

WHAT IS DEV?

- Dev is a 4-week development process created to help you take next steps in your worship leadership and skills. We're committed to investing in your worship development. This doesn't guarantee that you will onboard onto the worship team but we are committed to help you grow.
- Dev is 4 consecutive weeks. Each week we cover important content. If you need to miss more than 1 session of Dev, we will ask you to reschedule for the next Dev, 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.

Dev Week 1 **WHO WE ARE**

- Leader shares their story (5 Minutes)
- We've been impacted by this environment, these are some of the values that have shaped us as leaders and have shaped our worship team culture.
- But even more than that—this is the culture of **Milestone Church**. From the beginning, the vision has always been clear: **Reaching People. Building Lives.**
- As a worship team, we serve that same vision—by creating moments that point people to Jesus in every environment, from **Milestone Kids** to **every campus weekend service**.

WHO WE ARE AS A TEAM

We're Here to Serve

1. Serve the Lord

First and foremost, we honor and bless the Lord—not just with our songs, but with our lives.

- Worship is to God and for God.
- It's not a performance, it's a posture.

2. Serve Each Other

We encourage and add value to one another. We don't just sing together—we build together.

- We strengthen each other through our words and actions.
- We create a culture of honor and encouragement.

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.**’

3. Serve the Church

It’s not about our preferences—it’s about serving our church family in every season.

- Not about our personal preference, but what does our church need in this season / moment.
- Our worship should align with God’s word. Stewardship of words that we’re singing and inviting others to sing with us. The songs we sing become the theology people remember. We don’t just sing what’s popular but we sing what is formational.
- When we look at scripture the Bible doesn’t describe a great worship service based on how good the band is. The greatest instrument described in scripture is the engaged voices of the worshipping Body of Christ (the Church) in the Presence of God! We want to help people join in with the worship already in progress.
- Week after week, we are joining the eternal worship that is already happening and we are testifying of the promises of God and what is to come!

Revelation 7:9-10

After this I looked, and there before me was a great multitude that no one could count, from every nation, tribe, people, and language. Standing before the throne and before the Lamb. They were wearing white robes and holding palm branches in their hands. And they cried out with a loud voice, “Salvation belongs to our God, who sits on the throne and unto the Lamb.”

We Build Like Family

The Bible makes it clear that God builds through family, both natural and spiritual. God has called all believers to be a part of a healthy **spiritual family**.

God Himself, sets the lonely in families. (Psalm 68:6). God has never been about building a religion, a philosophy, or a movement, He’s building a family. A spiritual family is made up of God’s children, coming together to love God, worship, sacrificially give, and serve one another. Jesus said that the world would know we love Him by the way that we love each other.

We Walk in Unity

Psalms 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 blessing, so we work hard to walk in unity together.

- In families, we have to learn to communicate, seek clarity, prefer one another, assume the best, and choose to forgive. A spiritual family isn't any different!
- Situations arise from time to time where we have to have a needed conversation to seek clarity or gain context. We encourage that!
- We process through the right channels. (Matthew 18)
 - Go to your brother when you have an offense.
 - As much as it depends on you, walk in peace
 - Ask yourself - am I processing with someone who can actually help resolve the issue?
- Don't let an offense or negative thought process fester. Talk to someone!

We Build Relationships With Each Other

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!

- Show up for people (in life's big moments - examples)
- Pray for each other
- Groups together
- Intentional conversations when serving together

We Encourage and Add Value

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 enough voices in the world telling us what we're NOT. We want this team to be a place where people hear who God says they ARE.

Encouragement doesn't cost anything—it just requires 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.

Dev Week 2

WHO WE ARE PT. 2

- Leader shares their story (5 Minutes)
- We've been impacted by this environment, these are some of the values that have shaped us as leaders and have shaped our worship team culture.

We recognize that hearts and lives aren't changed by our gifts—they're changed by God's presence.

John 14:6

Jesus answered, "I am the way and the truth and the life. No one comes to the Father except through me.

- Our role isn't to impress or perform—it's to set up a meeting place for people to encounter the living God.
- Think of the tent of meeting in the Old Testament—it wasn't about the tent, it was about the Presence inside. That's where life-change happened. In the same way, every time we gather, we help create a space where people can meet with Jesus. That's our purpose.

Because we know that God is the One who changes people, our posture is humility. And humility is a choice—something we put on daily.

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.

- The Bible tells us that it's the anointing that breaks the yoke.

Isaiah 10:37 (KJV)

...and the yoke shall be destroyed because of the anointing.

- There's a difference between being talented and being anointed:

Talented = having a natural skill for something. God gives us talents and abilities but talent needs purpose. Without purpose, talent just impresses, entertains and performs. Talent draws attention to itself.

Anointed = Set apart for a particular purpose and given an ability beyond our natural ability - it

comes from God. Anointing transforms, heals and inspires through the empowerment of the Holy Spirit.

