



THE CROSSING WORSHIP TEAM HAND— BOOK



**OUR MISSION:
INVITING OTHERS TO MEET WITH AND RESPOND TO GOD IN COMMUNITY**

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.*

WORSHIP = MEET WITH & RESPOND

The Worship Team at The Crossing exists to serve the mission of our church: to help people discover Jesus and The Journey. One of the most significant ways we live out this mission is by creating space for our church community to encounter God and respond to Him. Through music and other creative expressions, we illuminate the character of God, tell His story, and invite others to engage in the work He is doing. As Jesus said in Matthew 5, may we “let our light shine before others, that they may see God’s good works and glorify Him.”

Our calling is unique. We are not just musicians or singers; we are worshippers who lead by example. That means our leadership starts long before we step on stage. It is reflected in how we live, how we treat others, and how we pursue Christ in the everyday moments of life. Romans 12 reminds us that worship is not a song or a Sunday; it is the offering of our lives as living sacrifices. Notice that the word “lives” is plural. Worship is not meant to be lived out in isolation. We need each other. We need a team to encourage us, challenge us, and help us up when we fall. That is what this team is meant to be: a team who walks this journey together. This handbook is simply a tool to help us live that out. It outlines the values and expectations that guide our team, not to restrict us, but to unite us around a shared standard of excellence and a shared heart for worship. Our prayer is that as you read, you will sense God inviting you to bring your very best, both on stage and off, for His glory.

Welcome to the team. Welcome to The Journey.

Worship Staff Contact Information

Lead Worship Arts Pastor: Luc DiMarzio

Cell: 720-854-9467 Email: luc@thecrossinglv.com

Worship Arts Pastor: Michelle Shepherd

Cell: 702-742-7027 Email: michelle@thecrossinglv.com

Music Director: Ashriel Talion

Cell: (702) 747-0384 Email: ashriel.talion@thecrossinglv.com

Next Gen Worship Associate: Sarah Nova

Cell: 702-910-7734 Email: sarah@thecrossinglv.com

Worship Arts Administrative Assistant: Mikayla Henard

Office: 702-947-2080 Email: mikayla@thecrossinglv.com

Community + Conflict

We are all different from one another, yet one of the greatest things about music and art is that they have the power to unify people in a way nothing else can. On a team, our differences can sometimes stand out, but as worship leaders we are called to model Christian community. That kind of community requires humility and selflessness.

Your uniqueness is valued here, but we also ask that you consider others above yourself. So, encourage one another, stay focused on the mission, and strive to reflect Christ in both attitude and action.

Remember, you are not alone. This is about community. We are in this together. Music and creative expression are not just performance;

they are tools that help stir our hearts toward Christ. At The Crossing, we are a worshipping community, unified in the challenge to deepen our faith. Together, we pursue a heart of worship that strengthens us and helps us grow in Christ.

Conflict is inevitable in any community. Each of us brings different personalities, perspectives, and opinions, and at times those may clash. When that happens, we choose to follow the biblical model for conflict resolution. When handled in a Christ centered way, conflict can actually refine us, restore relationships, strengthen our team, and honor God. What we won't do is talk behind someone's back. A strong and healthy community depends on trust, honesty, and respect. Talk directly to the person. If necessary, meet again with others involved. Involve church staff or elders. [Matthew 18:15-17]

Attitude + Character

Attitude comes before excellence, every time. If Jesus more eagerly accepted the title “servant” than “God,” we should be able to value servanthood over musicianship. Our tone, timing, and tune matter... and we will always strive to grow in those areas. But without humility these things are empty.

*“Your attitude should be the same as that of Christ Jesus: Who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant”
— Philippians 2:5-7*

Part of inviting others into the presence of God is making sure we are already there ourselves. In other words, we cannot lead people somewhere we have never been. As members of The Crossing Worship Team, we are expected to live lives that are moving in God’s direction. None of us are without sin. We are all broken and in need of God’s grace. What matters is our willingness to commit to the process of growth and transformation. By the very fact that you are on stage, you are seen as a leader in our church community. Let’s embrace that responsibility with humility, integrity, and a heart that is continually pursuing Christ.

Excellence

Integrity in both public and private life is essential for authentic worship. Being a “living sacrifice” means daily self-denial and living out the words we sing and play. This is why authenticity of character, combined with a commitment to excellence, is so important for us. Authenticity is felt most when strong character and musical skill are blended with humility.

If you are on this team, you have been entrusted with a God-given gift for music. That gift is meant to be stewarded with excellence. We work hard at sharpening our skills and becoming better musicians, but just as importantly, we strive to grow as consistent followers of Jesus. Hebrews 12:28 reminds us, “Since we are receiving a kingdom that cannot be shaken, let us be thankful, and so worship God acceptably with reverence and awe.”

