



MOUNT HOPE WORSHIP HANDBOOK



TEAM VISION AND PURPOSE

At Mount Hope Church, we desire to make disciples of Jesus Christ who are healthy, growing, and full of love (Eph. 4:16). Mount Hope Worship supports that mission by loudly and creatively declaring the greatness and worth of Jesus, making Him the center and the focus of every church gathering. With every creative expression, we seek to foster an atmosphere where the presence of God is welcome and the power of God changes lives.

We are a family of creatives—musicians, singers, photographers, videographers, technical artists, and more—but all together we consider ourselves to be servants in the house of the Lord, dedicated to this service:

- facilitating an encounter between God and our beautiful church family in every gathering being Holy Spirit led in every aspect and every moment of our serving
- trusting in the power and love of Christ to cast out fear and shame, to rescue, redeem, heal and restore those who are present.

TEAM BELIEFS

- **Jesus is worthy of our worship.** We believe this wholeheartedly and we will never get tired of saying it. He is worthy of our whole lives.
- **Living Offerings.** True worship is best expressed in what Romans 12:1 refers to as “living offerings,” calling this “true and proper worship, holy and acceptable.” Jesus declared our worth and his love for us not with songs, but with His life as His offering. We respond in kind by declaring His greatness and worth with our lives.
- **All eyes on Jesus.** We believe Jesus deserves to be the center and the focus of all our efforts... not us. We prioritize His presence in the room, not ours. If all eyes are fixed on Him, He will draw all hearts to Himself.
- **Grateful hearts.** We believe open-door access to the Lord’s presence is directly connected to grateful hearts. Every time we gather, we will set a tone and an atmosphere of praise and thanksgiving, starting with the posture of our own heart.



TEAM VALUES

Priesthood.

We believe that every believer is a priest of God. (Exodus 19:5-6, 1 Peter 2:5) What does that mean for us? As priests of God, you set up meeting places between God and His people. In every space you walk into, you have the power to bring the love, healing, power, deliverance and life of God into that place. In your day to day life, and in corporate worship moments, you walk with the authority of a priest.

Prayer.

We deeply believe in the power of prayer and we know that prayer changes things! We are committed to pray together before we lead our church family into worship each week and to have healthy, rich prayer lives throughout our week. We believe that prayer is not a box to check off but it is a privilege that we get to commune with the Living God.

Purity.

Matthew 5:8 says, "Blessed are the pure in heart, for they will see God." We have a deep conviction about living lives of purity that please God. We desire for our whole lives to be a pleasing offering to Him and we long to SEE Him.

Craft.

We approach our craft with excellence, continually sharpening and honing our skill in order to better serve the Lord and our church family. We strive for excellence, not just for excellence sake, but to create a distraction free environment.

Community.

We commit to love, support, value, respect, and protect the family of worshippers with whom we serve.

Character.

We desire to become more like Jesus and therefore value:

- Private prayer and worship always comes before public prayer and worship.
- Knowing God's Word by reading it, studying it, and faithfully speaking it.
- Allowing the Holy Spirit to sanctify and separate us from anything that could contaminate our mind, body, and spirit.
- Returning the tithe and honoring God with our offerings as an extension of our worship.

TEAM OPERATIONS

Pastor Cassie Kurtz is responsible for and oversees all aspects of worship ministry. Pastor Dave Berry oversees all technical aspects of our in-person and online services. All questions, comments and requests in regard to worship ministry operations should be directed to Pastor Cassie Kurtz. All questions, comments and requests in regard to tech ministry should be directed to Pastor Dave Berry or George Berry.

Scheduling.

All team scheduling is done through the Planning Center. Team communication is primarily dispersed via email. It is important that team members check their email and Planning Center account frequently to stay informed.

Availability and block outs.

Please block out any dates for which you will be unavailable during a three-month scheduling block by the end of the prior month. We will send out a reminder to do so two weeks before the end of that month. If you have not blocked out a date, we will assume it is safe to schedule you for that date.

Confirmations.

Once scheduled for a service, a notification will be sent to you asking for you to accept or decline the invitation. It is important that you promptly confirm to avoid inconveniencing your fellow team members with last-minute scheduling. **Every team member is expected to respond to these invitations within a week.** If you need to decline for a service that you did not block out, please help us understand better by giving a reason for the decline. This will help us schedule better in the future.

Cancellations.

If you have an emergency situation that creates a conflict with a service for which you've already confirmed, please contact the worship leader with whom you're scheduled to serve ASAP. If you cannot reach them, please contact Pastor Cassie Kurtz as soon as possible. Also, reach out to your section to find a replacement.

Communication.

While we do all scheduling through Planning Center, we use GroupMe for all internal team communication and important team updates.

In Ears.

We use the MX-Q app for our in ear mix when serving in the main sanctuary. We use the MyMon app when serving in the Event Center. Please have those downloaded to your phone prior to rehearsal and service. If you have questions about how to operate these apps, any of the worship team members around you will be happy to help!



TEAM EXPECTATIONS

Worship Team Member Expectations

- Attend all Team Nights throughout the year.
- Attend/engage in one prayer service a week (serving in Youth, Young Adults or another department throughout the week will substitute this).
- Be fully set up (gear, in ears, tuned) in time to start right at the time of rehearsal. Plan to be in the room 10-15 minutes early to set up.
- Promptly respond to all Planning Center requests and messages from Worship Leaders.
- Commit to practice individually and come prepared to every rehearsal. Rehearsal is not the time to learn the music, it is the time to runthrough what you've already spent time practicing in your own time.
- Have a teachable attitude and be willing to receive healthy constructive criticism in order to grow and learn.
- You are responsible to print/download your own chord charts.
- Bring your own in-ear monitors to every service and rehearsal.

Vocal Expectations

- **Worship Leader 2:** Please be prepared to lead one song in the setlist for the weekend. Worship Leader 1 will communicate which song earlier in the week.
- **Worship Leader 3:** Please be prepared to sing harmony on each of the songs in the setlist. You may be asked by Worship Leader 1 to lead a song.
- **Worship Leader 4:** Please be prepared to sing melody on each of the songs in the setlist. Worship Leader 1 will let you know if they'd like you to sing harmony.

Band Expectations

- Have a knowledge of the Nashville Number System.
- Come to every service comfortable with your parts so that you are not fully relying on the music in front of you.

REHEARSAL AND SERVICE TIMES

Sundays at Creyts Campus

- Rehearsal at 6pm the Thursday before service.
- Soundcheck on Sunday at 7am
- Service at 8:30 and 10:30am

Sundays at Downtown Campus

- Rehearsal at 6pm the Thursday before service.
- Soundcheck on Sunday at 9:30am
- Service at 11am

Prayer Room Times

- Rehearsals will be an hour before each prayer time.

TEAM DRESS CODE

Why it's important...

Everything that is done on a platform at our church is to bring glory to God alone and serve our church family well. God gives Samuel a double-sided truth in 1 Samuel 16:7 when He tells him, "Man looks at the outward appearance, but the Lord looks at the heart." We believe that God sees beyond your style and dress to the heart with which you worship and serve. While we know God sees our hearts, the men and women we are leading in worship "look at the outward appearance." With this in mind, strongly consider what you wear when you stand before the church, aiming for excellence and modesty, allowing your presence on a platform to point people to Jesus, not distract from Him.

If a leader kindly asks you to sit out for a service based on your attire, please graciously oblige, understanding that there are always more opportunities and they are simply trying to protect you and the time of worship for our church family.

General

- Always maintain a standard of modesty, while also aiming to dress in style and in step with current trends.
- If you are ever unsure about what you are wearing, get feedback from a leader and also bring an additional change of clothes to replace what you're wearing, in case it doesn't meet these standards.
- Our standard for dress is not what we see someone else wearing when they show up to serve. It is based on what you read here.
- Before you leave home, be sure to do a final "worship check". Look in the mirror to make sure that you are not revealing anything inappropriately. Raise your arms as high as you can and move them in all directions. The goal is to make sure that we are covered and appropriate prior to service so that we may freely worship during service.
- Dress for your body type. You're being trusted to know and understand what looks / fits best on you.
- Wear your best, not what's beat-up and worn-out.
- No printed tees (except for church merch), shorts, tank tops, crop tops, jerseys, flip-flops, or hats.
- No holes or tears in jeans above the knee.

