



The Purpose of Brave Music:

Being brave means courage, it means passion, and a strong belief to stand for something great. It also implies preparedness—being ready to respond, participate, and create in unison to bring about desired results. For us, that desire is to partner with the heart of God in music, to raise up quality and dynamic artists and content, and to be an excellent representation of our craft and of our King.

Our Core Values:

BRAVERY

TEACHABILITY

PASSIONATE WORSHIP

Elements of Brave Music:

Brave Worship: The worship ministry of Giving Light Christian Fellowship

Content: Creating and producing products and content

Development: Building platforms for others to be raised up and developed—to release and reproduce quality and authentic expression

Brave Worship:

Brave Worship is an expression and part of the heart of Giving Light Christian Fellowship. It is not just a function or a ministry that we offer, but a demonstration of our voice and values. Those within the team are born again believers and are supportive, faithful and active members of the ministry, leadership, and vision of Giving Light.

Note: Brave Music is continually developing. As it grows and evolves, more areas and elements will be added, refined, and defined.



So you want to be in the worship team?

Worship teams come in many shapes, styles, and sizes. For Brave Worship, as with any other organization, we have a unique flavor and things that are important to us. As you consider your involvement with Brave Worship, here are some important questions to ask yourself.

Do I connect to the purpose and core values of Giving Light and Brave Music?

By “connect” we don’t just mean that you don’t oppose them. Are they important to you? Do they resonate in the deepest parts of you? Can you take ownership of them? The most productive and healthy life comes when we can collaborate not just in skill, but in heart.

Am I invested in the advancement of my craft?

Whether you have been honing your skill for most of your life or are just starting now, it’s important to us that at any level that you are committed to improving, refining, and advancing your ability. We aren’t asking for perfection or for you to quit your day job, but we are looking for those who take pride in what they do individually, as a team, and want to represent the Kingdom of God in excellence. This means practice, YouTube searches, listening to songs on repeat, taking the time to learn the “hard part,” and ultimately being prepared to not just show up and play, but to be a good steward of your talent, position, and important role within the team.

Am I a worshipper?

Skill is important. We’ve covered that. However, you could be the most skilled person in the world and turn people off when they look up and see the guitar player yawning. Ultimately, worship is a lifestyle that can be expressed through music. We are looking for those who live that lifestyle on and off the stage. Invest in your relationship with God. Let your passion for Him be obvious. This doesn’t necessarily mean being wildly expressive, it means that when someone looks at you, they know you know God and it makes them want to know Him too.

Am I ready to accept the responsibility of a worship leader?

Having the opportunity to serve as a worship leader is a responsibility that we don’t take lightly. It is the acceptance and activation of calling, not simply an outlet for our creative expression. Let us define that though you may not be the leader of the team, if you are on the team, you are a worship leader. We recognize that as such we have the honor of partnering with the presence of God to lead people into encounters that change lives. We are a team who love each other, treat each other with respect, and work together to advance the Kingdom of God through our ministry.



Guidelines & Procedures:

New Members: Evaluation Period

Potential Brave Worship team members will be required to undergo an evaluation process. The length of this period will be determined on a case-by-case basis. During this time, it is important for you to get to know the team leader and the team members and to function according to our guidelines and standards. You may be interviewed by the team leader as well as auditioned for your skill in your instrument during this time. The purpose of our evaluation process is to determine one's skill level, personal and spiritual maturity, and his/her fit within our particular team and vision. At the end of this process, an invitation may (or may not) be extended to join the Brave Worship team.

Volunteer Status:

At this time, all members of Brave Worship are serving as volunteers (with the exception of the worship pastor). No monetary compensation will be given. Participation in the worship team is decided and delegated by the leadership of Giving Light.

Character & Heart:

As a Christian and as a worship leader, you are influencing those around you—people are watching you. We expect all members of Brave Music to live a lifestyle that resembles that of a Bible-believing Christian. This means walking in character and integrity—there should be no difference whether you are inside or outside of the church building. You are also a representation of our ministry and we ask that you model us well.

