

EAST COAST CHRISTIAN CENTER | WORSHIP

Worship Team Manual

2015

1. **OUR VISION STATEMENT**

In the worship department of East Coast Christian Center, we focus on two primary goals:

1. To cultivate collectively a **Heart of Worship**
2. To excel and increase in **The Art of Worship**

We place great emphasis on praising God passionately, worshiping Him reverently, and serving Him devotedly. Our songs are as diverse as the people who attend ECCC and, although there are many differences in style, background, culture and musical preference, there is only one true God. When we gather around His throne to sing and shout His fame, we are united as one. We strive to **let the throne set the tone** when it comes to worship, for it is all about Him, for Him, through Him, and back to Him!

Our goal is to have an encounter with God and draw near to Him in worship. To worship Him is not only our command but it is our privilege. Our prayer for our services is that we meet with and respond to God’s glory and, as a result of that encounter, develop a lifestyle of adoring Him in every aspect of our everyday lives. We want to live a life outside of church that would be in harmony with the melodies of praise we sing to Him when we are inside the building. He is worthy of all that we have to give at all times!

The purpose of the ECCC worship ministry is four-fold:

1. To support the overall vision and values of East Coast Christian Center. We are called to build a life-giving church that lasts and our specific vision statement for 2015 is: Love God, Love the Church, Love People. As a church we believe we are called to the following:
	1. **LOVE GOD** - We love God, and believe that building **intimacy** with Jesus Christ leads to the most fulfilling relationship you’ll ever have.
	2. **LOVE THE CHURCH** - We love our church family, and know that God wants to **increase** them so they can experience a life that exceeds anything they ever dreamed.
	3. **LOVE PEOPLE** - We love the lost, and exist to **impact** our culture by bringing the love and salvation of Jesus Christ to those who don’t know Him.
2. To develop and maintain a quality team of musicians and vocalists to minister unto the Lord and lead ECCC into God-encountering worship.
3. To promote spiritual growth by providing a small group atmosphere among the worship team members, encouraging personal relationships and camaraderie.
4. To provide experience and training for future worship leaders and musicians in a local praise and worship ministry format.

This manual and the information herein have been produced to inform all existing worship ministry members and those who wish to join the team about this ministry and how it operates. This manual contains general information that will ensure the smooth operation of the ministry and the well being of each member of the team. All worship ministry members are expected to be familiar with and abide by the policies in this manual. Pastor Chris Johnson and the worship ministry department heads are responsible for administering these policies fairly and enforcing them when necessary.

# EAST COAST CHRISTIAN CENTER WORSHIP FAMILY COVENANT

As believers we are all called to bear fruit in our lives. Just like the word states, “when you produce much fruit, you are my true disciples. This brings great glory to my Father.” – John 15:8. We consider the following essential fruit in the life of a worship ministry member:

