NORTH POINTE WORSHIP MINISTRY HANDBOOK

MISSION

WHO WE ARE
NP Creative is a collective of musicians and creatives united in following and serving Jesus and His church at North Pointe and beyond and are called to lead people into Real Hope, New Life, and Lasting Purpose through the power of Holy Spirit and the talents He has entrusted to us. We are about making disciples of Jesus and integrating every team member into community at the church. We believe that true worship ministry is not built on talent or performance but on lives fully devoted and submitted to Jesus, continually led and empowered by the Holy Spirit, and faithfully rooted in God's Word and collective prayer.

OUR MISSION
We serve to encounter the life-changing presence of Jesus and lead others into Real Hope, New Life, and Lasting Purpose through the power of Holy Spirit raising up a generation of worshippers and Christ followers who will impact the world with the sound of Heaven.
Revelation 4, 5, & 19

TEAM VALUES

ANOINTING & ALIGNMENT

PRAYER
We believe prayer is the fuel of our spiritual lives and of our church. We value times of gathering in corporate prayer, team/group prayer, and personal prayer. The spiritual, emotional, mental and physical health of our team is directly linked to our fervency and passion for prayer and the persons of the Trinity.
Acts 2:42; Mark 9:28-29; Matthew 9:6-8

MINISTRY TO GOD
The Scriptures teach us that we are a royal priesthood with a call and mandate to minister to the Lord with our whole lives and talents, not only in public gatherings but beginning in our everyday lives. What is done in public must reflect and be done in private.
1 Peter 1:13-16, 2:4-5; Acts 13:2; 1 Samuel 2:35; Matthew 26:6-13

THE CHURCH
We cherish the Church, Jesus' holy bride, as our most valuable earthly relationship in the knowledge that we are all part of his body "as living stones" pouring our primary focus and love upon Him in that union. As one expression of this we honour our local church at North Pointe and are engaged in every aspect of our gatherings as we minister to God and to each other serving family, congregation and community in healthy balance and priority.
Exodus 20:12; Matthew 10:37; Philippians 3:7-8; Ephesians 5:25-33; Hebrews 10:25

SERVANTHOOD
We aim to serve our community of Christ followers joyfully, putting others' needs above our own in love. We are committed to living a life that will always "remember the poor," not falling into the trap of bringing praise without living out our words.
Matthew 7:12; Amos 5; Isaiah 58

ALIGNMENT
We will support the mission, vision, leadership, and values of North Pointe Community Church and its leadership. We will serve with unity and transparency avoiding attitudes, conversations, disagreements and behaviours that create division and hinder our mission.

EXCELLENCE
We are a community of Christ following musicians and artists who are passionate about excellence. This is not merely to put on good performances, but to clearly share the message of Jesus with the least possible hindrances, distractions or obstacles to as many people as possible in the power of the Holy Spirit. Our priority is Presence over Presentation.
Colossians 3:23; 2 Corinthians 8:7; Proverbs 22:29

MUSIC, SONGS, AND TECHNOLOGY
As God is always doing new things among His people we also are inspired to sing new songs, make new music in our hearts, and use creative spaces and tools of technology to convey a clear gospel message to the world around us. Our role is to lead, inspire, encourage, and challenge believers and unbelievers in our church, our city, and around the world with the life-giving hope we have found in Christ.
Psalm 40; Exodus 35:31-32, 31:1-6; Psalm 96:1 Colossians 3:16;

TEAM GUIDELINES + EXPECTATIONS

AUTHENTICITY & ACCOUNTABILITY: [OFF THE PLATFORM]

~ Lifestyle
As a team we want to remain unified in our pursuit of healthy spiritual formation. We ask that each of you have one or two accountability partners who will sharpen you, ask hard questions, and call you higher. We ask that each team member make every effort to connect to a small group at North Pointe, whether that is within Creative ministries or another small group that fits where you can be challenged, encouraged and blossom in your faith.

