

## **DEV CONTENT:**

**WEEK ONE:** Ground Rules / Expectations

**WEEK TWO:** Team Culture

**WEEK THREE:** Worship Leading 101

**WEEK FOUR:** Next Steps / Recap Week (Q&A)

Week 1

# **Milestone Worship Team Ground Rules / Expectations**

*Need-to-knows for your Dev process.*

## **DEV**

- Dev is a 4-week development process created to help you take next steps in your worship leadership and skills. It does not guarantee that you will be onboarded to an active team after you complete Dev.
- If you need to miss more than 1 session of Dev, we will ask you to reschedule for the next round, so that you can get the most out of our intentional 4-week process.
- Bring your handbook to each session so you can take notes during Team Time.

## **GROWTH TRACK**

- We require everyone on the Milestone Worship Team to complete all 3 steps in our Growth Track process. (Discovery 101, Serve Team 201, Values 301) The Growth Track is essential for aligning all of us with the heart and vision of Milestone Church. This creates unity and ensures that we all believe and are building towards the same thing.
- We are happy to help you take your next step in the Growth Track. Just ask any of our staff team and we can get you started.

## **HANDBOOK HIGHLIGHTS**

- Moral/Public Guidelines (p. 13)
- Preparation (p. 10)
- Team Commitment (p. 3)

Week 2

# Team Culture

*We are one team with one vision.*

## WHO WE ARE

- We are **One Team with One Vision**
- That vision is Reaching People, Building Lives.
- Our team gets to serve that vision by creating moments to point people to Jesus in worship environments all over this house!
- **There are a few things that we do on our team to make sure we can keep moving that vision forward in a healthy, God-honoring way.**

## HOW WE KEEP AND CREATE OUR TEAM'S CULTURE

### 1. We fight for unity.

Psalm 133:1.3 (ESV)

Behold, how good and pleasant it is **when brothers dwell in unity! ...For there the Lord has commanded the blessing**, life forevermore.

We want God's commanded blessing on our team, (it's also more fun to serve on a unified team than a divided one!) so we make the choice to fight for unity—no matter what it takes!

#### Some ways we do this:

- Choosing to be hard to offend.
  - We tend to our souls and choose not to let offense take root in our hearts.
  - We call ourselves a **spiritual family**, not a community. In families, people offend each other from time to time. It just happens! It's important to work through it quickly.
  - We forgive quickly, as God forgave us.
- "Putting trust in the gap" and believing the best about our teammates.
  - The enemy is the accuser of the brethren, always looking for ways to bring division in a team.
  - It's easy to be suspicious, but we actively fight against the enemy's schemes by **choosing trust over suspicion**.
  - If you are ever unsure about something, seek clarity by having a needed conversation.

- Not allowing gossip.
  - Ephesians 4:29 (NIV)  
Do not let any unwholesome talk come out of your mouths, but only what is helpful for **building others up** according to their needs, that it may **benefit those who listen**.
  - We as a team squash a gossip spirit anytime we see it.
- Processing through the right channels.
  - “Processing” can easily become gossip—process with the right people. (Someone who can actually help solve what you’re processing or dealing with.)
- Building relationships with each other. This isn’t a team of gigging musicians! This is a team made up of like-minded people, planted in the same spiritual family. We want to know and love each other accordingly!

## 2. We encourage and add value to everyone.

### 1 Thessalonians 5:11 (MSG)

So **speak encouraging words to one another**. Build up hope so you’ll all be together in this, no one left out, no one left behind.

There are so many negative voices in the world telling us what we *AREN’T*, so we want our team to be a place where you hear who God says you *ARE*.

Adding value and encouraging doesn’t cost you anything, it just takes intentionality.

### Some practical ways we do this:

- Give someone a hug or a high five.
- Ask someone about their week.
- If you see it, say it. If you see a teammate winning in an area, tell them. It’s not an encouragement until you say it out loud!
- Talk to someone on the team you haven’t met before.
- Pray for a teammate when you serve together.

## 3. We are always planted and growing.

### Psalms 92:13 (NLT)

They are **planted** in the house of the Lord; they **flourish** in the courts of our God.

**Here’s what it looks like to be planted and growing in the house of the Lord:**

- You attend weekend services when you aren't scheduled on the worship team.
- You serve on other teams within the church. Worship rotation can be broad, so it's important that you have other ways that you contribute to the body!
- You participate with our spiritual family in serving the community through events like Serve Day.
- You are involved in small groups.
- You are accountable to a pastor or leader in your life.
- You're taking next steps. (Baptism, joining a small group, leading a small group, completing 301, etc.)