* **Commitment to Jesus** – Each person must be a born again Believer with a life that evidences a relationship with Jesus Christ.
* **Commitment to East Coast Christian Center** – Each person must have been a member of ECCC for a sufficient period of time, or must express a verbal commitment to become a member, so as to understand the vision and the direction of the senior pastor and the leadership of the church.
* **Exhibits the call of God to be part of the Worship Ministry** – We strive to build a team of worshippers who are enthusiastic and empowered by God and the leadership of ECCC to serve in the Praise and Worship Ministry.
* **Exhibits a stable, Christ-like temperament** – Artists can sometimes be eccentric and independent, placing their personal preferences before ministry. Satan also possessed these characteristics before and after his fall. Our desire is to exalt Jesus Christ and to display a Christ-like attitude at all times, particularly when ministering.
* **Exhibits the heart of a servant** – Servant leadership means that the team member is willing to work hard and be timely in their commitments. Worship ministry is one of the most time-consuming commitments in church. It is imperative that team members be on time and prepared for every service and every rehearsal.
* **Musical talent and commitment to excellence** – Musical ability is part of the requirement to be a member of this ministry. However, everyone is expected to work hard at improving his/her talent, regardless of what level you are at currently. We commit to continuing our pursuit of excellence through the following:
	+ Regular personal practice time as a means to be fully prepared for any service and or rehearsal you are scheduled for.
	+ We will strive to prepare play/sing all songs exactly as posted and will commit to memory all music so that we will not be dependent on charts during service times. There is grace for this.
	+ We will be ready to rehearse and in position before all scheduled rehearsals as well as service times.
	+ We will be prepared to make any changes to the arrangements and production of all songs on the set list and will be willing to work with all music/vocal directors while exhibiting a helpful and positive attitude.
* **Community** – We see the value in nurturing healthy relationships with all members of East Coast Christian Center Worship. We commit to love, value, respect and protect those we serve through many means including the following:
	+ Trust – we commit to trust others within healthy boundaries while believing the best motives.
	+ Honesty – We commit to maintaining an environment in this team that is a safe place for its members to be honest with their leadership and fellow team members. The emphasis is to speak truth, but ONLY done so through the filter of love.
	+ Open – We commit to being open with one another in word, deed and in the way we live our lives.
	+ Encouragement – we commit to affirm, build, and encourage others.
	+ Resolution – we commit to resolve conflict with forgiveness and reconciliation.
	+ Unity – we commit to walk in unity with grace and truth.
	+ Accountability – we commit to being accountable because we value open and honest feedback.

# PROCESS OF INVOLVEMENT

* **MEMBERSHIP:** Become a member of East Coast Christian Center by attending and completing all Connect Classes.
* **ATTENDANCE:** All worship ministry members are expected to attend services, worship meetings, and events with consistency and to communicate with team leaders when unable to attend.
* **AUDITION PROCESS:**
	+ **Sign up:**
		- Go to: <http://www.eccc.us/worship> and click on the “Sign up” link to complete a digital application.
		- Hard copies of the application are available in the Central Offices of East Coast Christian Center located at 670 N. Courtenay Pkwy, Merritt Island Florida 32953. You can also contact your venue worship leader and he/she will provide you with one.
	+ **The application:**
		- The application will ask about your personal background and musical experience and also ask that you provide us with a written testimony concerning your relationship with Jesus. Please fill out the application as thoroughly as possible being sure to delineate which venue or generational ministry you would like to serve in.
			* Available venues and generational ministries are as follows:
				+ VENUES:

ECCC Parkway Campus

ECCC Avenue Campus

ECCC Viera Campus

ECCC Cocoa Campus

* + - * + GENERATIONAL MINISTRIES:

Mezzanine Young Adult Church

TNT Youth Church

* + **The Audition:**
		- **Musician-**
			* Practice and prepare for your audition by using provided music and charts that were emailed to you through Planning Center
			* You will also be asked to accompany another instrument or vocalist and play a piece of music given to you ahead of time.
				+ Knowledge of reading sheet music is not mandatory if the instrumentalist possesses sufficient ear-training and/or theory and can read a basic chord chart.
			* You will be evaluated on a scale of 1 – 10 and an overall score of at least 8 is required for consideration. You will be evaluated in the following areas:
				+ Pitch, tone, tempo & rhythm, chord knowledge, preparation, confidence and stage presence
			* Participate in the audition at the venue you signed up for on the date that you and the worship leader of your venue agreed upon.
		- **Vocalist-**
			* Practice and prepare for your audition by using provided music and charts that were emailed to you through Planning Center.
			* You will be asked to demonstrate your ability by singing the provided song with keyboard or guitar accompaniment. If you are able to hear different vocal parts, please be prepared to demonstrate that ability.
				+ Knowledge of reading sheet music is not mandatory if the instrumentalist possesses sufficient ear training and/or theory and can read a basic chord chart.
			* You will be evaluated on a scale of 1 – 10 and an overall score of at least 8 is required for consideration. You will be evaluated in the following areas:
				+ Pitch, tone, blend, breath support and control, diction, preparation, confidence and stage presence.
	+ **The Personal Interview:**
		- You will be asked to meet with one of the Worship Team leaders for a personal interview. This will help us to get to know you better and to help direct you to the area of ministry that allows the best expression of your gift.