Note: If you are struggling in an area of your life, please communicate to your Pastors and/or team leaders. Our goal is to see you walk in health and freedom. Please do not stuff, repress, or ignore an area of struggle. We are here for you as a person and as a leader. We ask that you keep your communication lines open to where we can come to you if we see an area that may cause harm to you and you can come to us likewise. We would rather know what is going on in your life with the purpose of dealing and healing than for you to keep it to yourself.



Heart of Worship:

It is important that members of the worship team know how to and do worship outside of church. Worship is not a switch that can be flipped once the Sunday service starts, it is a lifestyle that must be cultivated and engaged. The more you live in a worship frame of mind (open communication between you and God) on a daily basis, the more you will be able to connect and lead others in the same when you step on the platform.

Expression & Body Language:

Remember that you are leading by example! If you look like you're having a great time and want to be there, others are going to feel the same. Likewise, if you look bored and uninterested, don't be surprised if those that you are leading do too. Be aware of your body language, facial expressions, and messages you are sending to all involved (your team, the people, God). Do not allow the "mood" of the room to determine your expression. As leaders, we must be the ones to demonstrate, model, and teach those we are leading that it's okay to express themselves in worship.

KEY: The more you know the songs, know your parts well, and know what is coming up next BEFORE PRACTICE, the easier expression and interaction will be.

Some Tips for Expression & Body Language:

- Stay engaged. Again, the more prepared you are ahead of time, the more you will be able to focus on worship instead of solely your instrument/song.
- Sing while you play. This helps keep you engaged and models to others to do the same.
- Move around if you can. Don't keep your feet in one place.
- Enjoy yourself, the people, and the presence of God.

Skill:

We believe that our church deserves the best we can give them. This means taking the time to advance our skill and get better at what we do. If you are on the team, we know you've got the basics down. Now what can you do to take it to the next level? We want to be practiced and prepared enough that we can follow the leading of the Holy Spirit *and* so we can deliver an excellent experience.

All team members should be invested in honing and bettering their skill and be committed to excelling the quality of their ministry.



Pre-Service Preparation:

As we have mentioned before, the more prepared you are ahead of time, the easier it will be when we all come together on Sunday. You should be putting in your own practice throughout the week—this pre-preparation is so important! Not only does it make Sunday morning practice go more smoothly, it shows respect to the teammates that you value them and your part in making us the best we can be. It also demonstrates to God and to those we are leading that we care about them and that they are worth the investment. Here's a phrase to remember: practice is personal; rehearsal is relational.

Some Tips for Pre-Service Prep:

- Get familiar with the songs throughout the week. Create a playlist and play the songs while you are driving, working, or as often as you can. Get the songs “in you” so that you can easily flow with them rather than focusing on what’s coming next.
- Actively listen to the songs—this doesn’t just mean having them on in the background, but focusing on your respective parts (piano player pay special attention to piano parts, sound person focus on dynamics and mix, etc.)
- Practice specific parts.
- Practice in short intervals throughout the week. This helps build muscle memory, rather than trying to learn everything all at once.
- Find YouTube videos or tutorials on the songs to give a visual aid for practice.
- Challenge yourself—don’t just do the basics, but advance in your skill. Take on something new or challenging each week.
- Live a lifestyle of worship.
- Worship with the songs and get them in your spirit.

Note: Rather than suggesting a minimum practice requirement, we realize that for some it will take longer than others; for harder parts or new songs it will take longer.

Remember that we want to show up for practice well prepared. The more pre-prep you put in, the more prepared we will be for team rehearsal and the service itself.

Note: If there is a part or a song that you are struggling with or just can’t get, please communicate to Pastor Joel BY WEDNESDAY of that week so that adjustments can be made. If you do not communicate by Wednesday, you are committing that you are able to play the scheduled songs.



Scheduling:

Worship team schedules are created quarterly as part of Giving Light's volunteer schedule. Prior to the start of each quarter, you will be asked to submit any dates that you will be unable to serve. Some members may be scheduled every week, some will not, depending on number of members serving in each role. Please be aware of your schedule.

