Step Two: Conversation

People who ask to join our team usually fall into one of two categories – eager beavers or humble hedgehogs. Eager beavers want to join the team yesterday and would like to know what songs they'll be playing next Sunday. Humble hedgehogs want to know if *maybe, possibly there might, just maybe, if it's okay with you, one day be a chance for someone like them – although they're not that good – to have a place, only if they're needed!*

Part of the pastoral role of worship leadership is recognizing pride expressed by either of these two kinds of people. Pride can be displayed as zealous overconfidence but it can also be displayed through an "aw, shucks" false humility. We want people who are confident in their ability, humble in their faith, confident in their salvation, humble in their walk.

Yes it's a tightrope and a balancing act but dealing with issues of the heart like pride before the person enters your team will save you much grief and embarrassment down the road.

Once we've observed a person's commitment level and feel like they'd be a good candidate to join our team, I will usually schedule a meeting with them either at the church or out for coffee. (It goes without saying, of course, that you need to use your brain as far as when/where/how this meeting happens depending on your age/gender and the age/gender of the person you are meeting with. Use your brain.)

During this conversation I ask the person to share their testimony of salvation through Christ to see if they can express that clearly. I'll ask them why they want to join the worship team, what worship is all about for them. I may ask them to describe some meaningful moments of worship that they've been a part of – either as part of a worship team or as part of our congregation.

The reason I'm having this conversation is I'm trying to see if they have a heart and a passion for the Lord and His work in their life. I want to hear a heart for the people of our church, that our congregation would grow deeper in their understanding and pursuit of worship. I'm also trying to get a sense of whether or not the person will mesh with our current team:

> Will they get along with the people who are already serving?
> Will anything about their personality clash with
> some other personalities on our team?
> Is this person going to be a team player?

All of those questions are running through my head during these conversations.

Out of these conversations, I may ask people to read a book related to worship (the "Healthy Tensions" portion of Worship Matters by Bob Kauflin is a favorite of mine to pass along). Generally the conversations go very well and we are ready to invite the person to a worship team rehearsal.



Some questions for you to think about and discuss:

1. What would you say to someone who asked you why you want to be part of the worship team at your church?

2. What are some of the personal characteristics you're looking for in people who would like to join your worship team?

3. As a team, how are you actively welcoming people who are new musicians or singers?

