



City Church

Serve Team Manual

What is the vision for City Church serve teams?

To create a church where each person can use their unique gifts to build up the body of Christ so that all can come to know Jesus and grow in spiritual maturity. (Ephesians 4:1-16) This means you are a part of something bigger than yourself. This means the gift God has given you truly matters. This means your "yes" will help others come to know and experience Christ.

To create environments of love and excellence where people can experience the life-changing power of the gospel of Jesus Christ. We serve because we are loved and desire to love others. Our environments of excellence remove barriers for the gospel to be received and create atmospheres for God to transform the hearts of people. (Colossians 3:23)

To create opportunities where followers of Jesus can answer the call to become servants; actively demonstrating sacrificial love by serving others. As we serve, we follow the example of Jesus. We humble ourselves in sacrifice of others, for the glory of God alone. (John 13: 1-17)

What are the values and expectations for City Church serve teams?

We value you over what you can do for us. We are very intentional about the health of our serve team members. As you serve, we desire to come alongside you to help you grow in Christ and develop your gifts and calling.

We deal with conflict with a heart of honor and humility. We realize conflict is an inevitable part of community and life-on-life relationships. We are committed to addressing conflicts in a biblical, Christlike manner that becomes proof of the work of Christ in our lives. (Matthew 5:23-25, 18:15-17, Ephesians 4:31-32, James 1:19-21)

We communicate in a timely manner. We understand that good communication is a foundation of a healthy serve team. As a result, we commit to practicing clear and timely communication with others to maximize the effectiveness of our team.

We do everything with a heart of excellence. We believe excellence is a reflection of our love for God. We will constantly strive to do everything we do with the highest level of excellence. We will remain teachable and open to feedback, we will be on time, we will go above and beyond, all while constantly striving to improve what we do.

We transition to and from positions with honor and integrity. We know that transition is a natural and inevitable part of life. We believe in transitioning the right way to and from places by practicing the following: honoring our leaders, giving advanced notice, setting our team up for continued success, and handling any issues or conflict in a Christ-like manner.

We place an emphasis on spiritual formation. We believe spiritual formation is the key to healthy serve teams. The quickest way to fatigue, burnout, or exhaustion in serving is trying to give out of what you do not have. As healthy serve team members, we commit to spiritual rhythms and practices that continually renew our souls. (Luke 10:38-42)

We are disciples who make disciples. We believe our influence and leadership should always overflow into the development, growth, and advancement of those around us. Leaders should constantly be looking for opportunities to raise up and equip other leaders.

City Worship

Mission:

The City Church Worship Arts team exists to create a sanctuary for Tulsa to encounter the presence of God.

Values:

Spiritual Health – In order to lead people into deeper places of worship & spiritual growth, we must be leading the way in our own lives. We cannot lead people where we are not going ourselves. As a result, we place a major emphasis on spiritual health/growth and developing a healthy team dynamic.

Musical Excellence – In order to connect people to the heart of God, we must bring a product of excellence in everything we do. Worship that does not meet a standard of excellence will distract rather than draw people closer to the heart of God. As a result, we maintain high standards of excellence for all our vocalists/musicians.

Discipleship/Development – In order to facilitate the vision, we have to be disciples and disciple-makers. This means that we want people on our team who have a heart for others and a heart for development and growth.

Humble Hearts – In order to stay grounded in a “stage time” ministry, we will work to remain humble in everything we do. Our hearts must remain teachable, and our ego remain in check. We are here to build HIS Kingdom and so we constantly shift the glory where it belongs... to God and God alone.

City Worship

Expectations:

- After you sign up, you will be required to complete an online audition. This helps us get to know you musically & your past experience with worship.
- After your audition, you will receive one of the following 3 responses:

Approved

- You are invited to continue with the audition process.
- Approved with conditions.
- You're invited to continue with the audition process, however, there are certain conditions (whether personal or musical) that need to be worked on, changed, or further developed before being added to the worship team rotation.

Not approved at this time

- This doesn't mean you aren't called to be a musician or vocalist, but rather at this time we don't believe you are the right fit for our worship team or it doesn't meet our standard of excellence.
 - If you are not approved you are allowed to audition again after 6 months.
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- Depending on your variety of skills/instruments, you can serve up to twice a month. During your onboarding process, we will work out a serving rhythm that works for you.
 - You will be responsible for corresponding through Planning Center, and staying current with your blackout dates and days you are scheduled to serve.
 - On the Sunday you are serving you will be expected to arrive at 6:45am for set up & stay through the tear down after second service.
 - You will be responsible for coming to Sunday morning rehearsal prepared, having learned the set during the week in your own time through Planning Center.
 - You will be expected to attend our City Arts/City Worship Team Nights a few times a year. These nights will be critical for our team culture and growth.