

ICONIC WORSHIP



The Ministry of Worship, Band,
and Creative Arts at ICON Church

MINISTRY POLICY AND PROCEDURES HANDBOOK

Meet Your Leadership

Pastors - Dr. Tony and LaShea Colson

Worship Leader: Morgan Peoples

Band Director: Chris Hopkins

Production Team Lead: Rachael Gunter

iLive Church: Jackie Wood

The Vision

- To lead people into the manifested presence of God, educating them not only on how to get into God's presence but also on how to make worship and praise their lifestyle.
- To break down racial and cultural division through music that reaches everyone.
- To develop a ministry that is a living, breathing army of worshipers who tear down strongholds through their demonstration of praise every week at ICON.
- To see our ministry become known as a group operates in both excellence and anointing at the same time.
- To have a multi-racial ministry representative of all cultures.
- To have musicians that are technically skilled but are dependent upon the anointing of the Holy Ghost for every note they play.
- To use creative arts in a complementary way to enhance the worship experience

Our Objectives Are...

- To lift up the name of Jesus.
- To inspire worship and praise through creativity
- To create an atmosphere that is conducive to the Holy Ghost.
- To prepare the congregation for the preached Word of God
- To create a place for people to express and invest their gifts in the Body of Christ.
- To teach and train individuals and teams to develop their gifts as related to praise and worship.
- To commit ourselves to excellence, prayer, fasting, daily worship and unity in everything we do.

What is Iconic Worship Team Ministries?

The Iconic Worship Team Ministries of ICON is a ministry of worship expressed through the arts. It incorporates the ICON Frontline and Band. Together, as creative and technical people of God our mission is to create a place for God to dwell. The Bible says that God inhabits, or lives in, our praises. So as we lift Him up, He comes into our presence and draws all unto Himself.

Worship is more than a thought of praise; it requires active participation. The expressions on our faces and the passion with which we worship extend to the congregation and inspire them to participate with their own expressions of praise and worship to the Lord. When the Body begins to worship corporately, we experience God's power to heal, deliver, and move people toward salvation and their ultimate destiny in Christ. Unity through worship creates the setting for God's anointing to flow.

Considering the reality that each week is an opportunity for people to encounter Jesus Christ, for people to choose between Heaven and Hell, for people to be healed miraculously, and for people to be delivered from deep bondages - those on the Iconic Worship Team carry a tremendous responsibility. We are more than "look good, sound good" performers; we are worship leaders with a mission to create an atmosphere in which God will inhabit and the people will respond to His presence. It is our responsibility to take the congregation on a musical journey into intimacy with Jesus. We literally paint pictures of God with our gifts and put Him on display as the main event...so that all may know Him for who He is, in all of His glory!

Membership Requirements

Welcome!

Congratulations, you've passed the interview and audition requirements. Now you are an Iconic Worship Team member! We welcome you... When you joined the Iconic Worship Team, you committed to serve with all your heart for at least one full year and we thank God for you!

Please read the ministry handbook thoroughly before the next rehearsal, so that you understand everything about the Iconic Worship Team Ministries at ICON, and the general expectations of all its members. During your assessment, you will be given the opportunity to ask questions about the Iconic Worship Team handbook to your leader.

ICON Membership

We believe that there is blessing in being in covenant. If you are not a member of ICON at the time of entrance into the ministry, our requirement is that you become a member during your assessment period. See below.

Tithing

In order to accomplish the vision set before us by the Pastors and see the corporate blessing fall on this house, we expect all Iconic Worship Team members to tithe into this local body.

*“Bring your full tithe...**test Me** in this and see if I don't **open up Heaven** itself to you and **pour out blessings beyond your wildest dreams.**”*

Malachi 3:10

Assessment Period

You have been assigned a “Team Leader” to mentor you. During the first 45 days, your Team Leader will be your primary contact for attendance and evaluation. After the first 30 days, your team Leader will meet with you to evaluate your progress. At the end of your 45 day assessment period, if all criteria have been met, you will graduate to active status and still be accountable to your Team Leader. Unless otherwise notified, team members will not be allowed to participate in services from the stage.

Planning Center / Tithe.ly Elvanto (Volunteer App)

You must become thoroughly knowledgeable with our Volunteer management app. We believe in ordering the natural so that the supernatural can flow. Each week you will be sent a text to accept or decline your assignment for the week. **It is a REQUIREMENT for you to respond using our management system.** Also, songs and chord sheets will be uploaded to the Volunteer app for you to come in prepared for rehearsal.

Rehearsals

Thursdays are a most critical day for Iconic Worship Team . It is our preparation day for weekend worship services and when all departments meet for intense rehearsal. Promptness, attentiveness, and regular attendance are expected and crucially necessary. Come prepared and ready to work in comfortable clothing. Lyrics and sheet music will be available at each rehearsal. When necessary we will make the music selections available in order to learn the music. It is crucial that the member listens to this the resources and is thoroughly familiar with the music and ready to participate when called upon.

