Evaluation

Even though I didn't include this in the list up top, evaluation is the first and last step of this process. Over the course of getting to know this person, hearing their heart for worship and having them go through an audition you want to be constantly evaluating. At this point, the applicant deserves a fair assessment of whether or not they are ready to join your team on Sunday morning.

Remember, you are the leader and you need to be concerned with both ability and compatibility. You need to evaluate both as part of your audition process.

Once we've been able to evaluate them as part of the process, we need to give them an answer. This is where leadership comes in. Even if the answer is no, you need to give them an answer. You must honor the person's commitment to your church and to the process, even it means telling them they are not in a place where they are able to serve on your team.

Yes, these can be difficult conversations but the leaders of your church and God Himself has you in this role at this time for this purpose. Take everything that comes with this role and lead.

Typically, the answer after they've gone through the audition process falls in to one of three categories:

- **Yes.** You're ready. You've shown a commitment to Christ, a commitment to our church, a love for worship and a heart to see people grow. You have musical ability at an acceptable level for us and we're excited about how you would fit in our existing teams. Let's get you scheduled on our Sunday morning rotation.

- **Not yet.** You're almost ready, but… I need some more time. I'm concerned about any of these things – a character issue, your understanding of worship, your motivation for being part of the team, your level of musicianship, etc. I can see you being a part of our worship team in the future but just not yet. There may be a way for you to be involved in leading worship for our kids or student ministries, we'd love to see you continue to grow in your understanding & ability and then we'll come back and reconsider at a future date.

- **No.** Serving in worship ministry is not for you. You may love Jesus but you can't hold a tune. You might run musical circles around everyone else on our team, but you're a jerk. (Thankfully I've never had to say that one!) I appreciate your desire to serve and every follower of Christ is called to serve in some way but the worship team is not a spot for you.

Conclusion

As we wrap this up, let's go back to the beginning.
"And David shepherded them with integrity of heart;
with skillful hands he led them."
Psalm 78:72

Would you say this describes your worship team right now? Are you making it a point to develop both skill and heart, competency and character? One of the ways you can do this is through your audition process: audition for change!

I would hope this has been helpful for you. Your process will never look identical to mine and that's okay. Spend some time digging into the *why* behind the *how* and be willing to explore your audition process.

If you've found this ebook helpful, please let me know. I love interacting with worship leaders all over the world and the best way to reach me is by email at chrisvacher@gmail.com

I've been blogging since 2007 at www.chrisvacher.com and you can find more resources like this ebook on my blog. I am really focused on developing and sharing resources for worship leaders and would love to have you come by for a visit.

Of course I'm very active on twitter @chrisfromcanada and my facebook page www.facebook.com/chrisfromcanada and would be happy to connect with you there.

Appendix 1

Here's a copy of an email template that I send to everyone interested in submitting a video audition. Edit and adapt for your own context:

I'd love for you to get the process started on your end so that I've got your info and can check off this part of it.

1. Watch this video:
   https://www.youtube.com/watch?v=6_zpLX6Uy0k&feature=youtu.be

2. Record an audition video of yourself at home playing along to a song that would be a typical worship song for our church. A few ideas -

Hands to the Heavens by Kari Jobe
Only King Forever by Elevation
10,000 Reasons by Matt Redman

Feel free to do the song in the key that works best for you.

3. Fill out this form: <see Appendix 2>

When we officially open auditions we ask everyone to submit a video audition this way. We go through them and invite some of those submitters to live auditions with a full team and our worship leaders. After our live auditions I talk with worship leaders and we invite some of those to join our teams.

Once the info above is submitted then your name goes onto a list of people we contact once auditions are ready to go. Hope that's not too confusing.

Thank you so much for your interest in auditioning for our worship team. Let me know if there are any questions at all about the process!

Appendix 2

Here's an example of questions we ask people to answer as part of their video audition submission. Check with your church database to see if you can build a form like this or use a free solution like Google Forms to collect this information. Again, edit and adapt for your own situation!

PERSONAL INFORMATION
* First Name
* Last Name
* Email
* Phone Number
* Are you currently in a Connect Group?

AUDITION INFORMATION
* Audition Instrument Request
* Link to Audition Video on YouTube
* How many years of experience do you have on the instrument you plan to audition with?
* Please give a brief description of your previous musical experience (e.g. professional, church/worship team, bands, etc.)
* What gear do you own for the instrument you are auditioning?
* Do you have experience playing with a click or metronome?
* Do you have experience using In-Ear Monitors?
* Who are your current musical influences?
Additional Information or Comments