

LONG HOLLOW
WORSHIP
HANDBOOK



PHILOSOPHY

Our philosophies of worship and worship leading are driven by three factors:

GRATITUDE

Gratitude is our fuel for worship. Psalm 100 (CSB) tells us to “Enter his gates with thanksgiving.” In other words, any time we step into the presence of God, it is right for us to come with an attitude of gratitude. Gratitude isn’t driven by feeling, it’s completely based on what we know to be true about God in every season, that “the Lord is good and his love endures forever.”

SPIRIT & TRUTH

“But an hour is coming, and is now here, when the true worshipers will worship the Father in Spirit and in truth. Yes, the Father wants such people to worship him. God is spirit, and those who worship him must worship in Spirit and in truth” (John 4:23–24 CSB).

We believe that the truth of God, who He is and what He is about should captivate us and move us to worship. Theology matters.

HONOR & HUMILITY

“Therefore, brothers and sisters, in view of the mercies of God, I urge you to present your bodies as a living sacrifice, holy and pleasing to God; this is your true worship. Do not be conformed to this age, but be transformed by the renewing of your mind, so that you may discern what is the good, pleasing, and perfect will of God” (Romans 12:1–2 CSB).

“Who may ascend the mountain of the Lord?
Who may stand in his holy place?
The one who has clean hands and a pure heart,
who has not appealed to what is false,
and who has not sworn deceitfully.
He will receive blessing from the Lord,
and righteousness from the God of his salvation.
Such is the generation of those who inquire of him,
who seek the face of the God of Jacob. Selah” (Psalm 24 CSB).



Worship isn't about us.

It's not about style. It's not about talent.

At its core, it's about us humbling ourselves and posturing ourselves at the altar before Holy God.

BRIDE & GROOM

“Let the word of Christ dwell richly among you, in all wisdom teaching and admonishing one another through psalms, hymns, and spiritual songs, singing to God with gratitude in your hearts. And whatever you do, in word or in deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him” (Colossians 3:16 CSB).

We believe that worship is both vertical and horizontal. Worship both ministers to the heart of God and the heart of the Church. We worship to bring honor to God. We also worship to shepherd the need of the church: encouraging and challenging people through Scripture and worship.

EXPECTANT & ENCOUNTER

“When Jacob awoke from his sleep, he said, “Surely the Lord is in this place, and I did not know it.” He was afraid and said, “What an awesome place this is! This is none other than the house of God. This is the gate of heaven”” (Genesis 28:16–17 CSB).

We always want to come with eyes open and hearts ready, expectant for God to show up when we worship. Expectancy leads to encounter.



PERSONAL EXPECTATIONS FOR TEAM MEMBERS

A Team members must have a personal relationship with Jesus Christ that is consistent and growing through prayer, Bible reading/obedience, and church fellowship.

B Team members must be actively involved in the church body through a regular connection point for a minimum of six months prior to joining the Worship Team. We want LH to be your church home and for you to feel rooted in our church family. Dive into another ministry and serve! It helps you settle into LH and helps us understand your gifts, talents, and intent. It is a wonderful way to get to know our community and already have a connection with the people we lead in worship.

C Team members must be church members or have attended Starting Point in person or online.

D Team members should live a lifestyle above reproach, avoiding even the appearance of evil. Platform leadership adds extra responsibility to be an example of what a Christian should look like. Therefore, we should treat each other carefully and guard our hearts against impurity and pride personally, privately, and publicly. This applies to our presence on social media as well.

“This saying is trustworthy: “If anyone aspires to be an overseer, he desires a noble work.” An overseer, therefore, must be above reproach, the husband of one wife, self-controlled, sensible, respectable, hospitable, able to teach, not an excessive drinker, not a bully but gentle, not quarrelsome, not greedy. He must manage his own household competently and have his children under control with all dignity. If anyone does not know how to manage his own household, how will he take care of God’s church? He must not be a new convert, or he might become conceited and incur the same condemnation as the devil. Furthermore, he must have a good reputation among outsiders, so that he does not fall into disgrace and the devil’s trap.

Deacons, likewise, should be worthy of respect, not hypocritical, not drinking a lot of wine, not greedy for money, holding the mystery of the faith with a clear conscience. They must also be tested first; if they prove blameless, then they can serve as deacons. Wives, likewise, should be worthy of respect, not slanderers, self-controlled, faithful in everything. Deacons are to be husbands of one wife, managing their children and their own households competently. For those who have served well as deacons acquire a good standing for themselves and great boldness in the faith that is in Christ Jesus” (1 Timothy 3:1–3 CSB).