* + **The invitation:**
		- Following your interview and upon completion of your audition evaluation you will be contacted via email with your results. This expected time frame is within 2 weeks from the date of your audition.
		- Placement is not guaranteed on a platform- it is possible to complete all the steps up until this point and still not be placed on an East Coast Christian Center platform. Placement on a weekend worship team is determined by pastoral approval and you will be hand selected on a monthly basis by your East Coast Christian Center venue worship leader.
		- Before being placed on the schedule there is a mandatory Shadowing Phase for all worship team members. The purpose of this phase is to acclimate you with our behind the scenes operations such as Planning Center Online, our pre-service band rehearsals and ongoing development of your voice and/or instrument. The length of this phase is determined on an individual basis, but will generally range anywhere from 1 to 3 months.
		- At this point in time, you will also be asked to attend our monthly One Voice Small Group for ongoing training and development.

# MINISTRY DESCRIPTION:

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# WORSHIP MUSICIAN DESCRIPTION: Worship musicians include worshippers who play all varieties of musical instrumentation and have demonstrated Christ-like character, knowledge of the music, and faithfulness in responsibility to the schedule. All worship musicians are required to attend all band rehearsals as well as scheduled services, and are responsible to rehearse on an individual basis in preparation for services.

* **LEAD WORSHIPPER DESCRIPTION:** A Lead Worshipper would include preparing a service song repertoire, and leading and directing the lead vocalists, band and choir through said repertoire during Saturday Night Services, Sunday morning services, Wednesday evening services such as Night of Worship and/or special event services. This would involve proper stage etiquette and the ability to encourage and involve the congregation in the act of worship. Lead Worshippers are expected to participate in One Voice Small Group on a monthly basis.
* **LEAD VOCALIST DESCRIPTION:** Lead Vocalists are those designated on microphones during services and during Choir services. All vocalists will participate with the ECCC Worship Choir/Gang Vocals prior to taking on a position of Lead Vocalist. Lead Vocalists are expected to participate in scheduled monthly practices and vocal classes (please see Responsibilities section for more info).
* **GANG VOCALIST DESCRIPTION:** Worship Choir Vocalists are those who participate during the scheduled Choir Sunday/Gang Vocal Sunday. Choir Vocalists are expected to participate in scheduled monthly practices and vocal classes (please see Responsibilities section for more info).