Psalm 40:3

He has put a new song in my mouth, many will see/fear/put their trust in God

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."

You don't earn anointing—you receive it as you consecrate yourself to God.

Consecration means willingly choosing to be set apart for God's purposes—pursuing holiness, purity, and a godly lifestyle.

We are always growing.

We value a lifestyle of worship that leads to the ongoing process of development in the life of every believer. We're all works in progress. We're not who we once were, and we're not yet who we will become...When we fully engage with God, when we give our whole hearts and every area of our lives, we don't just "worship" during a service, we live a lifestyle of worship. Whatever we do, we do it to honor God and to show Him that we love Him. When we live this way, we'll never stop growing.

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 a giver with your time, talents, and treasure.
- You are involved in small groups.
- You have accountability in your life- someone who knows where you are at.
- You're taking next steps. (Baptism, joining a small group, leading a small group, completing the Growth Track, etc.)

Growing in Leadership

- You lead yourself—spending time with Jesus, reading the Word, worshiping privately.
- You cultivate a "one version" life—living with integrity.
- You invite feedback
- You remain coachable

- You pursue growth opportunities (masterclasses, dev times, etc.)

We like to have fun!

- We want our team to be life-giving.
- We celebrate each other's wins
- When we see something, we say something! (it's not an encouragement until you say it out loud)
- We don't take ourselves too seriously
- We laugh a lot
- We focus on the good!

Proverbs 17:22

A merry heart does good like a medicine!

Dev Week 3

WORSHIP LEADERSHIP 101

What is Worship?

Worship is giving worth, honor, and reverence to something or someone. As followers of Christ, we worship God—not just with our voices or talents, but with our entire lives.

We understand that worship is more than just music in a service.

Worship is our lives lived to honor God.

Romans 12:1-2 (MSG)

So here's what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for him.

Worship isn't confined to a service or a setlist. It's a daily lifestyle that honors God through our thoughts, actions, words, and attitudes.

What is Worship Leadership?

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

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.

A way we say this is—keep one eye on God, and one eye on the people.

- Worship leadership is the unique balance of worshiping 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.

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 step up to lead. 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:

- So it is crucial to worship Him when no one is looking. Create space, spend time in His Presence. Be still. Spend time meditating on His Word. Ask Him to speak to you.
- Worship through the worship set you are scheduled for the week of 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.
- Ask God to search your heart. Ask him if anything that doesn't honor Him. Repent, and turn your heart towards God. Stay sensitive to Him.

When we prepare to lead people in worship 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?

PERFORMANCE: <ul style="list-style-type: none">- Focuses on the stage, lights, and self-expression- Shows off talent- "Up there doing my thing"- Draws people to self	PRESENCE: <ul style="list-style-type: none">- Focuses on ushering people into God's presence- Offers talent back to God as worship- Leading people to something greater than yourself
STYLE: <ul style="list-style-type: none">- Only interested in playing and leading according to your preferences- More concerned about the latest style/ expression of worship than bringing the people of your congregation with you	SPIRIT: <ul style="list-style-type: none">- Be more about the spirit of worship than the latest style of worship.- Worship isn't a trend, it's eternal.- 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.

FOR ACCEPTANCE: <ul style="list-style-type: none">- Insecurity-driven- What can I get from this?- Does everyone like me?- How did I sound?	FROM ACCEPTANCE: <ul style="list-style-type: none">- Knowing you are a loved son or daughter of God- “For some reason, God placed me here—so I will lead with God-confidence”- Not worried about what people think- More concerned with what God thinks about the posture of your heart in worship
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Worship leadership is a holy calling.

It's not about being the most impressive—it's about being the most surrendered.

Dev Week 4

NEXT STEPS / RECAP

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)
 - **WHY** behind the **WHAT**: we operate on borrowed influence
 - Our influence is more widespread than we realize and people watch our lives
- Preparation (p. 10)
 - Preparation makes way for the presence of God
 - Having the songs “in” you, so that you can lead out in Dev
 - We can’t lead people to a place we haven’t been ourselves
- Team Commitment (p. 3)
 - This is an overview of our team’s principles that we will break down over the next few weeks
 - Read over this in your own time - it’s the standard we hold ourselves and our team to
- Platform Clothing Guidelines (p. 5)
 - Hit the highlights for guys and girls. Events- level up, shoes, athletic shoes, Heart behind modesty, bringing our best, etc.
 - Read over this in your own time - it’s the standard we hold ourselves and our team to

NEXT STEPS

- At the end of our time next week, 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, being placed in our Milestone Choir, or being placed on an active weekend team.
- It’s important to note that if you are placed on our active team, **you will be asked to serve at any/all of our local campuses.**

As we close out our time together, what were your biggest takeaways from Dev?