~ Baptism & Tithing
Every one who serves and leads on a North Pointe worship team must be water baptized according to **Acts 2:38**. It is crucial as leaders who serve publicly in our biggest gatherings to be obedient in this simple yet profound statement of life in Christ and death to self.
Similarly, we ask that all team members honour the biblical pattern of giving tithes of our finances. If we hope to lead others in worship our lives must model these foundational expressions of worship and commitment to God. ***Matthew 6:21***

~ Church Gatherings
It is critical that we attend worship gatherings regularly (services, Encounters, prayer meetings), even when not “on duty.” We want to express to our church community that we ALL place a high value on coming together to worship and that it goes so much deeper than just music.

~ Team Nights
We periodically hold team nights for all team members that are high value nights for culture, community, and development. We ask that you make your best effort to attend and communicate when you are not able to be present.

~ Service & Preaching Time
It is important that we engage in every aspect of our gatherings even when we are not on a scheduled team. Being fully engaged means participating in our gatherings, showing up early, sitting in visible spaces that help set an example for other people, worshipping passionately and engaging in the preaching. We also want to lead by being cognizant of what the Holy Spirit is doing in the room and ready for him to work in and through us.

~ Planning Center Services & Communication
It is essential that each member keep up to date with your Planning Center Services Account. Our teams must be fully confirmed 2 weeks before scheduled service dates. This requires everyone to enter blockouts and respond to requests in a timely manner. We ask that you extend the courtesy of giving reasons for declines for the sake of clarity and further assistance with scheduling. Any blockouts spanning longer than 6-8 weeks must be communicated verbally directly with pastoral staff in order to keep accountability and avoid potential misunderstandings. We are a big family and we expect to talk with one another.

~ Instrument Teams
Please make sure you are part of your instrument team group chats on WhatsApp. These are valuable for community, development, as well as helping to fill in team gaps in case of short notice or emergencies.

~ Social Media
Please be constantly aware that you are a LEADER and that many people are watching and even look up to you both in person and online. This a ***trust*** that North Pointe is extending to each of you that must be guarded and stewarded with integrity and godliness. Posts, images, and conversations that could compromise our values without proper context should not be uploaded. Remember you are an ambassador for Christ in every area of life, public and private.

~ Development & Feedback
Development and constructive feedback will always be an expectation and part of our team culture no matter the application or setting - big stage, small stage, or no stage. However, there is an expected skill level that must be implemented for flagship services and events. Sunday mornings are not the place for basic development and require a high level of proficiency for authority and leadership

~ New Class
We ask everyone that is onboarding or currently already serving on teams to take our North Pointe New class at least once for the purpose of being immersed in our church ethos and being fully planted and connected. Please reach out about our next available session and we will get you connected!

AUTHORITY: ON THE PLATFORM
~ Unity
We value unity on stage with our team, the people in the room, and the Lord. Following what the worship leaders and music directors are calling, as well as following the host pastor and even the way the church is responding are all important aspects of our corporate worship sets as well as spontaneous moments. ***Ephesians 4:1-16***

~ Presence and Authority
We are called to steward the spirit of worship on our stage through setting an example in body, soul, mind, and spirit! Our body language and engagement can help motivate ourselves and our church into a deeper place of worship. ***Psalm 103***

~ Preparation (“Best Foot Forward” philosophy)
Preparedness and preparation of the songs in our setlist allows us to put our best foot forward as we minister to God and our church. It also helps facilitate and launch us into spontaneous

moments easier as the Spirit leads. We choose to be off book on stage meaning no music stands or iPads in front of us to ensure preparation and also stage presence and body language as described above. This also means our staff and lead team will always work to facilitate team members in their primary gifting (determined initially in auditions), placing them in appropriate roles (see below), and encourage development of other talents in the many other spaces and opportunities at North Pointe and beyond that lend themselves more to acquiring skill and experience.
We also use the Nashville Number system to call chords and progressions in rehearsal and services - another helpful tool for guidance and spontaneity.

~ Punctuality
Being on time for call times, sound checks, and rehearsals is being a good steward and team player and honours each other, our tech and production team, and our pastors / leaders. We value punctuality because it demonstrates respect for one another, battles mediocrity, and allows us to put our best foot forward.