# MUSICIAN AND VOCALIST RESPONSIBILITIES:

# SERVICES:

# PARKWAY CAMPUS: Located at 680 N. Courtenay Parkway

# Worship services on Sunday at 8:30, 10:00, 11:30 am & Saturday at 5:30 pm

# Mezzanine Young Adult Church on Sunday at 7:00 pm

# TNT Youth (middle school & high school) Church on Wednesday at 7:00 pm

* + - Night of Worship on the first Wednesday of the month at 7:00pm
	+ AVENUE WORSHIP CENTER: Located at 85 RICHLAND AVENUE, MERRITT ISLAND FL 32953
		- Worship services on Sunday at 10:00 am
	+ VIERA CAMPUS: Located in Viera High School at 6103 Stadium Parkway, Melbourne FL 32940
		- Worship services on Sunday at 10:00 am
	+ COCOA CAMPUS: – Located at 1855 Friday Road, Cocoa FL 32926
		- Worship services on Sunday at 9:00 am and 10:45 am
* **REHEARSAL:** Rehearsals include prayer, exhortation, and teaching, rehearsal of song list, new song training and breakout sessions for choir, lead vocals, and instruments. Rehearsals are scheduled as follows:
	+ SATURDAY EVENING REHEARSAL ***\*THIS REHEARSAL IS MANDATORY***
		- Parkway Worship Center: 3:45PM – 5:15PM
	+ SUNDAY MORNING REHEARSALS \****THIS REHEARSAL IS MANDATORY***
		- Parkway Worship Center: 6:45AM – 8:15AM
		- Avenue Worship Center: 8:00AM – 9:30AM
		- Viera: 7:30AM – 9:30AM
		- Cocoa: 7:30AM – 8:45AM
	+ MEZZANINE SUNDAY REHEARSAL \****THIS REHEARSAL IS MANDATORY***
		- Parkway Worship Center: 4:30PM – 6:45PM
	+ WEDNESDAY EVENING REHEARSALS \****THIS REHEARSAL IS MANDATORY***
		- TNT Youth Church: 5:00PM – 6:30PM
		- Night of Worship: 5:30PM – 6:45PM
	+ TNT YOUTH THURSDAY REHEARSAL \****THIS REHEARSAL IS MANDATORY***
		- Parkway Worship Center: 5:00PM – 7:00PM
	+ ONE VOICE SMALL GROUP \****ATTENDANCE IS STRONGLY ENCOURAGED***
		- Parkway Worship Center: 6:00PM – 9:00PM
* **PUNCTUALITY:** It is extremely important to be on time for rehearsal and pre-service set up. Your promptness reflects your heart toward the ministry and courtesy toward your fellow team members. Give yourself ample time to vocalize before a service (WARM UPS). Although there are always extenuating circumstances, a good general rule to follow regarding timelines is this:
	+ Early is on time, on time is late, late is not a lifestyle for a worshipper(If there is a possibility you may be late, please communicate it with your leader)
* **PRACTICE:** It will be the vocalists’ responsibility to vocalize and exercise his/her voice. It is important to take this seriously as injury to the vocal muscles is possible.
	+ Please come to practices and services warmed-up and ready to go.
		- One Voice Small Group will provide the vocalist with breathing and vocal exercises that can be used in personal practice.
1. **WORSHIP OPERATIONS**
* **Point Persons:** Please contact your point person at your campus for any and all scheduling related items.

 Chris Johnson: East Coast Christian Center Worship Pastor

 cjohnson@eccc.us Campus Worship Leader: Central (Parkway)

 321-508-2769 Overseer of all Venue Worship Leaders

 Overseer of all Generational Worship Leaders

 Amanda Walker: East Coast Christian Center Worship Department

 awalker@eccc.us Assistant to Worship Pastor Chris Johnson

 Campus Worship Leader: Central (Avenue)