#### 4. We clothe ourselves in humility.

##### Colossians 3:12-14 (MSG)

So, chosen by God for this new life of love, **dress in the wardrobe** God picked out for you: compassion, kindness, **humility**, quiet strength, discipline. Be even-tempered, content with second place, quick to forgive an offense. Forgive as quickly and completely as the Master forgave you.

- We make a choice daily to **PUT ON** kindness and humility.
- We want the posture of our hearts to honor and please God when we step on the platform to lead.
- We recognize that hearts and lives aren't changed or moved by *our gifts*, but by *God's presence*.
- Our prayer is always that the eyes of people will be deflected **off of us** and **onto Jesus**.

#### 5. We ask for, receive, and lead in God's anointing of the Holy Spirit.

##### 2 Corinthians 1:21-22 (NIV)

Now it is God who makes both us and you stand firm in Christ. **He anointed us**, set his seal of ownership on us, and put his Spirit in our hearts as a deposit, guaranteeing what is to come.

##### Luke 4:18 (NIV)

The Spirit of the Lord is on me, because he has **anointed me** to proclaim good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to set the oppressed free, to proclaim the year of the Lord's favor."

- There's a difference between being **talented** and **anointed**.
- We can't rely on our gifting and talents to lead people in worship.
- We desire God's anointing because we know we can't change hearts and

lives—only God can do that.

- You receive anointing as you consecrate yourself to God. Consecration means a willing choice to be set apart and honor God with your heart, mind, body, and soul.

**(Pray that we would walk in unity and the anointing to close!)**

Week 3

# Worship Leading 101

*There's a difference between being a lead singer/musician and being a lead worshiper.*

Worship leading is all about service. Serving God, and serving the people that are in our congregation.

It is less about us and our giftings, and all about pointing attention and honor to Jesus. Worship is FOR God.

**As worship leaders, we need to ask ourselves some questions:**

- Am I more about performance or presence?
- Am I more into style or spirit?
- Am I leading FOR acceptance or FROM acceptance?

<p><b>PERFORMANCE:</b></p> <ul style="list-style-type: none"><li>- Stage</li><li>- Lights</li><li>- “Doing my thing”</li><li>- Showing my talent</li><li>- How I sound and look</li><li>- Leading people to yourself</li></ul>	<p><b>PRESENCE:</b></p> <ul style="list-style-type: none"><li>- “I don’t know why God put me here, but I’m going to steward this with humility and God-confidence”</li><li>- Knowing where you’re leading people - ushering people into God’s presence</li><li>- Giving your gifts, that GOD GAVE YOU, back to Him in service and worship to Him</li><li>- Leading people to something greater than yourself</li><li>- “The perfect worship service was the one you were most unaware of.” –CS Lewis</li></ul>
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<p><b>STYLE:</b></p> <ul style="list-style-type: none"> <li>- Only interested in playing and leading according to your preferences</li> <li>- More concerned about the latest style/expression of worship than leading the people of your congregation with you</li> </ul>	<p><b>SPIRIT:</b></p> <ul style="list-style-type: none"> <li>- Worship isn't a trend, it's eternal.</li> <li>- Be more about the spirit of worship than the latest style of worship.</li> <li>- More concerned about bringing EVERYONE along in the worship journey - meeting people where they're at instead of playing what you think is cool and hoping people come along.</li> </ul>
<p><b>FOR ACCEPTANCE:</b></p> <ul style="list-style-type: none"> <li>- Insecure</li> <li>- What can I get from this?</li> <li>- Does everyone like me?</li> <li>- How did I sound?</li> </ul>	<p><b>FROM ACCEPTANCE:</b></p> <ul style="list-style-type: none"> <li>- Knowing you are a loved son or daughter of God</li> <li>- For some reason, God placed me here—so I will lead with God-confidence</li> <li>- Not worried about what people think</li> <li>- More concerned with what God thinks about the posture of your heart in worship</li> </ul>

As worship leaders, we carry an incredible weight and privilege. We want to always steward this well and with humility.

No matter if you're a vocalist leading out on a song, or if you're a drummer who is in the cage...there are few principles we like to be reminded of when stewarding this calling and weight:

1. When leading worship, we worship God while we bring people with us.

Matthew 22:37-39 (NIV)

Jesus replied: 'Love the Lord your God with all your heart and with all your soul and with all your mind.' This is the first and **greatest** commandment. And the second is like it: 'Love your neighbor as yourself.'

### Deuteronomy 10:8 (NIV)

At that time the Lord set apart the tribe of Levi to **carry** the ark of the covenant of the Lord, to **stand before the Lord to minister** and to **bless the people** in his Name, as they still do today.

As worship leaders, we are called to be carriers of the presence of God, minister to the Lord and speak blessings over people.