~ In-Ears and Personal Devices
We use in-ear monitors (IEMs) exclusively on our teams to accommodate the use of click and tracks in our songs which helps reduce stage volume. It is required that each member invest in a quality pair of IEM's (not general listening ear buds or over ear headphones) for their own individual use. We are more than happy to assist anyone needing help to suggest or resource these units.
The use of phones and iPads for personal in-ear monitoring is necessary to connect to our KLANG app particularly in rehearsals as people need to develop their own in ear mix. However, personal devices are not to be used live in services for recording or streaming as we already have multiple cameras in action for live streaming and do not want to add to stage clutter nor set precedent for personal objectives. These tools must always serve the house not purposes of individual members.

~ Wardrobe
There is no specific dress code for our teams, but we do ask for modesty and have provided guidelines to help inform your choices. As leaders representing Christ and a Biblical standard our responsibility is to model modesty in order that all can worship freely without distraction. If a fit is in doubt, leave it at home. Be aware that you will be standing on an elevated stage with bright lighting and cameras - you will be seen! Please avoid wearing sweats, shorts, low cut and crop tops (or tops that ride up when hands are raised), short skirts, yoga pants and/or excessively tight pants, sheer or overly holey clothing. Present yourself as though you put thought and care into your well-being. The goal here is to honour those we lead, help others to feel welcome and respected, and be shown biblical leadership in personal presentation.
1 Corinthians 10:31
*Please ensure footwear is clean or bring alternate shoes before stepping onstage especially in winter and wet seasons.

ROLES
Just as there are parts to the body, there are various roles within our teams: Worship Leaders, Song Leaders, Support Vocals, Section Leaders, MD's, Band Members, Reserve Musicians, Instrument Captains, Small Group Leaders & Hosts, Staff, Guests, and FoH Sound.

NORTH POINTE WORSHIP MINISTRY HANDBOOK

MO DETAIL (Our Playbook)

TIMES: Northwest Campus Thursdays and Sundays
***Thursday PM**
5:15pm - Call Time (set up, warm up, & line check)
5:30-6:15pm - Rehearsal
6:25pm - Backstage
6:29pm - Onstage
6:30pm - Service
7:00pm - Dinner
7:20pm - Backstage
7:25pm - Onstage to underscore response time

***Sunday AM/PM:**
7:45am - Call time (set up, warm up, & line check)
8:00am - Prayer (ALL music & tech teams)
8:10am - Downbeat (rehearsal starts)
9:00am - Main doors open
1st Service
9:20am - gather backstage for team moment and prep
9:29 - on stage
9:30 - front end worship set
9:50 - debrief (meet in the green room after first set)
10:25 - back on stage for response song (TBD depending on time)
2nd Service
10:50am - gather backstage again for second service prep
10:59 - on stage
11:00 - front end worship set
11:55 - back on stage for response song (TBD depending on time)
3rd Service
12:20pm - gather backstage again for second service prep
12:29pm - on stage
12:30pm - front end worship set
01:25pm - back on stage for response song (TBD depending on time)

TIMES: Northeast Campus Sundays

CONTACT INFO

CREATIVE STAFF
Dave Perez - Creative Media Pastor
Jerica Mangaya - Digital Comms Coordinator
Daniel Outhet - Tech Director
Jared Koziol - Assistant Tech Director (NW & NE)
Ben Pearson - NE & Thursday Worship Pastor
Dayna Curtis - Creative Music Support
Kurt Herms - Creative Lead (Worship Pastor)

WORSHIP COUNCIL [TBA]

INSTRUMENT TEAMS & CAPTAINS
Drums - TBD
Bass - Derek Vokins
Guitars - Luke Hampson & Kurtis Brooks
Keys - Benn Ferris
Vocals & Choir - Dayna Curtis & Sophia Villoga
MD's - Josh Dewling
Audio - Daniel Outhet
Worship Leaders - Kurt Herms

Vision for teams:
1. Community - affinity interests & roles.
2. Musical - skill & gear development
3. Spiritual Encouragement - ministry to each other, prayer ministry to the church