 Generational: Mezzanine Young Adult Church

 Rhesa Walls: East Coast Christian Center Worship Department

 rwalls@eccc.us Campus Worship Leader: Viera

 Amy O’Brien: East Coast Christian Center Worship Department

 AO’Brien@eccc.us Campus Worship Leader: Cocoa

 Keith Alderman: East Coast Christian Center Worship Department

 kalderman@eccc.us Generational: TNT Youth Church

 Beverly O’Sullivan: Vocal Director

 Faithfulservant007@hotmail.com

* **Scheduling:** With such a vibrant ministry that involves so many people with varying schedules, scheduling conflicts can easily arise. In order to help make the scheduling process more efficient, we ask that you would utilize the "calendar" option within Planning Center to block out future dates that you know you will be unavailable to serve. Blocking out dates is not the solution for replying to scheduling requests or for canceling or modifying a confirmed serving date. Blocking out dates is specifically communicating to your ministry leader of your serving availability, well in advance. (i.e. vacation, out-of-town, job-related conflicts, etc.) We understand that the nature of some conflicts are unforeseen, so we ask that you exercise consideration for the team as a whole, and inform your Worship Point Person listed above as soon as a conflict arises.
* **Rotation:** The worship team at East Coast Christian Center is very large, and we love to have as many people involved as we can. With that said, this constitutes a rotation of all musicians and vocalists. We will try to make sure you are scheduled at least once a month for the service(s) in which you are placed. If you notice that you’re not scheduled for a month and have not been communicated with about this, please let us know. We most likely have just made a mistake, and we will work to fix it.
* **Confirmations:** Once you are scheduled for a service, you will be automatically sent an email asking you to confirm or decline. Simply follow the link in the email, log in to Planning Center, and click “Accept/Decline”. This will bring up a menu where you can accept your scheduled events. If you are scheduled for an event in which you cannot serve, please decline the event by inputting a reason for the decline.
* **Cancelling/Modifications:** If you have an emergency situation and you need to modify your confirmed schedule, you will need to contact us **at least seven days in advance of the event**. During office hours (Monday-Thursday, 9:00am - 5:00pm) if it is after hours and not urgent, **please wait until the next business day before contacting anyone**. Our main form of communication is via email.
	+ If you have an immediate emergency (i.e. hospital situation, serious sickness, family emergency, etc.) within 24 hours of your event, please call your worship director or point person for that service to let them know what is going on. Please make sure you have their information prior to the service date you are scheduled for. **Please do not find a replacement unless we have asked you to do so.**
* **Participating In Services:** When you serve a ministry in worship, it’s important you are a part of the ministry. As soon as you are done with worship, please go straight into the service. This is of particular importance in the event that we have the worship team back up for the closing ministry time. It’s important that we feel the heartbeat of the service to know how to minister to the people who attend the service you are ministering at.
	+ In the event that you are serving at multiple venues or for multiple services over the course of a weekend please choose one of those service to attend and be ministered to.
1. **PREPARATION AND REHEARSALS**
* **Preparation:**
	+ Come prepared spiritually. Come in-tune with God. Ask Him what His heart is so when we come together we can move unified as a team. Take time to seek Him before you come.
	+ You’ll find the set lists posted on the plan you are scheduled for in Planning Center. Click the links to listen to audio recordings and view the charts. We do not provide hard copies of charts at the service, unless requested in advance. We encourage you to print your own, or use digital charts on an electronic device. If you want to take your worship to the next level, try memorizing songs instead of using charts.
	+ Commit to at least one hour of practicing and playing through all songs within 24 hours of your scheduled ministry time.
	+ Strive to play/sing all songs exactly as posted and commit to memory all music so that you will not be dependent on charts during service times.
	+ “Practice is personal…rehearsal is relational”. –Jon Nicol
* **Rehearsals:**
	+ Be ready to rehearse and in position several minutes before all scheduled rehearsal and service times (call times will be on the plan for which you are scheduled for on the far left in Planning Center – please be prepared and in place **before** call time).
	+ Be prepared to make any changes to the arrangements and production of all songs on the song list and be willing to work with all music/vocal directors while exhibiting a helpful and positive attitude.
	+ **Rehearsal time before service is a band and vocal run-through, not a time to learn the music for the first time.** Prepare beforehand so our sound check and rehearsal times are a success.
1. **PLATFORM PRESENCE – CHEMISTRY**
* **Platform Presence and Body Language:** Body language is a huge form of communication. We all know what it is like to say one thing but our body is actually saying another. When you are on the platform, your presence is as important as your musicianship. Your platform presence is simply an outward expression of what is happening inside your heart. Determine to communicate your heart as effectively as you can through your body.

At times a leader may come to you and ask you to adjust something with your platform presence. For instance, you may be asked to open your eyes more in the worship services or move around your area a bit more. When you are asked to modify something, please do so cheerfully. Your leaders really care about you and want you to look your best, and lead your best.