Worship leadership is the unique balance of worshipping God and leading/serving people. If we have both eyes on God, we can easily get lost in "our moment" and we leave people behind. If we have both eyes on people, we can get stuck in performance.

## **2. You can't lead people to a place you haven't been.**

Whatever you cultivate in private is what you will bring each time you lead on the worship team. It will be out of an overflow of that closeness.

The path to God's presence should be well-worn in our personal lives so we can lead people there.

We are called to worship Jesus both on and off the platform, the seen and unseen of our lives. It's what we were created to do!

**Practical:** Worship through the set throughout the week before you get to rehearsal. That way you already know the journey of where God wants to take people and you aren't trying to figure it out as you go.

## **3. The best worship leaders are those who lead well off the platform.**

Being a worship leader is much more about who we are when we are not on a platform than what we do for 20 minutes during a service.

It's the way we steward relationships, the way we handle conflict, the way we live when no one is looking, It's our personal walk with Jesus behind closed doors.

## **4. We understand that worship is more than just music in a service. Worship is sacrifice.**

- We worship things that we value.
- We value things that we love.
- When you love something, you make sacrifices for that thing.

**Sacrifice is a giving of something that costs something.**

In the Old Testament, you had to make a sacrifice at the bronze altar before you could enter the temple...that was foreshadowing of the need for the atonement of sin so that peace could be made and relationship restored with God.

Sacrifice is woven all throughout the Bible, but the best picture is Jesus' atoning sacrifice for us.

**Hebrews 10:4 (NIV)**

It is impossible for the blood of bulls and goats to take away sins.

Those other sacrifices would never have been enough. That's why we needed Christ. Jesus' sacrifice is meant to inspire us to the same kind of sacrifice in our lives.

**Romans 12:1 (NIV)**

Therefore, I urge you, brothers and sisters, in view of God's mercy, to offer your bodies as a living sacrifice, holy and pleasing to God—this is your true and proper worship.

*It's important as worshipers to ask ourselves regularly—when was the last time I sacrificed to honor God?*

**5. The talent you've been given is a \_\_\_\_\_ designed to be used for the Kingdom of God.**

- Our musical talents are merely gifts which we can glorify God and serve others.
- They are FROM Him, and now we turn around and use them FOR Him.

Week 4

## Next Steps / Recap

- At the end of our time, each of you will sync up with a staff member to discuss what your best next steps will be.
  - This could be going through Dev again to continue developing in a skill, being placed on a next gen team, or being placed on an active weekend team.
  - It's important to note that if you are placed on our active weekend team, you may be asked to serve at any/all of our local campuses.
- What were your takeaways from Dev?

# Words Of Praise

*In the original text of the Bible, there are several words that each translate to English as “praise”, but they each have specific meanings when you trace them back. All of these are ways we express praise to God.*

## YADAH

To revere or worship with extended hands. To hold out the hands. To throw a stone or arrow.

1. *Psalm 67:3 (NIV)*  
*May all the peoples praise (yadah) You, God; may all the peoples praise (yadah) You.*
2. *Psalm 138:2 (NIV)*  
*I will bow down toward your holy temple, and will praise (yadah) your name for your unfailing love and your faithfulness, for you have so exalted your solemn decree that it surpasses your fame.*

### **Important details:**

- Yad-ah is found 111 times in Scripture.
- Explained those times when the Hebrew people were so overcome by the glory of the Lord that their hands shot up in praise

### **Questions:**

- Did you grow up in a tradition where the lifting of the hands was normal?
- Remember the first time you raised your hands in worship. What was it like?
- What is a song that represents this form of praise well?

## HALAL

To praise the Lord by celebrating, by dancing and shining forth, by acting clamorously foolish.

1. *Psalm 150:1-2 (NIV)*  
*Praise (halal) the Lord. Praise (halal) God in his sanctuary; praise (halal) him in his mighty heavens. Praise (halal) him for his acts of power; praise (halal) him for his surpassing greatness.*
2. *Psalm 149:3 (NIV)*  
*Let them praise (halal) His name with dancing and make music to Him with timbrel and harp.*

### **Important details:**

- Halal occurs 99 times in Scripture.
- Word from which we get Hallelujah
- True halal contemplates laying aside your inhibitions and killing your self-consciousness

“The most valuable thing the psalms do for me is to express the same delight in God which made David dance.” –C.S. Lewis

### **Questions:**

- Why do you think some people are hesitant to express their celebration in a church gathering?
- When you praise God in a public setting, how conscious are you of others around you?

- What are some songs that fit this form of praise?

### **ZAMAR**

To make music. To praise the Lord with the playing of an instrument.