Note: We recognize that every person's level of investment may be different simply based upon seasons of life. It is important to communicate if you are desiring either more or less involvement at any given time so that we can work together for what is best for both you and the team. (If possible, please be sensitive to the scheduling cycle when requesting changes.)

If you are unable to fulfill a day that you are scheduled, you must contact Pastor Joel ASAP. He can be reached by phone (717-362-2020 (office), 717-692-9966 (home), 717-265-5095 (cell), text (717-265-5095), or email (therrev@givinglight.org). You must receive a confirmation from him that he received any messages.

Song Lists:

Song lists are sent weekly (usually Mondays). (You may receive more than one week at a time.) Every member of the team is given the link to a shared Dropbox folder. The weekly songs can be accessed by you at home through the worship team Dropbox. (If you need assistance with Dropbox, please ask and we'll help you out.)

Attendance & Punctuality:

Those scheduled to serve on Sunday morning are expected to be at Sunday AM practice the day of. Please arrive with enough time to prepare yourself, your instrument/equipment, etc. so that we can begin practice PROMPTLY at 8:15AM. Practice is mandatory. If you do not show up for practice: you do not play.**

**If you know that you are unable to be at practice or cannot be there on time, this MUST be communicated to Pastor Joel ahead of time and as soon as possible so that the necessary preparations can be made.

Note: Practice times for any additional or special services will be communicated to those scheduled prior to those specific dates.



Team Meetings:

Worship team meetings will be scheduled periodically. Attendance will be mandatory unless impossible, in which case should be communicated to Pastor Joel.

Dress Code:

At Giving Light, our dress code is casual. Out of respect for one another and for the people we serve, please dress modestly (no revealing tops or bottoms, no undergarments showing) and cleanly.

Note: Please keep in mind that as the worship team, we are a visible representation of the ministry. In other words, you are up front and people see you. We want our outside look to be a reflection of the excellence and style of our sound.

Communication:

Always remember that you are a part of a team. We must know how to follow and collaborate with one another. We also must be able to communicate with one another and confront in a healthy way. Show honor and respect to your leaders and teammates always.

The best relationships are an exchange of healthy life—I can speak into you and you can speak into me. Our hope is that as teammates we would all challenge one another to advance in our walk with God and in our craft. All team members should be open to receiving advice, correction, and training in order to help us to grow.

We will not always agree and we may feel strongly about some things. Our team fosters an environment where we can communicate and express our ideas. This helps us all to grow, evolve, and advance. In some cases the results will be our personal preference and in others they will not. It is key that we keep the whole in mind knowing that unity is a choice that we must protect.

Our culture is one of love, honor, and accountability. As such, we will not tolerate gossip, strife, or divisiveness. If at any time a team member is discouraged, confused, or unhappy with anything within the team, we encourage communication with the Pastors and/or team leader directly. This is an important part of maintaining health in relationship, vision, and partnership.



Note: Practice times are for just that—practice. If you need to address something or someone, please make note of it and plan to talk to leadership at the nearest appropriate time.

Equipment:

Please take care of our equipment. Be sure to clean up after yourself and leave your area tidy with all items returned to their proper places.

Do not handle, use, or borrow any equipment that does not belong to you without expressed permission by its owner. The use of Giving Light equipment is for worship team members only and may not be removed from the property.

Note: Instruments and equipment may or may not be provided. You may be asked to purchase your own headphones/earbuds for monitor purposes.

Note: In order to protect the child and the equipment, children are not allowed on the stage (even if it is your child).

Violations:

If there is a violation of these guidelines and procedures or we find an abuse or misuse of one's role within our team, that member will be respectfully addressed by leadership. If adjustment is not made, that member will be removed from their position either temporarily or indefinitely as the leadership deems appropriate.



Please Note: Because we are constantly advancing, procedures, practices may be added and altered as we progress.

Vision and Core Values of Giving Light

Purpose Statement:

Equipping all ages to discover identity and activate purpose for local and global Kingdom impact.

Core Values:

A person's values are the true motivation behind what they do. At Giving Light, we have a defined set of values that you will find woven through every part of our unique expression. Our passion is to see shared values connect and for great partnerships to be formed. This collaboration creates an atmosphere where mutual validation and growth are fostered, as well as an empowering culture where personal purpose is activated and corporate vision fulfilled.