* **Tips for Better Platform Presence:**
	+ Look in the mirror and watch what you look like – jump, clap, bow, dance, raise your hands, and be engaging. If something appears awkward, adjust it to make sure you are communicating what you want to communicate.
	+ Do not let the congregation determine your level of expression. Sometimes they will not be engaged in worship. As leaders, we always need to be engaged. Show them an example of how to express worship. Most of the time, they simply need to see worship in order to learn how to express it on their own.
	+ Be sincere. Worship from your heart. Smile because we are leading people from all different circumstances, so remember that a warm smile ministers more than you realize.
	+ Vocalists - When you are singing, have the microphone to your face but don’t block it. When there is a long period of time in which you’re not singing into your microphone, move it away from your face but still continue to sing and worship. Stay engaged at all times.
	+ Musicians - Be sure to stay engaged in worship. Practice ahead of time so you don’t have to focus on your instrument the whole time. Sing while you play. Seeing a musician singing from their heart can really lead people well. Move around your area; use your space to the fullest. When there is no movement, the platform can look stagnant.
1. **DRESS CODE**
* The platform is the most visible place in the church. As leaders on the platform, the things we wear need to be considered very closely. It’s important to remember that modesty is the key. We want our clothes to represent who we are, but also who we are in Christ.
	+ **Men’s Clothing Guidelines:** See attached Men’s Worship Dress Code (Appendix)
		- **General (all services):**
			* Modesty and style are important so we give focus on the worshipping, not us, and still come across as relevant to our culture and the people we are leading. Read up on modern styles and balance them with classic pieces.
			* If you are ever unsure about an item, bring it and the director over you and they can tell you if it can work for the next time.
			* Before you finalize an outfit for service, be sure to do a final worship check. Raise your arms as high as you can and swing them in all directions. Look in the mirror and check yourself from all angles. Make sure that you are not revealing anything inappropriate. Kneel down and check to see if the back of your pants comes too low or uncovers anything. Also, if you lean forward, be sure you aren’t revealing anything inappropriately.
		- **Specifics for Men:**
			* **Top Half**
				+ No tank tops.
				+ Make sure your shirt isn’t too tight and is appropriate in length (doesn’t show your stomach or under garments if you raise your hands).
			* **Bottom Half**
				+ No shorts.
				+ Jeans are fine – just make sure you have no holes that would show skin.
			* **Other**
				+ Wear shoes of a matching or complimentary color to the outfit. No flip- flops.
	+ **Women’s Clothing Guidelines: (**Stated below)
		- **General (all services):**
			* Modesty and style are important so we give focus on worshipping, not us, and still come across as relevant to our culture and the people we are leading. Read up on modern styles and balance them with classic pieces. If you are ever unsure about an item, bring it and the vocal director can tell you if it can work for next time.
			* Before you finalize an outfit for service, be sure to do a final worship check.
				+ Raise your arms as high as you can and swing them in all directions. Look in the mirror and check yourself from all angles. Make sure that you are not revealing anything inappropriate.
				+ Jump up and down. If there is any movement in the chest area, cover yourself with a jacket that will hide the movement or change your shirt. Exercise bras and some supportive tank tops also help in this area.
				+ Kneel down and check to see if the back of your pants comes too low or uncovers anything.
				+ Lean forward and see if your shirt reveals anything. If so, add a camisole or change the shirt.
		- **Specifics for Women:**
			* **Top Half**
				+ Neckline – Show no cleavage. Please be very conscientious about this. The more you have, the more modest the neckline should be.

That doesn’t mean everyone needs to wear a turtleneck; it’s just the first place that can be a distraction in worship.

* + - * + Bras should be inconspicuous and serve you well. Make sure that it cannot be seen under any circumstances. Be sure that the thickness of your bra protects for all room temperatures.
				+ Be careful not to wear shirts and/or jackets that bring focus to the chest.
				+ If wearing a shirt without a jacket, be sure that is cut in a modest way.
				+ No thin strapped sleeveless tops or shirts. The sleeve length should be appropriate for your arms, keeping in mind that all arms are different.
				+ Waistline – No skin around the midriff.

Test – raise your arms straight up, you should have several inches of shirt past your pants. If ever in doubt, wear a tank top underneath your top to make sure that when you jump, there isn’t a lot of movement.

* + - * + Make sure that your top is not see-through.

If it’s the style, make sure that the under shirt still meets the guidelines and is not skin tone in color (that can seem like you aren’t wearing anything underneath, even if you are).

* + - * **Bottom Half**
				+ No skirts above the knee.

Maxi dresses and skirts are perfectly acceptable as long as they are not see-through or skintight.

* + - * + Jeans are what we typically wear.

Make sure they are not too tight.

Be sure that they are clean and neat in appearance

Distressed denim is acceptable when done tastefully and in a way that doesn’t allow your skin to show.

Be cautious of white jeans, as they can be see-through on platform with our lighting.