1. *Psalm 108:1 (NIV)*  
*My heart, O God, is steadfast; I will (**zamar**) sing and make music with all my soul.*
2. *Psalm 144:9 (NIV)*  
*I will sing a new song to you, my God; on a harp of ten-strings I will (**zamar**) make music to you...*

#### **Important details:**

- Zamar appears 41 times in Scripture.
- Music is powerful – reaches places in the human soul mere words can't reach.
- Music calmed Saul's tormented soul.
- **2 Kings 3:15-16** Elisha asks for a harpist before he spoke his message.

#### **Questions:**

- When was the last time I simply played my instrument for God alone?
- When was the last time I felt the power of God in my music, even when no words were sung?
- What song comes to mind that fits this form of praise?
- What role has music played in your walk with God?

*“Next to the Word of God, the noble art of music is the greatest treasure in the world. Beautiful music is the art of the prophets that can calm the agitations of the soul; it is one of the most magnificent and delightful presents God has given us.” – Martin Luther*

### **TOWDAH**

Thanksgiving. A confession. A sacrifice of praise. Thanksgiving for things not yet received. A choir of worshippers.

It also means an extension of the hand.

However, the difference between YADAH and TOWDAH is: YADAH is a reaction to God's glory, TOWDAH is a response to what He has done or we believe He will do.

1. *Psalm 50:23 (NIV)*  
*Those who sacrifice thank offerings (offer **towdah**) honor me, and to the blameless I will show my salvation.*
2. *Psalm 56:11-12 (NIV)*  
*In God I trust and am not afraid. What can man do to me? I am under vows to you, my God; I will present my thank offerings (offer **towdah**) to you.*

#### **Important Details:**

- To thank God for what He has done, but to also offer a sacrifice of praise for things not yet received.
- Praising God with expectation – a way to convey trust in the goodness of God.

- We must remember to have a heart of thanksgiving but also a heart of expectation in worship.

*“True worship that is pleasing to God creates within the human heart a spirit of expectation and insatiable longing.” – Tozer*

#### **Questions:**

- What song comes to mind in relation to this form of praise?
- Think about and discuss a time when you have seen God answer a specific prayer or need that you had.
- Is there something that you are currently asking God for? Have you offered praise (towdah) in faith that He would answer you?

#### **BARAK**

To kneel. To bless God (as an act of adoration and humility). To praise. To salute. To thank.

1. *Psalm 95:6 (NIV)*  
*Come, let us bow down in worship, let us kneel before (**barak**) the Lord our Maker.*
2. *Psalm 72:11,15 (NIV)*  
*May all kings bow down to him (**barak**) and all nations serve him.; 15 Long may he live! May gold from Sheba be given him. May people ever pray for him and bless him all day long.*

#### **Important Details:**

- Barak embodies the notion of recognizing one’s position in relation to God. It’s the moment when we see God for who He truly is...in all of His splendor and glory. This is a word demonstrating humility. This is also when we must see ourselves in the correct light: sinners in need of a Savior.
- Used 289 times in the Psalms
  - On each occurrence, it’s used to describe worshippers falling on their faces before God in reverence, adoration, and thanks
- Scholars believe this Hebrew word in its original context did not simply mean to bow down. Instead, it carried the connotation of bending low while keeping one’s eyes fixed on the king.
  - It means to be transfixed.
- Psalm 103:1-2 - Bless the LORD, O my soul; all that is within me, bless His holy name. Bless the LORD, O my soul, and do not forget all His kind deeds.
- Psalm 103:20-22 - Bless the LORD, O my soul, and do not forget all His kind deeds—; Bless the LORD, all His angels mighty in strength who carry out His word, who hearken to the voice of His command.
- David uses the word as a repetitive hook.
- He commands all things to “barak” the King.

#### **Questions:**

- Do you remember the last time you “baraked” before the Lord?

## **TEHILLAH**

A hymn. A song of praise. A new song. A spontaneous song.

### **Psalm 22:3**

But You are holy, Enthroned in the praises (tehillah) of Israel.

#### **Important Details:**

- God loves your new song of praise- the song that comes from your inmost being.
- A new song is evangelistic:

### **Psalm 40:3**

He put a new song in my mouth, a hymn of praise to our God. Many will see and fear and put their trust in the Lord.

#### **Questions:**

- Have you ever sang out loud your own song to God?
- What are some examples of this form of worship that you have heard before?

## **SHABACH**

To address in a loud tone. To shout. To commend, glory, and triumph.

### **Psalm 145:4**

One generation shall praise (shabach) Your works to another, And shall declare Your mighty acts.

#### **Important Details:**

- A shout of praise is also connected to breakthrough- a triumph.
- The Bible instructs us to shout joyfully. It also expresses exuberance and excitement.

#### **Questions:**

- What events have you shouted at and who was it for?
- Have you ever shouted in church?