“For you were called to be free, brothers and sisters; only don’t use this freedom as an opportunity for the flesh, but serve one another through love. For the whole law is fulfilled in one statement: Love your neighbor as yourself. But if you bite and devour one another, watch out, or you will be consumed by one another. I say, then, walk by the Spirit and you will certainly not carry out the desire of the flesh. For the flesh desires what is against the Spirit, and the Spirit desires what is against the flesh; these are opposed to each other, so that you don’t do what you want. But if you are led by the Spirit, you are not under the law. Now the works of the flesh are obvious: sexual immorality, moral impurity, promiscuity, idolatry, sorcery, hatreds, strife, jealousy, outbursts of anger, selfish ambitions, dissensions, factions, envy, drunkenness, carousing, and anything similar. I am warning you about these things—as I warned you before—that those who practice such things will not inherit the kingdom of God. But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. The law is not against such things. Now those who belong to Christ Jesus have crucified the flesh with its passions and desires. If we live by the Spirit, let us also keep in step with the Spirit. Let us not become conceited, provoking one another, envying one another” (Galatians 5:13–26 CSB).

E Any habitual lifestyle that is unbiblical or sinful should be addressed prior to seeking an opportunity with the team. The following should be addressed and have evidence of prolonged victory before joining the Worship Team:

1. Alcohol and/or drug abuse
2. Sexual immorality
3. Proudful attitude and/or rage problems
4. Inability to submit to leadership
5. Gossip or stirring up strife
6. Any unbiblical lifestyle

If there are any questions, let's talk! We're all sinners saved by grace, and part of community is accountability.

Inability or unwillingness to meet and maintain any of these expectations may result in temporary or permanent dismissal from the team.

F The unity of our team is vital. Encouragement, honesty, honor, humility, kindness, and grace are pillars of our culture. We do not tolerate attitudes that breed negativity or promote disunity and self-interests. Behavior like this may result in temporary or permanent dismissal from the team.

C Team members should demonstrate musical competence as either a singer or musician, and participate in development/team nights.

H Team members are required to submit information for a background check, to be updated annually. Our team members often serve alongside kids and students, and LH takes their safety very seriously.

I Team member applicants are required to audition in person or via video and undergo an interview with a staff member.



TEAM NIGHTS

Team Nights are core to our culture within Long Hollow Worship. The main purpose of these gatherings are connection, relationship building, and musical and spiritual development. We ask all team members, new and current, to be involved with these nights, which take place roughly twice a month.

Team Nights create a fun, easy, casual environment for people to get plugged in for the first time. They help everyone ease into our process of rehearsals and services before being placed on a platform, but also are incredible opportunities for continued growth. These gatherings are the perfect place to grow more into the gift God has given you, whether you're a professional musician or a bedroom player. We take these nights to talk about team culture, musical tips and tricks, as well as spiritual encouragement and teaching.

Creative Nights include the entire creative ministry at LH – worship, production, film, design, and photography. The focus involves worship, teaching, and an emphasis on developing our creative community.

Development Nights are a time for musicians and vocalists to gather and grow together. These times include relaxed rehearsal, specific instrument/vocal coaching, and general worship-focused tips and tricks to help everyone grow in their gifts.



A musician with long hair is silhouetted against a bright blue spotlight on a stage. They are playing an acoustic guitar. The background is dark, and the spotlight creates a strong contrast, highlighting the musician's form and the instrument. The overall mood is artistic and focused.

MUSICAL EXPECTATIONS

All team members, new and current, are asked to be involved in our development process. This makes getting involved simple and approachable, helps the team grow, and keeps us connected. The steps listed on the following pages are simply for evaluation and goal-setting as we continually strive to develop the gifts of our team members. Step One is the starting point to be added to service schedules.

DRUMS

STEP ONE

- Able to hear, listen to, follow, and return to a click track if you stray
- Able to learn parts for scheduled songs
- Able to play with appropriate dynamics
- Able to play in varied time signatures (4/4, 3/4, 6/8)

STEP TWO

- Able to stay with a click track — play on tempo without any extreme deviation
- Able to replicate parts as on recordings for scheduled songs
- Able to engage and play with bass player during moments of dynamic worship
- Able to follow spontaneous and extended moments of worship
- Able to play in varied time signatures (4/4, 3/4, 6/8), including swing and straight grooves
- Able to engage/connect with the congregation through leadership (comfortable on a platform)

STEP THREE

- Able to create dynamic transition moments
- Able to memorize music as recorded, yet add your own flair that enhances the music
- Able to follow direction from Worship Leader + Music Director, including dynamic changes and spontaneous arrangement changes
- Able to coach, invest in, and lead other drummers





BASS

STEP ONE

- Able to hear, listen to, follow, and return to a click track if you stray off
- Able to read number charts
- Able to learn parts for scheduled songs
- Able to play with appropriate dynamics