1. **COMMUNITY – EAST COAST CHRISTIAN CENTER WORSHIP GROUPS**
* One Voice Small Group and the Worship Leader Small Group are designed specifically for worship team members. Group meetings will emphasize community within our team and encourage growth through fellowship, prayer and the study of God’s Word.
1. **MORAL RESPONSIBILITY**

At this church we take pleasure in maintaining a clean, safe, healthy and God–centered environment. To continue this, we need your cooperation. No worship ministry member should ever be a party to or be involved in any of the following:

* + Fighting.
	+ Abuse or destruction of Church owned property.
	+ Use or possession of narcotics, tobacco products, or any illegal stimulants (on or off the church premises), drunkenness and chemical/substance abuse:
		- **Drug and Alcohol Policy:** All East Coast Christian Center Worship Team members are expected to adhere to the drug and alcohol policy set forth by the church pastors for all East Coast Christian Center staff members:
			* A drug is any chemical substance that produces physical, mental, emotional or behavioral change in the user. Drug abuse is the use of a drug for other than medicinal purposes, which results in the impaired physical, mental, emotional or social well-being of the user. Drug misuse is the unintentional or inappropriate use of the prescription or over-the-counter drugs with similar results.
				+ Illegal narcotics, illegal sedatives, alcohol abuse, illegal stimulants, marijuana, illegal inhalants, hallucinogens, phencyclidine are the major drugs of abuse. All have one thing in common. To one degree or another, they affect the user’s feeling, perceptions and behavior. Most of these drugs affect the user in physical ways as well, but they are abused because of the psychoactive (mind altering) properties.
	+ Illegal, immoral, indecent conduct or language
	+ Sexual sins of fornication, adultery, homosexuality or pornography:
		- **Personal Relationships:** All East Coast Christian Center Worship Team members are expected to adhere to the personal relationship standards and policy set forth by the church pastors for all East Coast Christian Center staff members. All worship leaders and worship team members are expected to conduct themselves in a manner befitting the philosophy of this ministry:
			* **Sexual Purity:** The Word of God is clear that any sexual relationship outside the biblical covenant of marriage is strictly forbidden. We also believe that God has called us to a standard of high accountability when it comes to the relationships we are involved in with other members of the team and with people outside of our team. This high standard requires us to set forth certain guidelines that will ensure that we avoid the appearance of immorality. For clarification, here are several standards we commit to adhere to:
				+ We will keep our eyes pure and we will not allow pornography, inappropriate media, etc., to contaminate our heart and spirit (Ps 101:3).
				+ All male-female relationships will glorify God and will be accountable to those around us by:

Not engaging in sexual activity that is reserved for the institution of marriage.

* + Removal of church property from the premises without permission of the leadership
	+ Appropriate use of your internet presence including but not limited to social media networks and personal blogs
		- **Social Media Policy:** Your presence on the web is an extension of your personal ministry, and we can’t wait to see how you continue to use it to communicate the one-of-a-kind individual God created you to be.
			* **Ephesians 4:25 – 32.** Specifically verse 29 “Let no corrupt word proceed out of your mouth, but what is good for necessary edification, that it may impart grace to the hearers
			* **You are amongst friends- sometimes.** As much as your blog, twitter stream, Facebook page, etc. might feel like your cozy home on the Internet where friends stop by to catch up, it’s really a public space. People can land on your page from a Google search and read just one post completely out of context. The content from blogs can live on forever in Google, long after you’ve forgotten about it. So, think of your web space less like a family room and more like your front yard.
			* **Spread news, don’t break it.** It’s great (and helpful) when we use our personal web spaces to share the great things God is doing at East Coast Christian Center. It is not cool to get the news out there before the time or in a different place than we’ve strategically planned. Make sure what you talk about is ready for public consumption. If we have talked about it from the stage or online, then you are in the clear to discuss it on your social media.
			* **Detract? Distract? Neither.** You’ll want to be on the lookout for things that will distract or detract from the mission of East Coast Christian Center. You might post something that is 100 percent accurate and true to our beliefs that can still draw unwanted attention to the church and take substantial time to manage and explain. If you’re in doubt, you’re surrounded with strong leaders who will be happy to help you figure out whether something falls into that gray area.
			* **Be smart.** From a legal perspective, you’re responsible for what is on your personal web space, so make sure you follow copyright rules and any other relevant laws. Be particularly mindful of video and music clips. When it comes to East Coast Christian Center content, a good rule of thumb is “point, don’t post” meaning that it is better to link to the content on our established communication channels rather than posting it on your blog or site. Also, when sharing a quote, give credit to the original source. It is misleading to share a quote that has no reference or name.
			* **Ask questions.** If you want to spur conversation about a topic, think about open-minded posts and questions, not opinions.
			* **Disclaimers or not, you represent.** Yes, a disclaimer is a good idea. But even with that, what you say in your tweets, on your blog, and on your Facebook page is just as much of a reflection of the church as what you do in your personal life. A few things that will help with that: don’t link to your personal site from East Coast Christian Center and don’t speak on behalf of the church.
			* **When in doubt go positive.** Whether you’re responding to a snarky comment, frustrated with a vendor, or trying to decide if you should write about something that’s bothering you, you will never regret taking the high road (and sometimes that road is not saying anything at all).
1. **DISCIPLINARY ACTIONS**