Excellence is not about the songs themselves. If songs alone had the power to transform souls, they would have done so long ago. Jesus is who transforms souls, and we do not play music with excellence in order to make people feel Jesus more intensely. We believe that the Holy Spirit at work in us points people to Jesus, and our music can be an invitation for people to follow Jesus more closely.

Excellence is not about Sundays alone either. Sunday is too small to live for. What matters most is how we live as examples every day of the week. When our lives reflect Christ, Sunday becomes the fruit of a life already living in surrender.

Serving Requirements

Your commitment to the Worship Team is essential for maintaining the standard of excellence we aim to achieve each week. As a member of the team, we ask that you commit to:

1. Being on time and attending all scheduled rehearsals and sound checks

- “Call Time” is the time we expect you to arrive on site.
- “Down Beat” is the time we expect the first note to be played.

2. Regularly attend services at The Crossing

- Aim to attend at least once per month.
- You are part of our team even when you are not scheduled to serve.

3. Prepare and learn the music to the best of your ability

- Learn your parts as closely as possible to the recordings.
- Communicate if any parts are unclear.
- Maintain your personal equipment to ensure rehearsals and services run smoothly. This includes regular guitar setups—please ask us if you need tech recommendations.

4. Consistently work to improve your musicianship outside of The Crossing Worship Team

- Practice at home regularly.
- Reach out for resources to sharpen your skills.
- Look for other areas to serve or use your talents.

5. Actively pursue a growing relationship with Christ

- You may be asked to engage in a book study or share a devotional thought with the team.
- Consider joining a small group or participating in Rooted or Alpha to strengthen yourself spiritually and grow in Christian community.

1. TEAM MEMBER

Humble and hungry — learning our culture, finding their footing, and beginning to serve.

- Serves alongside others
- Learning our church's mission and values
- Developing consistent spiritual habits
- Patient and teachable in a new environment

2. CORE MEMBER

A proven, reliable contributor — spiritually and musically consistent, serving any environment and helping others grow.

- Serves confidently in any environment or campus
- Spiritually and musically consistent week to week
- Helps onboard and disciple new Team Members
- Seeks out and identifies new people for the team
- Fully aligned with our values and culture

3. BAND LEADER

A musical authority who leads by example, raises the bar, and invests in others.

- Sets the standard for musical prep and skill
- Delegates and provides clear, thoughtful feedback
- Capable of running a rehearsal
- Has 1:1 conversations about craft and growth
- Deepening in spiritual conversations
- Identifying and replicating potential leaders

4. COACH

A spiritual anchor the team trusts — leading with discernment, prayer, and pastoral care.

- Sets the tone spiritually; leads out prayerfully
- Fully aligned with The Crossing's theology
- Gives devotionals and meets 1:1 pastorally
- Speaks into people's lives biblically
- Actively recruiting and training others

5. MINISTRY PARTNER

The glue of the team — strong musically and spiritually, fully bought into the activator experience.

- Onboards new team members
- Leads prayers and holds 1:1 meetings
- Speaks into systems and strategies
- Serves on and off stage
- Liaison for the full activator experience
- Identifies and develops others with similar gifts

6. STAFF

Owns the ministry. Provides vision, oversight, and leadership to the whole team.

- Casts vision and sets ministry direction
- Oversees all systems, strategies, and development
- Collaborates closely with Ministry Partners
- Makes key decisions and delegates with clarity
- Responsible for health and growth of the ministry

1. Team Member

New to the team. Learning our culture, finding their footing, and beginning to serve.

2. Core Member

A proven, reliable contributor who shows up consistently and helps others do the same.

3. Band Leader

The musical standard bearer. The team looks to this person for musical leadership and how to carry themselves on stage.

4. Coach

The spiritual heartbeat of the team. Trusted to pray, check in with, and speak truth into the lives of the team.

5. Ministry Partner

The connective tissue. Carrying both musical consistency and spiritual credibility to hold the team together. Operates as a trusted extension of staff, often taking on delegated responsibilities.

6. Staff

Owns it. Sets the vision and is responsible for the health of the entire ministry.



Leadership Roles + Rehearsal

Worship Leader - Equips and develops the worship team, mobilizes the congregation, and provides spiritual presence and authority.

Band Leader / Music Director - Supports the worship team by providing tools, teaching, and helping execute worship sets. Helps grow the team's technical skill and overall musical excellence.

Partner / Coach - A wise leader who nurtures the spiritual maturity and leadership of the team. Disciples, cares for, and helps team members walk in spiritual authority.

We are grateful for every person who serves on the Worship Team, and we want to honor and use the gifts God has brought to our church.

The Creative Team at The Crossing prayerfully makes decisions about each element of the worship service, including who will lead songs or sing solos. These choices are based on what best serves the moment, such as vocal fit for the song, stage presence, and overall execution. They are not based on seniority and are always made on a case-by-case basis.

