

Healthy Worship Team

Grade Card Tool

To have a healthy, growing worship team, we each need to engage in seven different ways. When any of these areas of engagement are weak or absent with any of our team members, we aren't growing as a team like we should.

To assess where your team is at, please take five minutes and respond to these statements with these options: *very true*, *somewhat true*, *not very true*, or *not true at all*. Be sure to answer all 21 questions honestly. (No sugarcoating!)

Write the number in the blank next to the statement. Please use **ONLY** the numbers that are provided with the responses. (No fudging with 4s or 2s or .5s.)

After completing this, score your assessment.

Example:

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

5

_____ **I like to eat spaghetti & meatballs cold.**

It's that easy. Before you get started, remember this: **BE BRUTALLY HONEST.** Getting real with ourselves and God is the first step towards allowing God to work on our hearts and lives. And that will make this team stronger.

Engaging With God

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ My team members have a growing relationship with God and am learning to listen to his voice and walk with him.

_____ My team members prepare spiritually before each Sunday that they're scheduled to lead/serve.

_____ My team members are continually growing in knowledge and practice of biblical worship (both personally and corporately).

_____ ***Score for this section***

Engaging With Leadership

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ My team members respect the leader(s) of the worship ministry and gladly serve under my/their leadership.

_____ My team members seem to assume the best in their leader(s) when they don't agree with a leader's decision or action. They trust that their leader's heart and intentions are good.

_____ My team members gracefully and directly address issues, complaints and concerns that they have with the leader(s), rather than talk to others about the issue. (*Others* includes anyone who does not have the authority or capacity to deal with the issue.)

_____ ***Score for this section***

Engaging With Other Team Members

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ My team members choose to gracefully and directly address issues, complaints, and concerns that they have with another team member, rather than talk to other people about the issue(s).

_____ My team members feel connected with each other and enjoy being together.

_____ My team members understand how their personality/temperament and mix of gifts and strengths bring a unique contribution to this team. They also understand how other personalities/gifts/strengths are needed where they're not as strong.

_____ ***Score for this section***

Engaging With The Congregation

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ My team members truly love the people of this church and love to serve them in their worship team role.

_____ My team members are comfortable expressing my worship to God on the platform.

_____ My team members understand that long with worshipping God, they are also leading the congregation. Their platform presence and expression must help that and not hinder it. They also understand that not every personal expression of worship may be beneficial to the gathered congregation.

_____ ***Score for this section***

Engaging With Our Church

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ My team members regularly attend worship services even when they're not scheduled for the worship team.

_____ My team members are fully committed to the mission/vision of this church.

_____ My team members are involved with a small group or other intentional discipling relationships within this church.

_____ ***Score for this section***

Engaging With The Music

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ My team members spend enough time practicing the music so they can freely engage during Sunday morning worship.

_____ My team members spend time listening to the scheduled songs before Sunday as part of their preparation.

_____ During services, my team members are intentionally worshiping and not just getting wrapped up in the enjoyment of playing/singing music.

_____ ***Score for this section***

Engaging With Our Systems And Processes

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ My team members commit to the scheduling process by blocking out their unavailable dates before the schedule is made, by responding to scheduling requests, and by following through on their commitment to the schedule.

_____ My team members understand rehearsals and soundcheck/warm-ups are a crucial part of the work we do, and they are committed to showing up ready-to-go before the start time.

_____ My team members read and respond accordingly to the communication (emails/letters, etc) that comes from me or other leadership. They also participate in the training and team meetings that are scheduled throughout the year.

_____ ***Score for this section***

Go on to the scoring section.

Scoring

Write your total for each section here. Then add up your total score.

Score	Engagement Area
	Engaged With God
	Engaged With Leadership
	Engaged With Other Team Members
	Engaged With The Congregation
	Engaged With Our Church
	Engaged With The Music
	Engaged With Our Systems And Processes
Total Score	

Overall Results

86 - 105:

While there are always areas of improvement, this assessment shows that your team is strongly committed to the worship ministry. Write your Engagement Area scores on the following pages, and take time to read about the ways to improve.

60 - 85:

Your team is committed to the worship ministry. There may be a few areas they need to improve to be a fully engaged team. Write your Engagement Area scores on the following pages, and take time to read about the ways to improve.

36 - 59:

While the team is committed in some areas, there are some significant places they're not engaging within this ministry. Write your Engagement Area scores on the following pages, and take time to read about the ways to improve.

