

# **Worship Steering Team**

## ***Process Outline and Commitment Agreement***

Thank you for your willingness to serve on the steering team. Your participation is extremely important as you will directly help shape the worship ministry of Cedar Creek. As a member of the team you have a responsibility to represent the voice of the congregation. More importantly, you hold the responsibility to steward the church for Christ himself as His bride:

**Ephesians 5:25-27:** “Husbands, love your wives, just as Christ loved the church and gave himself up for her to make her holy, cleansing her by the washing with water through the word, and to present her to himself as a radiant church, without stain or wrinkle or any other blemish, but holy and blameless.”

Because of the significance of this decision, it is important to outline the expectations of your commitment as well as the process for selection. This document will be made available publicly.

### ***Team Selection Process***

Through prayerful consideration, individuals will be invited to participate. Focus will be placed on individuals that represent a broad cross section of the church, have demonstrated qualities necessary for candidate coordination, meet the criteria as outlined in the Expectations and Rules of Conduct, and that compose a group of appropriate size (around 10-15). Because it is important to keep size and diversity in the team, there may be individuals that have appropriate desire or skill that may not ultimately be on the team. All individuals shall accept the Expectations and Rules of Conduct (below) in order to be on the team.

## **Expectations and Rules of Conduct:**

In order to provide an environment of trust with one another, for candidates, and for the members of Cedar Creek, the following Expectations and Rules of Conduct are expressed below. All members of the steering team must sign below that they will uphold these expectations.

- It is an expectation that all members of the steering team will spend routine time in prayer - both for the candidates and with regard to the decision. This is not lip-service, but a non-negotiable imperative to ensure that all decisions and discussions are led by the Spirit.

***I agree to be in routine prayer as an integral part of the selection process.***

- Opinions and impressions are important - diversity is the lifeblood of a decision team. Opinions will always be welcome when presented in a loving, Christ-centered way. Forceful or threatening tone will not be tolerated.

***I agree to present my views in a loving, respectful way.***

- Given the importance of responsibility of the team, it is expected that each individual will make a commitment to be present at meetings and will make participation a priority.

***I agree to make every effort to attend meetings as needed - excluding extenuating circumstances.***

- The steering team shall be comprised of staff, elders, and members of Cedar Creek that meet congregational voting criteria of those persons listed on the membership records who have reached the age of eighteen (18) years and have attended any six (6) regularly scheduled services during the past three (3) month period.

***I agree that I meet this criteria.***

- Working with employment decisions and candidates often involves personal or sensitive information about individuals. Trust is critical, so discretion should be used in discussions. Confidentiality is imperative (Proverbs 6:16-19).

***I agree that my "...conversation [will] be always full of grace, seasoned with salt, so that [I] may know how to answer everyone." (Colossians 4:6)***

- Agreeing to uphold the process includes supporting the outcome that results from this process, even if the final decision is different than the one I might make individually. I recognize that this requires putting faith in the others in the group (all of whom have signed the same agreement), but more importantly, faith in the Spirit's leading (see bullet #1).

***I agree to uphold the process as outlined.***

- ***I agree that if I fail to uphold these Expectations and Rules of Conduct that I may be asked to step down. In such a situation I agree that I will do so graciously and with Christ-like humility.***

- ***I agree to uphold this agreement in its entirety.***

Signature \_\_\_\_\_

Date \_\_\_\_\_

## ***Steering Team Purpose***

The primary role of the selection team is to recommend specific candidates to the staff and elders of Cedar Creek to be considered for the position. While the expectation of the team is to fully vet candidates, the staff and elders hold final authority to hire the recommended candidate as staff. It is the role of staff, elders, and the selection team to seek out potential candidates. It is the role specifically of the selection team to screen candidates, vet them according to the criteria established, organize interviews and visits as appropriate, and formally recommend a candidate for staff.

A secondary role of the steering team is to serve as a sounding board and creative source for other potential changes to the worship services, including (but not limited to) service times, worship location, worship styles and worship elements.

## ***Criteria for Candidate Recommendation for Hire***

In order for a candidate to be recommended for hire, there shall be at minimum a two-thirds majority consensus by the steering team. It is expected that the team will have seriously considered multiple candidates before a recommendation is made, and that the recommended candidate exemplifies the established criteria as outlined in the Candidate Selection Criteria.

## **Candidate Selection Criteria**

It is expected that the candidate to be recommended for hire exemplifies the following values:

- Trustworthiness
- An obvious Christ-centered focus on ministry
- An obvious love for Christ and embrace the mission of the church: “To lead people into a growing relationship with Jesus”
- Consistent doctrinal views with those we hold as a church (based on biblical principles)
- Passionate and humble
- Skilled in the position of consideration
- Demonstrate the “Fruit of the Spirit”:
  - **Galatians 5:22-23** - “But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law.”

Specific to the position of worship minister, the ideal candidate will have the following attributes:

- A passion for worship with a demonstrated ability to plan services
- Demonstrable musical skill
- A worship style that connects with the members of Cedar Creek
- Good organizational and time management skills
- Exceptional interpersonal skills
- Proficiency in technology, including audio/stage equipment, media applications (ie Adobe Photoshop, Office, video editing, etc)
- Demonstrated ability to lead a worship team