Because our team helps lead worship across multiple campuses, all members should be willing and ready to serve at any location as needed. While you will not need to re-audition for the role you currently serve in, a new audition will be required if you feel called to serve in another capacity (for example, moving from bass to vocals).

If for any reason we believe it is best for you to step out of the current rotation, or if we see opportunities for you to serve in other environments—such as Celebrate Recovery, Alpha, Rooted Celebrations, Men's and Women's events, or memorials, we will always speak with you directly.

"The more comfortable we are with the practical aspects of leading, the more we can think about the One to whom we're singing" — Bob Kauflin

Rehearsals are a vital part of preparing for Sunday worship, as we seek to give God our very best. If you are unable to attend a scheduled rehearsal, you will not be able to play that Sunday. During rehearsal, we will: 1. Play through each song individually. 2. Play through the entire set once in order to record an mp3 for additional preparation.

It is important that we honor everyone's time during rehearsal. Please ensure your instrument and equipment are set up and ready before rehearsal begins.

All Campuses Rehearse At The Same Date & Time

Windmill

Address: 7950 W. Windmill Ln. Las Vegas NV, 89113
Midweek Rehearsal: Thursday 6pm At Windmill
Service Times: Sunday 8:30am, 10am, 11:45am, and 6pm
Sunday Call Times: 6:15am, 5:10pm
Downbeat: 6:30am

Midtown

Address: 3535 W. Sahara Ave. Las Vegas, NV 89102
Midweek Rehearsal: Thursday 6pm At Midtown
Service Times: Sunday 9:30am & 11:00am
Sunday Call Time: 7:00am
Downbeat: 7:15am

Highlands

Address: 7850 Dean Martin Dr. #503 Las Vegas, NV 89139
Midweek Rehearsal: Thursday 6pm At Highlands
Service Times: Sunday 9:30am & 11:00am
Sunday Call Time: 7:00am
Downbeat: 7:15am

Dress Code

As members of the Worship Team, we are perceived as leaders in the church and are called to dress in a way that is honoring and appropriate. On Sundays, we ask team members to be well put together and effortless. We don't want to be the most dressed-up people in the room, nor the least.

To support the visual production of the service, we ask that all team members wear solid colors. Feel free to add layers to your style to create dimension and depth. Please avoid prints, logos, patterns, faded, overly worn, or ripped blue jeans, tight-fitting attire, shorts, flip-flops or all one color, which does not complement the overall visual design.

Accessories such as jewelry or hats with minimal logos are acceptable, but please avoid anything that covers your face or eyes, such as sunglasses or wearing a hood up. When on the platform, wear appropriate shoes and keep them on at all times.



Planning Center + Music Stand

Worship Services are planned and Worship Team members are scheduled using an online website called Planning Center Online (PCO) (www.planningcenteronline.com). Please download the Planning Center Services app on your mobile device, and also the Music Stand app.

Logging Into Planning Center

After your audition you'll receive a Welcome Email with instructions to create your username and password. Once logged in, you can:

- Upload a profile picture
- Update your email or password
- Set up text notifications
- Manage your personal information

Setting Up Your Calendar

- You'll begin receiving Request to Serve emails from Planning Center.
- At the bottom of each request, click ACCEPT or DECLINE depending on your availability.
- Use the Block Out Dates feature to mark any times you are unavailable.
 - This is helpful for the whole team and never considered negative.
 - The earlier you block out dates, the better for scheduling.
 - To block out dates: go to Profile → Scheduling → Add Blockout Dates.

Scheduling Rhythm:

We typically schedule each person 1–2 times per month to prevent burnout and ensure everyone serves with excellence.

View the Service in your plan email, or log into Planning Center: Go to Plans → My Schedule. In the service plan, songs are highlighted in blue.

Each song includes: the chord chart, the original recording, and the mp3 in the performance key.

Practice resources:

- Instrument-specific tracks (bass, drums, electric, keys, etc.)
- Full-band track
 - Download attachments by hovering over the gray box next to each song.
 - Or click Rehearse (top right) to listen to songs, view charts, or hear practice tracks.

Preparation Expectations

Songs and materials are usually posted 7 days in advance to allow adequate preparation. Vocalists will be assigned harmony parts (tenor, alto, soprano). A recording of your part will be emailed to you by Tuesday of your serve week.

Music Stand

Music Stand is a feature of PCO, available as a free app, that allows us to:

- View chord charts for each service
- Listen along to mp3's, Vocal tracks, and unique arrangements
- Add personal notes or highlights to charts

Getting Started

1. Download the Music Stand app (free).
2. Log in using the same username and password as your Planning Center Online account
 - Open the app and tap the Plans box.
 - Select the date of the service you're scheduled for.
 - The full order of service will appear.
 - Tap the first song to view its chord chart.
 - To move through the setlist, swipe right-to-left to turn pages.