Rehearsals Times: Thursdays	6:30 PM – until finished
Sundays	Sound Check - 2 hours before service

*NOTE all participants should be in attendance for corporate prayer at 10:25 am unless Leadership instructs otherwise

Family members, children, or friends are not permitted in the rehearsals unless they are prospective Iconic Worship Team members.

If you have any business that needs to be taken care of before practice (including sheet music, required reading, speaking with Team Leader, monies, etc.) please arrive with enough time to complete it before prayer and practice begins. If this is not possible, you may take care of business after rehearsal is finished.

Cell phone use during rehearsals / service are not permitted (including texting, social media, or talking) unless it is directly related to the rehearsal / service in progress. If there is some rare reason when you need to utilize your phone for a family emergency, please inform the leader prior to rehearsal starting. There should be no texting or talking on phones during rehearsal.

Childcare

Childcare is not provided at this time for rehearsal. Check with the Nursery Director about availability on Sundays for worship team members.

Continual Discipleship

The platform ministry is equivalent to the military's front line troops; those sent to the enemies' frontlines" first. As the military requires continual training and sharpening of one's skill/knowledge, each person serving in Iconic Worship Team is required to participate in at least one form of discipleship at all times. This is accomplished through personal devotion or Bible Study. Also, your leader will keep you supplied with "Life Pulse" forms. You are required to fill out this form every month. They will be due at the end of the last rehearsal of each month. On this form you must include text reference (Bible, book/audio series and title) that supports the content of your material, services, and rehearsals attended.

In addition to this, you will be required to stay throughout one entire worship service per week, including the preaching of the Word and ministry time. If you are not able to attend on Sunday then you are expected to inform your Team Lead in advance. Iconic Worship Team members are expected to be part of the life of the body. Participation in all corporate (activities where the entire church is invited) events is expected - this includes special events, work day, family days, etc. When ministering, you are expected to be present for corporate prayer, on time for the start of the service, and stay until the dismissal of service. This allows band members and vocalists to be in sync with the move of the Spirit for each service. Remember, you are ministers first, artisans second.

Prayer

We ask that you cover this ministry in you personal prayer time and pray for its leaders on a daily basis. In addition, the entire Iconic Worship Team Ministry will meet before practices on Sunday. Please make every effort to be on time for prayer, and to receive final instructions for the worship service. We expect that you commit to live a lifestyle of worship and make sure that you are personally praying and reading the Bible on a daily basis and fasting as God directs you.

Preparation

The worship team is an extension of your personal worship. It is imperative that you are a worshiper everyday of the week. Whether singing or playing an instrument on Sunday should be an overflow of personal life.

Once a song is assigned it is your responsibility to learn the music and words BEFORE practice. Practice is not the time to learn the words.

Auditions

Once you submit your application, a Worship Leader will contact you to arrange an audition time. S/he will communicate with you prior to the rehearsal about the song or songs for your audition. Usually we ask that you learn one or two songs from the setlist for that particular weekend.

Auditions are, by nature, a little intimidating. We will try to make the process as relaxed as possible. In some cases, it may be evident that an applicant's skills have not developed enough to serve on a regularly scheduled basis. Should this be the case, those conducting the audition will give some advice on how the applicant can improve. After some time and practice another audition may be scheduled.

Attendance Guidelines

70% Attendance Requirement

All Iconic Worship Team members are expected to maintain at least a 70% attendance average, including excused and unexcused absences. You will be notified of your attendance average if there is concern by your Team Leader. If your average is below 70%, you will have the next attendance period to raise it. This grace period will only be extended to each member twice a year. If it becomes apparent that your attendance is prohibiting you from being an active contributor to Iconic Worship Team, your team Leader will ask you to take a Leave of Absence until your schedule permits you to attend regularly. We believe God will make you available to participate fully if it is your season to serve.

An Excused Absence is...

An absence reported to your Team Leader prior to rehearsal and/or worship service. An excused absence includes work conflicts, illness, death of a loved one, and scheduled vacations. Please remember that Excused Absences still contribute to your attendance percentage.

An Unexcused Absence is...

An absence from a scheduled rehearsal or worship service with failure to contact your Team Leader. All absences and tardies must be reported in advance to your Team Leader. Failure to call two times may result in probation or dismissal from the team. Communicating properly is a matter of respecting the relationships in one's life and honoring the responsibility that one has.