TEAM DRESS CODE (CONT.)

Men's Clothing Guidelines

- No wide-neck or deep-v t-shirts.
- No suits or suit jackets
- Make sure your shirt isn't too tight and is an appropriate length if you lift your arms in worship. Your shirt should not allow underarms or skin, or even an undershirt to be seen.
- Pants should never cling or cup any body part, front or back.
- If you wear a t-shirt, please make sure it is a solid color or simple pattern with no logos.

Women's Clothing Guidelines

- Bras should be inconspicuous and serve you well. Make sure it cannot be seen under any circumstances.
- If there is any movement in the chest area, cover yourself with a jacket that will hide the movement or change your shirt. Sports bras or supportive tank tops help in this area.
- Show no cleavage, ensuring that nothing is revealed even when you lean forward.
- Shirts that are tight and cup tightly around the chest are not allowed
- Tucked-in shirts are appropriate only if paired with pants that aren't too tight.
- Tight, form-fitting pants that cling to the leg are okay as long as the tops worn with them are loose and cover the crotch and rear-end when you lift your arms in worship.
- Leggings may be worn with a shirt or dress no shorter than a hand-width above the knee. No skin-toned leggings.
- Skirts and dresses, if worn without tights or leggings, should go past the knees allowing for modesty and freedom in worship.

TEAM LIFESTYLE STANDARDS

This handbook is not to be considered a complete rulebook for personal activity. It is, however, a brief guideline because you are a leader in the church and in the Kingdom of God. Leaders hold both the privilege and the responsibility of living according to higher standards. Please keep this in mind as you read the following:

Alcohol and Drugs

There can be a very thin line between a drink and drunkenness, but scripture is clear that drunkenness is a sin. Proverbs 31:4-7 makes it clear that "alcohol," "strong drink," and "beer" are not for leaders, but for those who are "sick," "dying," or "miserable." You are leaders in the Kingdom of God, made alive in Christ. We encourage you to abstain from drinking alcohol for the sake of your own ministry as well as the ministry of Mount Hope Church.

Likewise, we strongly encourage you to exercise Godly discretion with legal medications and drugs, so as not to become bound by anything. The use of illegal drugs is strictly prohibited.

Sexual Purity

The Word of God is clear that any sexual relationship outside the biblical covenant of marriage is sin. As leaders, God has called us to a high standard of accountability in every relationship we have. With this in mind, do not allow your spirit to ever become contaminated and entangled by pornographic media. Do not put yourself into compromising situations in any relationship, where temptation can lead to sin and integrity is lost. Ruthlessly guard your sexual purity.

Entertainment

Exercise discretion in what you allow before your eyes, remembering that the wells from which you draw during the week directly affect what flows out of you as you lead Mount Hope Church in worship.

Social Media

Your presence on social media, personal websites, blogs, etc. is just as much a platform for Christ as the one on which you stand at Mount Hope Church. If you wouldn't be comfortable displaying those pictures and posts before the entire church family, then please don't post them. In Philippians 4:8, Paul describes those things on which it is profitable for us to fix our thoughts. Let's also qualify the things we share on social media by this:

"Whatever is true, whatever is honorable and worthy of respect, whatever is right and confirmed by God's word, whatever is pure and wholesome, whatever is lovely and brings peace, whatever is admirable and of good repute; if there is any excellence, if there is anything worthy of praise, think continually on these things, center your mind on them, and implant them in your heart." –Philippians 4:8 (AMP)

ACCOUNTABILITY AND RESTORATION

We care about YOU more than what you do around here. Because of that, we place spiritual health and personal accountability above public service. If the actions of a team member are in opposition to these lifestyle standards and are detrimental to the ministry of Mount Hope Church, then worship team placement may be suspended or revoked. Such actions will be carried out by consent of Pastor Cassie Kurtz or Pastor Dave Berry and will be done in an honoring, loving, and constructive manner that will always encourage reconciliation, restoration, and healing.