Putting It All Together

GEAR: Each person on the Worship Team will need to purchase their own set of personal in-ear monitors. The following are a couple of great, affordable options for your personal use:

- Shure SE215 In Ear Monitors - \$99
- KZT ZS10 Pro - \$49
- M6 PRO Monitors - \$34

Please talk to us if you would like recommendations for pro/molded in-ear monitors (64ears). For musicians who are typically on the front line of the stage, you will receive a wireless in-ear pack for monitoring your mix, and the sound tech can help you with your band and vocal mix.

Monitor Mix

We use an app that is able to be downloaded on your phone - Yamaha Monitor Mix. Please download this app, and your first time with us, our sound tech can help you set it up! If you are on the back line of the stage, you will operate on a wired system, where you will be able to manually adjust what you hear in your ears on stage with the equipment we have available.

The Crossing Church provides all back line gear, including:

- Guitar amps and a pedal board.
- Aguilar Tone Hammer DI for bassists.
- Korg Kronos and a Nord Stage 3 keyboard.
- Drum Kits at each campus (Ludwig & DW)

We also have a few spare instruments (acoustic, bass) in case something breaks or malfunctions.

The Sunday Platform

Being on stage gives us a platform — both physically and spiritually. What we bring to that platform shows once the lights are on, so preparation and awareness matter.

Parking

- Always leave the closest spots for attendees.
- Windmill Campus: Park in the volunteer parking pad near the outdoor amphitheater

Windmill Campus Schedule

- Call time: 6:15 AM
- Downbeat: 6:30am
- Band run-through: 6:30 AM sharp downbeat
- Production meeting: 7:15 AM (worship + production teams review flow of service)
- Dress rehearsal: 7:30 AM (full service run-through start to finish)

Highlands & Midtown Schedule

- Call time: 7:00 AM
- Band run-through: 7:15 AM sharp downbeat
- Production meeting: 8:00 AM (walk through transitions, pray together, final prep)
- Dress rehearsal: Begins immediately after the production meeting.

The Green Room: Our Green Room culture is relaxed and community-oriented—a place to unwind, connect, share a brief devotional, and grab snacks or drinks. We also aim to create an environment where every volunteer can fully experience the service, whether by watching on the Green Room TVs or attending in person, as long as you're available to return to your role when needed. Family and friends are welcome to stop by and say hello, but if they're not serving, please keep visits brief.

To keep the space comfortable for everyone, pets are not permitted due to allergies and sensitivities. Service animals are permitted with advance notification and must comply with all applicable service animal laws and expectations.

MAKING MUSIC TOGETHER

When it comes to playing worship music, there are two primary goals that we're aiming for:

1. that the message of the song is clear
2. that the church community participates.

The part that you bring to our ministry is crucial to making sure that these two things happen.



The goal is to play the song as closely to the recording as possible. In order to make the message clear and to give way to leadership for the church community to follow, musical space, tasteful layering, and appropriate dynamics need to be considered and implemented. The primary melody and words of the song are the most important parts of the song. The instrumentalists and the background vocalists (BGV) ought to strive to allow the lead vocal to cut through while enhancing the song with dynamics. Here are some tips to follow:

SPACE

If more than one instrument is playing the same lead line, chances are that will be unnecessary. Refer to the mp3 & practice tracks to hear which instrument should take the lead.

Listen for competing frequencies. The bass, guitar, and keys should seek their own sonic space. For instance, if all three of those instruments are playing a low E, it might not sound as it should. A good mix usually puts different instruments in different frequency ranges. Each song is different so listen carefully to where your part sits.

Focus on playing only what you hear your instrument playing. Please don't take a part that is reserved for another. Sometimes a piano, guitar, or bass line on its own sounds too simple but fits perfectly with everything else.

LAYERS/DYNAMICS

Let the song ebb and flow with layers. It should be uncommon to have every instrument and every vocalist playing and singing for every part of the song. For example, you may notice your particular instrument rests for a verse or a chorus of a song. If that's the case, avoid the temptation to fill that space. Remember, you are still leading worship when you aren't playing. If you're a vocalist, let the melody get established. On many of our songs it is common to have no BGV on the verses and only one on the chorus. This is intentional so that the lead melody is established for those we are leading.

Sometimes the layers are present but they are soft, so be mindful of your volume. There may be different times in the song when the same part is played or sung with the only difference being in volume. This is a key to layering. If the guitar is playing but quietly, play quietly. If the guitar is playing loudly but not aggressively, play accordingly.

THANK YOU

We are so glad you've chosen to join our team! By serving, you are joining in with what God is already doing in and through The Crossing. Every week, people encounter Jesus here, and your faithfulness helps make that possible. We're grateful to serve alongside you.

*—The Crossing
Worship Staff*