Rehearsal Absences

If you missed a rehearsal, whether your absence was excused or unexcused, you will not be able to participate in the following weekend services unless given permission by the Worship Team Lead or his or her Assistant. If you are not able to participate on Sundays worship service due to missing rehearsal you are still expected to attend Sunday worship service. Please fill out the absence form in advance for all absences on the Volunteer app. If your

absence is unexpected, you must contact your Team Lead directly and affirm that they have received your notice. Texting or communication without a response from the Team Lead is not adequate.

Platform Conduct and Dress Code

Remember that the congregation is watching you. Your dress and conduct can be a distraction for the congregation experiencing God. Please be aware of the “small thing” such as talking to your neighbor, chewing gum, making faces if you don’t know a song or drawing attention to self while the congregation is being exhorted or during confessions.

Attire for Sunday should be business to casual to dressy, modern and relevant to the theme of the day.

Absolutely No’s on Stage:

1. Shorts during service - worship practice is acceptable IF the shorts are modest
2. Undergarments showing (bra straps, slips)
3. Cleavage showing
4. Short skirts (skirts must come to the top of knee cap)
5. Clothing too tight
6. Dingy or dirty clothing
7. Sheer clothing
8. Do not enter stage late / tardy unless directed by the Team Lead

No shorts are allowed on the platform during worship service. Please make sure that your clothing is not too tight or revealing to draw attention to yourself. **MODESTY IS OUR POLICY!!**

PLEASE DO NOT BE OFFENDED IF YOU ARE ASKED TO EXIT THE PLATFORM DUE TO FAILURE TO FOLLOW THE DRESS CODE. WHEN IN DOUBT GO THE SAFE ROUTE!!

Social Media and Behavior Outside of Church

Social media is a great tool to network, learn music, and spread the gospel. However, social media is also a distraction and can often represent people in a negative light. As a member of Iconic Worship Team and ICON and most importantly as a member of the Kingdom of God EVERYTHING that you do reflects upon us as your pastors, as your church, as your team, as your brother and sister in christ, your employer, and future opportunities that God wants to promote you to.

Make sure that all that you do is unto the glory of God. Pictures, quotes, likes, jokes, sexual innuendos, foul language, slandering, gossip political slams: It reflects upon YOU, the church, and the Jesus that you follow. And our basic charge is this..... don't hurt His name. (This applies to forwards and shares of others as well.) Be an example of Jesus in all you do.

A lifestyle pattern of any of the above that continues after being addressed will result in dismissal from the worship team.

Behavior beyond social media:

We all have difficult seasons. However, in difficult seasons often what is in us will come out of us. We produce what we are.

Spouses how do you treat each other? What are you producing?
Parents how do you treat your children? What are you producing?
Singles how do you set standards of purity? What are you producing?
How do we all respect our leadership and parents? Our employers?

WHAT ARE YOU PRODUCING? WHAT ARE YOU SOWING? WHO ARE YOU REFLECTING?

13 Behaviors That Will Not Be Tolerated...

1. Erratic attendance at rehearsals.
2. Habitual tardiness at rehearsals and service sound checks and prayer.
3. Unrelated foolishness and lack of attention during rehearsal.
4. Entering the platform unprepared either musically, spiritually, or with bad attitudes.
5. Ill feelings voiced publicly rather than privately to the appropriate Team Leader, such as immediate dislike to new music, new ideas, or suggestions, etc.
6. Members who are more concerned about displaying their individual talent or satisfying personal interest over the entire group.
7. Voicing opinions to others regarding one's disrespect for the Pastoral, Leadership of the church and/or Iconic Worship Team Leadership
8. Not paying tithes
9. Pursuit of a lifestyle that does not bring glory to God.
10. Not obeying a direct order from Pastoral staff or Team Leader
11. Inappropriate Social Media Content -(language, nudity, sexual remarks, offensive cultural terms, negativity, slander, gossip, etc) EVEN if forwarded from another person.
12. Smart remarks during practice
13. In general, any action or attitude that does not reflect the vision and objectives of the Iconic Worship Team Ministries and the Kingdom of God

Note: One of the goals at ICON is to disciple and to allow opportunity for ministry for everyone no matter what background or personal areas of struggle one might have. However, discipleship is growth and we desire to create a safe atmosphere for everyone to experience freedom in God and to continually be formed in His image. If there is an area of struggle or bondage such as alcohol, smoking, sexual sins, pride, gossip, pornography, depression, anger, or anything that would prohibit the member to experience freedom in Christ, we ask for extra accountability to set into place with a Pastoral staff member in order to help the member overcome this area of their lives.

STATEMENT OF COMMITMENT

By signing this commitment you have read, understand, and agree to abide by the rules and policies within ICONChurch Ministry Handbook. You understand that this ministry is unto God and everything we do is to honor and glorify Him. You understand and commit to working as a team, submitting to one another in love, bearing one another's burdens, and lifting each other up....

Name: _____

Date: _____