Covenant

Giving Light is a living family organism where relationship matters. We believe in cultivating and demonstrating the exchange of healthy life. We honor, challenge, validate, defend, and care for one another through deep relationships of the heart. These ties transcend geographical location, but bind through a deep commitment to one another's success.

Bravery

We are passionately committed to and demonstrating the Word, presence, and power of God. Because of this, we courageously and continually pursue Him to partner with what He is doing. Our mission is to pioneer and build platforms for God's Kingdom to be established on the earth. This passion creates a prophetic apostolic environment where faith is increased and the supernatural released. We believe in a God of the impossible and we will boldly go where He leads.

Influence

We firmly believe in the training and activation of every believer to establish the Kingdom of God wherever they go. Our hope is that Giving Light's equipping culture becomes a breeding ground for purpose, creativity, and strategy to be revealed, developed, and fulfilled. As this takes place, our goal is to see people of all ages continue to cultivate and activate what they receive—to be a righteous influence in every area of society and to see lives and cultures



positively transformed.

The Tenets of Faith of Giving Light

The church accepts the Scriptures as the revealed Will of God, and adopts these Statements of Fundamental Truths and Doctrine.

1. **We Believe** that The Bible is the inspired Word of God and the revealed will of God (II Tim. 3:15-17; I Peter 1:23-25; Heb. 4:12).
2. **We Believe** that there is one true Godhead comprised of the Father, Son, and Holy Spirit. All are coequal and coeternal (Matt. 28:19; I John 5:7). Jesus Christ, God manifest in the flesh, is the second member of the Godhead (Is. 9:6; John 1:1, 14).
3. **We Believe** that man was created in God's image. By voluntary transgression he fell and his only hope of redemption is in Jesus Christ, the Son of God (Gen. 1:26-31, 3:1-7; Rom. 5:12-21).
4. **We Believe** in salvation through the redemptive work of the shed blood of Jesus. Christ became sin and sickness, providing both salvation and healing for all mankind (Ps.103:3). This salvation comes by believing in your heart that God raised Jesus from the dead and confessing with your mouth, Jesus is Lord! (Rom. 3:24, 10:8-10; Eph. 2:8).
5. **We Believe** that the inward evidence to the believer is the direct witness of the Spirit (Rom. 8:16). The outward evidence to all men is a life of true holiness and love. (I John 3:23; John 13:35).
6. **We Believe** that Salvation is by faith in Jesus Christ and not by human works; however our works are evidence of our faith and will determine our rewards in eternity (Acts 16:3; Rom. 10:9-10, 14:10-12; II Cor. 5:10; Eph. 2:8-9; Titus 3:5-7; James 2:18).
7. **We Believe** that baptism in water is a declaration to the world that a believer has died with Christ and that they have been raised with Him to walk in newness of life (Matt. 28:19; Acts 10:47-48; Rom. 6:4).
8. **We Believe** in the celebration of the Lord's Supper by eating of the bread and drinking of the cup is a remembrance of Jesus (I Cor. 11:24-30). We call this practice, "communion."