STEP TWO

- Able to stay with a click track — play on tempo without any extreme deviation
- Able to match tone, dynamic, and feel of recorded parts for scheduled songs
- Able to engage and play with drummer during moments of dynamic worship
- Able to follow spontaneous and extended moments of worship
- Able to engage/connect with the congregation through leadership (comfortable on a platform)

STEP THREE

- Able to create dynamic transition moments
- Able to memorize music as recorded, yet add your own flair that enhances the music
- Able to follow direction from Worship Leader + Music Director, including chord changes, dynamic changes, and spontaneous arrangement changes
- Able to coach, invest in, and lead other bass players

ELECTRIC GUITAR

(EG1 + EG2)



STEP ONE

- Able to hear, listen to, follow, and return to a click track if you stray off
- Able to read number charts
- Able to learn parts for scheduled songs
- Able to play with appropriate dynamics
- Able to pick out guitar melodies and lead parts, and translate them on a fretboard

STEP TWO

- Able to stay with a click track — play on tempo without any extreme deviation
- Able to replicate parts by ear
- Able to match tone, dynamic and feel of recorded parts for scheduled songs
- Able to follow spontaneous and extended moments of worship
- Able to engage/connect with the congregation through leadership (comfortable on a platform)

STEP THREE

- Able to create dynamic transition moments
- Able to memorize music as recorded, yet add your own flair that enhances the music
- Able to follow direction from Worship Leader + Music Director, including chord changes, dynamic changes, and spontaneous arrangement changes
- Able to coach, invest in, and lead other guitar players

PIANO/ KEYS

STEP ONE

- Able to hear, listen to, follow, and return to a click track if you stray off
- Able to read number charts
- Able to learn parts for scheduled songs
- Able to play with appropriate dynamics
- Able to pick out piano melodies and lead parts and translate them to the keys
- Able to underscore alone during transition/ speaking moments

STEP TWO

- Able to stay with a click track — play on tempo without any extreme deviation
- Able to replicate parts by ear
- Able to match tone and dynamic of recorded parts for scheduled songs
- Able to follow spontaneous and extended moments of worship
- Able to engage/connect with the congregation through leadership (comfortable on a platform)

STEP THREE

- Able to create dynamic transition moments
- Able to memorize music as recorded, yet add your own flair that enhances the music
- Able to follow direction from Worship Leader + Music Director, including chord changes, dynamic changes, and spontaneous arrangement changes
- Able to coach, invest in, and lead other piano/keys players



VOCALIST

(WORSHIP LEADER)



STEP ONE

- Must be able to hear, listen to, follow, and return to a click track if you stray off
- Must be able to sing on pitch
- Able to sing vocal parts/harmony, and adapt to specific moments when needed
- Able to comfortably lead a portion of a song
- Able to blend with other vocalists
- Able to engage/connect with the congregation through leadership (comfortable on a platform)

STEP TWO

- Able to confidently and effectively lead an entire song
- Able to learn and replicate parts from recordings for scheduled songs
- Strong stage presence – welcoming and inviting without being a distraction
- Able to pick out harmonies during spontaneous changes

STEP THREE

- Able to lead and/or write spoken moments
- Able to lead a worship set and worship moments, following the need of the room and guidance of the Holy Spirit
- Able to coach, invest in, and lead other vocalists/worship leaders

STYLE GUIDE

We must be mindful that what we wear while leading from stage matters. We help set the tone each Sunday as we lead our church in worship. When it comes to dress, here are a few things to keep in mind.

- If there is doubt, please leave it out. How will this look under stage lights? Is anything distracting? Is this appropriate for our church's worship culture, and does it represent my best?
- **Hats:** Hats are acceptable – please avoid bright/vibrant colors, large text, or logos.
- **Pants:** Please avoid pants that are excessively tight without a long top, or pants that have holes or rips.
- **Shirts:** Please wear shirts that have appropriate length in the front and back. Avoid sleeveless tops, anything see-through under stage lighting, or otherwise too revealing.
- **Colors & Patterns:** Please avoid bright colors and busy patterns. Neutral, muted blacks and tans are always a win.
- Use the **D# Rule:** Dress Sharp. Raise the bar a step above casual.
- Click or scan the QR code for a Style Guide mood board.



NEXT STEPS

We want our team to be a thriving, exciting place to serve and share community. These expectations help provide a foundation for us to rally around and encourage one another. We will do our best to equip, support, and encourage each other in all things music and worship-related, as well as daily life. Long Hollow Worship is more than a random group of people on a stage, but a tight-knit community where we can help bear one another's burdens and approach the throne of God together in worship. We will always do our part to create a space for these things to take place and our goal is to always be a team that is approachable, humble, and exciting to be part of.

If you feel comfortable with these expectations and believe you would be a good fit for the team, please reach out to us at worship@longhollow.com for next steps.

Click or scan the QR code for additional resources and training.

