant-hearted, leaders work on their humility.

How A Team Defines Success: The successful completion of the worship leading task week after week (i.e. To “win” is to complete the task).

How A Tribe Defines Success: The successful building of a worshipping community. A successful relational and missional journey is moving forward, together, toward goals like a discipled community, deep friendship networks, and inspired individual creativity. Every member feels significant, and has a part to play. A tribe is after longevity, and perpetuating their values in a growing Body of Christ followers.



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CHARACTERISTICS OF A TRIBE...
HOW DO YOU KNOW IF YOU'RE GETTING THERE?

- In a tribe, the members can step up or back.
- In a tribe, the members honor one another.
- In a tribe, the members look for ways to serve one another.
- In a tribe, the members honor leaders.
- In a tribe, the goal is encounter, not opportunity.
- In a tribe, leaders guide their teams with grace and confidence.
- In a tribe, worship is about the community, not us.



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BECOMING A TRIBE: THE FRUITS OF THE SPIRIT IN YOUR TEAM

The “fruits of the Spirit” in Galatians 5 give us an indication as to how we can nurture the heart of a tribe in our worship team, and each align our heart values with that vision.

“But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.”

Galatians 5:22 NIV



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BECOMING A TRIBE:
THE FRUITS OF THE SPIRIT IN YOUR TEAM

"But what happens when we live God's way? He brings gifts into our lives, much the same way that fruit appears in an orchard – things like **affection** for others, **exuberance** about life, **serenity**. We develop a **willingness** to stick with things, a sense of **compassion** in the heart, and a **conviction** that a basic holiness permeates things and people. We find ourselves involved in loyal **commitments**, not needing to **force our way** in life, able to marshal and **direct our energies** wisely."

Galatians 5:22 (The Message)



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LOVE - "AFFECTION FOR OTHERS"

Express dignity and appreciation to one another. Express friendship beyond the task of worship ministry.

One Practical Idea:

Make it a point to express appreciation at the beginning of each time you engage in a task or mission together. Involve elements in the "way you prepare" that nurture shared affection "while you prepare."

Tribe Threats: Self-absorption, Pride



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JOY - "EXUBERANCE ABOUT LIFE"

Laugh together. Play together.
Make the journey the destination.

One Practical Idea:

Plan some form of fun, non-explicitly spiritual get-togethers, at least 2x a year together. This will enhance our relational sense of mission while we rehearse and fulfill our task.

Tribe Threats: Lack of servant heart, Insecurity (too intense)



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PEACE - "SERENITY"

Keep short accounts with one another. Take the time to pray when the task is becoming a burden.

One Practical Idea:

Be difficult to offend. If you offend another, make it right asap (email is a last resort - go live). Make it a challenge for anyone to ruffle your feathers in a rehearsal, before or during an event. Always be looking for an opportunity to pray for someone.

Tribe Threats: Harbored bitterness, easy offense, carrying others' offenses



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PATIENCE - "WILLINGNESS TO STICK WITH THINGS"

Take your time with one another. Sacrificially give people space and grace to grow.

One Practical Idea:

Model patience in rehearsals. When the vocalist needs to work on their part, don't play the drums or diddle around on your instrument. Show patience with younger players, or other players who need more time to nail something. Defer to the worship leader's sense of time, and the hidden tasks that are in his or her mind to complete.

Tribe Threats: Pride, fear (the quits), self-absorption (ETS)



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KINDNESS - "COMPASSION IN THE HEART"

Bear one another's burdens. Create a culture of kindness.

One Practical Idea:

Find ways to express simple kindnesses at gatherings for rehearsal, etc. Tune someone's guitar, get someone water, ask about someone's instrument.

Tribe Threats: Sin (arrogance/judgmentalism), inability to honor leaders



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GOODNESS - "A CONVICTION"

See ourselves and others as sacred expressions of God's heart. Go beyond looking good, to being good.

One Practical Idea:

Evaluate honestly your own personal issues with impure motives, anger, dishonesty (subtle dishonesty is the same thing), impurity, and get them on the table before God and others who will support you, pray for you, and hold you accountable in your discipleship journey. Choose to act purely toward others, without hidden motives and agendas.

Tribe Threats: Lack of accountability, poor theology



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FAITHFULNESS - "LOYAL COMMITMENTS"

Dignify others. Show up on time, honor other's time, and don't expect everyone else's faithfulness to cover for any lack in you.

One Practical Idea:

Decide that, for one month, you will seek to understand how areas of weakness in your own life (being late, not communicating well by phone or electronically, being unreliable) may be affecting others. Actually *ask* others on your team if there is anything you could do to be more reliable or helpful to them.

Tribe Threats: Laziness, self-focus, mixed motives



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GENTLENESS - "NOT NEEDING TO FORCE OUR WAY"

Approach others as a Giver, not a Taker. We must practice entrusting our roles to God instead of taking our identity from them.

One Practical Idea:

Choose to re-direct any energies you put into grumbling or complaining about others into prayer for them, prayer for you, and acts of gentle support. Be willing to step down from any platform, and to simply serve in any way you are needed (if you're on a team, you may even want to say this to your worship leader).

Tribe Threats: Need for platform, insecurity, unteachability, competition



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SELF-CONTROL - "DIRECT OUR ENERGIES"

Learn to steward your time, energy and resources well. Learn that every Yes to one thing is a No to another. Follow through on your word, or renegotiate commitments.

One Practical Idea:

Evaluate, every 6 months, your commitments. Sit down, prayerfully approach them, receive input from others, and make decisions for the next season that elevate what God has invited you to do.

Tribe Threats: Unrealistic commitments, time management, insecurity



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HOW TO BE A TEAM WITH THE HEART OF A TRIBE

- Choose to serve in worship, not demand a role
- Create a culture that nurtures one another
- Discern times to step back and create room
- Listen and look for opportunities to bless
- Honor leaders; God will tend to you
- Resist grumbling - turn those energies to bless
- See it all as a privilege, and entrust yourself to God.



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POWER RESOURCES

worshiptraining

Over 3000+ training videos, audios, articles, all put together in downloadable courses for your team.

praisecharts

Your favorite worship music, orchestrations, chord charts and more – fresh all the time.

worshipvue

Visual media for your worship experience - videos, backgrounds, and digital resources.

chordshark

Changeable chord charts you can alter the key in, move to the Nashville number system, and more.

liturgies

Entire service orders, liturgies, prayers, readings, and more from traditions across the church.



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