



### Why audition?

While many people might have a passion for worship ministry, not all have the gifting or developed skills to do it. Auditioning helps to determine where people are at in this journey and if they have the ability to be part of a worship team in the present or in the future. Auditioning is a tool that can help the church to find other places for individuals to serve who might not be gifted musically and better prepare those who are gifted musically in their process of growth -- both in music and in character.

### Guidelines for auditions

- **Get a video.** Getting a video of the auditioner with their instrument (or voice) playing/singing to a song ahead of time is the first step of the audition process and will save potential awkwardness in a group audition if they are not quite ready to audition with the band. If you notice they have growth areas, let them know an action plan of what to fix to audition with the band.
- **Plan ahead.** Contact those interested in auditioning several weeks ahead of time and make sure you get them the needed info. While you might be able to be spontaneous musically doesn't necessarily mean that others will be able to. Give auditioners enough time to prepare.
- **Give clear instruction.** Let them know what to expect during the audition. This includes when, where, and what songs will be required. Are they going to be singing melody or harmony or both? Are they going to be playing lead parts on their instrument or mostly chords? Determining what you want out of the auditioner ahead of time will set them (and you) up for a win.
- **Equip with tools.** Make sure to email the auditioner the plan and needed chord attachments, audio recordings, special instructions, etc. so that they have all the information they need to prepare and succeed in the audition.
- **Diversify the songs.** Plan on having them audition with at least one faster song and one slower song. This will help you to get to know their style and their strengths and weaknesses as a vocalist / musician.
- **Model the song.** Have the band play through the song first (or at least with an abbreviated version of the song) so they know how it will sound, etc. However, don't ask them to play something you haven't first modeled to them. Next, ask them to step in and fill that position in the band as the band plays the song for a second time.
- **Make a plan.** Connect with the auditioner after the audition and give them a next step in the process. Usually, it's wise to not make any snap judgments on the spot about their performance. Set a time that you'll contact them by so you can think things over a bit and then be prompt to follow through by that date. When you follow through and connect, give them specific instructions for what you want from them and, if they are joining the band, how to get involved in the team schedule. If the time is not right for them to join the team, give them some action steps moving forward to continue to grow and possibly re-audition if appropriate.

### Excellence matters

The Bible says that God values excellence in all we do and this includes worship ministry (check out our article: [Excellence In Worship.](#)) While that it is true that God looks at the heart ([1 Samuel 16:7](#)), it is also true that people look at the outward appearance and how excellent it appears. The measure of excellence with which we lead worship certainly does not determine our value to God or our worth as an individual but it does affect the way that people engage with God and are impacted in a service. Both musical skill and maturity of character are critical pieces of effective worship team leadership. Our job in auditioning musicians and vocalists as team leaders is not to develop an exclusive worship "club" but to identify those with God-given gifts that should be put to use and continued to be refined in order to bless and build up the body of Christ through facilitating excellent musical worship experiences.