Church discipline is not something to be feared by the godly, but should be seen as a means of positive growth and change in the life of every believer. As an East Coast Christian Center Worship Leader or Worship Team member, we appreciate your support for our Biblically based policy of church discipline and we expect that you submit your own life and family to these standards.

“All scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, “(II Timothy 3:16, KJV)

Ministry team placement may be revoked if the actions of a team member are deemed detrimental to the ministry of East Coast Christian Center Worship and/or East Coast Christian Center. Such discipline will be carried out by consent of our worship pastors and will be done in a loving, constructive manner that encourages reconciliation, restoration and healing.

**XII. IMPORTANT LINKS AND CONTACT INFORMATION**

* East Coast Christian Center [www.eccc.us](http://www.eccc.us)
* Worship Site – www.eccc.us/worship
* Scheduling- [www.planningcenteronline.com](http://www.planningcenteronline.com)
* Emergency Cancellation/or scheduling conflict – Contact your Worship leader
* Twitter- @ECCCworship
* Instagram- @EastCoastChristianCenter



APPENDIX

APPENDIX – DRESS TO B.L.E.S.S. - WARDROBE GUIDELINES FOR MEN

*Put on then, as God’s chosen ones, holy and beloved, compassion, kindness, humility, meekness, and patience, bearing with one another and, if one has a complaint against another, forgiving each other; as the Lord has forgiven you, so you also must forgive (*[*Col. 3:12-13*](http://biblia.com/bible/esv/Col.%203.12-13)*).*

**B.e Yourself**

Don’t allow these guidelines to confine you, but instead let them refine you into creatively expressing yourself in new ways.

**L.ook Sharp**

Dress with intention from head to toe. Clothes should be free of wrinkles and stains and present an outward expression of excellence that matches your inner excellence.

**E.nhance Not Distract**

We are here to call attention to the greatness of God, not to ourselves. When in doubt, leave it out… or you can always ask for anotha’ brotha’s opinion. And make sure you can worship comfortably so as not to distract your own heart and mind.

**S.tyle It Up**

Style your hair (if applicable). Kick your look up a notch above the norm with a jacket, a watch, or nicer shoes for example. Dress in styles that reflect the culture of our leaders and our people. Find good examples and follow them. Moms, wives, and sisters are pretty great sounding boards too.

**S.erve Others**

Ultimately we are on a mission to help the people we are leading in worship. Good hygiene and an excellent appearance are an act of love and service. People will be looking at us, on an elevated platform, for periods of 20 minutes or longer. Let’s dress to bless them by keeping our wardrobe preferences in an attitude of mutual submission and humility. See Colossians 3:12-13

\***Discouraged items**: Wrinkled or stained or old/worn clothes, tank-tops or muscle-shirts, flip-flops, shorts,

excessively tight t-shirts or pants, unkempt hair