9. **We Believe** that all believers are entitled to and should ardently expect and earnestly seek, the promise of the Father, the Baptism of the Holy Spirit, according to the command of Jesus Christ. With this comes the endowment of power for life and service, the bestowment of gifts and their uses in the work of the ministry. This experience is distinct from and subsequent to the experience of the new birth (Luke 24:49; Acts 1:4-8, 2:38-39, 10:44-46, 11:14-16, 15:7-9; I Cor. 12:1-31).
10. **We Believe** in the evidence of the baptism in the Holy Spirit: the full consummation of the baptism of believers in the Holy Spirit is evidenced by the initial physical sign of speaking with other tongues as the Spirit gives utterance and by the subsequent manifestation of spiritual power in public testimony and service (Acts 2:4, 10:44-46, 19:2,6, 1:8).
11. **We Believe** that the Church is the Body of Christ and that each believer is an integral part (Eph. 1:22, 2:19-22; Heb. 12:23).
12. **We Believe** in total prosperity: spiritually, mentally, physically, financially, and socially (John 3:3, 11; II Cor. 5:17-21; Rom. 10:9-10; II Tim. 1:7; Rom. 12:2; Is. 26:3; Is. 53:4,5; Matt. 8:17; I Peter 2:24; III John 1:2; Mal. 3:10-11; Luke 6:38; II Cor. 9: 6-10 Deut. 28:1-14; Prov. 3:4).
13. **We Believe** in the blessed hope that Jesus is coming again to gather all His Saints to Heaven (I Cor. 15:51-52; I Thess. 4:16-17; II Thess. 2:1).
14. **We Believe** that those who have not accepted the redemptive work of Jesus Christ will suffer eternal separation from the Godhead (Rev. 19:20, 20:10-15).
15. **We Believe** in the millennial reign of Jesus: The return of our Lord Jesus Christ with His Saints from Heaven to rule and reign for one thousand years on earth as the Scripture promised (Rom. 11:25, 27; II Thess. 1:7; Rev. 19:11-16, 20:1-7) After this, there will be a new heaven and a new earth (Rev. 21).
16. **We Believe** in fostering a Kingdom culture that thrives through love, trust, honor, and unity. Gossip, dissention and criticism are not a part of our community, therefore, we believe in accountability and loving correction to support our covenant values of healthy, life-giving relationship (Matt. 18:15-18; 1 Tim. 5:19-20; 2 Tim. 4:1-2; Titus 1:12-13; Titus 2:13-15; Rev. 3:19).



Tenants of faith vernacular has been simplified from the original in order to give better present-day understanding.

Team Member Questionnaire for Brave Music Worship

*Completed questionnaire form must be received before you are placed on the schedule

1. In your own words, how do you see your role on the team?

2. What strengths do you feel that you bring to the team?

3. What is a weakness that you feel you need to improve on in regards to your role on the team?

4. In what ways do you connect to the core values of Brave Music as well as the core values of Giving Light?



5. In what ways are you improving or expanding your skill?

- a. If you are not doing so currently, what commitment can you make and follow through on that would help you to grow your skill

- b. Are you interested in receiving training tools if they were made available to you? _____

6. On a scale of 1 (least) to 10 (most), where would you rate your current ability to invest into the team? (time, passion, commitment, etc.)

- a. Please explain why you rated yourself the way you did.

7. What inspired you to join the team? What is fueling your passion now?



Commitment and Qualifications for Brave Music Worship

***Signed commitment form must be received before you are placed on the schedule**

As followers of Jesus Christ and ministers of the Gospel, we carry the responsibility to demonstrate, both to the church and the world, the character, nature, and leadership of Christ being formed in us. By being a part of Brave Music Worship, you are agreeing with and to the following:

1. I am in agreement with the core values and tenets of faith of Giving Light (see previous pages).
2. I am submitted and loyal to the Godly authority of the Pastors and leadership team overseeing the areas of my service and responsibilities.
3. I agree with and support the God-given vision of Giving Light and Brave Music.
4. I have discussed these commitments with my immediate family. They, as well as myself, understand and support my decision to be a part of the team and recognize the commitments required.
5. I agree to be faithful to regular church services.
6. I am an active member of Giving Light, meaning that I do not only attend when I am serving, but support the vision by attending special meetings when I am able as well as financially through my tithes and offerings.
7. I agree to be faithful to my assigned ministry position. This includes my investment into preparation, advancing my skill on my own time, practicing on my own and with the team, and giving my best in this position of service.
8. I agree to maintain and support the culture of honor and respect between my fellow team members as well as any member of Giving Light.
9. I agree to attend all team meetings.
10. I have read the Brave Music values and guidelines and will follow and serve in a spirit of excellence.
11. I agree to live my life as unto the Lord.

By signing below you are stating that you have read this packet and are committing to follow the guidelines and qualifications stated therein. Likewise, you are agreeing to honor and submit to the leadership and accountability of Giving Light and Brave Music.

Please sign, print, and date and return to the Giving Light office.

Signature

Please Print Name



Date

*Commitments will be reviewed and renewed annually.