0 - 35:

Your team is struggling with commitment to this ministry in most areas. You and your team need to have some conversations about how to become more engaged and committed to this ministry, or help them find another area of the church to serve. To begin this process, write your Engagement Area scores on the following pages, and take time to read about the ways to improve.

Individual Area Results

Engaging With God

My Score: _____

How to improve this area:

If your team is not pursuing God on a regular basis and spend time learning to know Him, encourage them to look for one area of their day that they can replace some lesser activity (TV, social media) with time spent in God's word and in prayer.

When it comes to spiritually preparing to serve on the platform, ask them to consider setting aside some time on Saturday night before they go to bed to pray over the set, worship with the songs, and spend time in the Word. Maybe they can consider laying out their clothes for the next morning and setting their music and instrument by the door. That extra intentionality on Saturday will give the team more focus and room to breath on Sunday.

Notes:

Engaging With Leadership

My Score: _____

How to improve this area:

We aren't called to submit blindly to our leaders no matter what. But we are called to respect them, support them, pray for them, and even obey them. The same scriptures that tell us that also make it clear that church leaders will have to give an account for their leadership. (Hebrews 13:17)

If you find members of your team can't respect you because of personality, behavior or something they perceive about your character, you need to have an honest conversation with him/her.

Ask the team to choose now to not talk about issues they don't agree with anyone other than someone who can directly help fix the situation. Anything else is gossip, and it may be stirring up dissension within your team and, possibly, within your church.

Notes:

Engaging With Other Team Members

My Score: _____

How to improve this area:

Encourage your team to commit to themselves and to the Lord that they will no longer talk about team members to other people, unless it's with you, the leader of the ministry, who can help resolve a situation. Anything else is gossip (even if it's true), and can stir up dissension and disunity on the team.

Make sure the team knows they can speak with you about how they're feeling disconnected with the group. Commit to help them pinpoint areas they can change AND areas the team needs to change.

If your team doesn't naturally connect with each other outside of rehearsals and services, you may need to take the initiative to invite members of the team over or plan an fun event.

If your team has never taken a spiritual gift inventory, a personality assessment (like DISC or Myers-Briggs), or a strengths-assessment (StrengthFinders), explore those. These tools help you know yourself better and can also help you understand others better.

Notes:

Engaging With The Congregation

My Score: _____

How to improve this area:

If members of the team don't truly love the people in your church, ask God to soften their heart towards them. Look for ways they can get to know more people, both at services and outside of church.

If you find your team isn't able to express their worship physically (other than singing or playing an instrument), encourage them to spend more time in preparation. The more confident they are, the freer they can be to move, smile, look out at the congregation, look up to heaven, etc.

Study good platform presence. Find some resources for your team to improve their visual leadership on the platform.

Study the different expressions of worship in the Bible. Talk to your team about which ones are appropriate for your church culture. Begin to try different expressions.

Engaging With Our Church

My Score: _____

How to improve this area:

Encourage the members of your team to attend regularly even when they're not scheduled for the worship team.

Invite the leaders of your church to a team event to share the mission and direction of the church. Ask the leaders what your team members can do to support this mission and help advance it.

Encourage your team to get involved in a some sort of small community within the church besides the worship team. And if they've never been formally disciplined, help them find a mentor farther along in the faith than they are.

Notes:

Engaging With The Music

My Score: _____

How to improve this area:

On the weeks your team members are scheduled, encourage them to create two or three windows of time to practice their songs before rehearsal, and practice again between rehearsal and the service.

Share ways they might listen to the music throughout the week (in the car, at work, doing household work, etc.). Listening to these songs will help them know them better.

To keep from making it all about the music, ask your team to spend time just reading the lyrics, and even praying them without the music. If they intentionally worship with these songs before the service, they will more easily worship with them during the service.

Notes:

Engaging With Our Systems And Processes

My Score: _____

How to improve this area:

First, help your team understand that the ministry systems and processes that are in place are there to help run an effective worship ministry. Without intentional systems and processes, the work of ministry would not get done.

If there's someone who doesn't with or understand a particular system, rule or process, offer to discuss that with them.

Being a part of this ministry means being committed to:

- Following through on scheduling requests,
- Helping finding your replacement when you have a scheduling conflict
- Showing up on time and ready to go for rehearsals and soundchecks.
- Reading communication from the team leadership (and responding when asked)
- Participating in training events and team meetings

If someone is too busy to do these things, they might be too busy to serve on the team right now. That may be a conversation you need to consider having with them.

Notes: