

# AUDITIONING AND DEVELOPING MUSICIANS

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## I. The Goal of Auditioning Musicians

- A. To know the musical gifts in the church, so we can use them to serve God's purposes for the church

*As each has received a gift, use it to serve one another as good stewards of God's varied grace (1 Peter 4:11)*

- B. To help church members have an accurate assessment of their gifts
- C. To gain an awareness of training needs

## II. The Concept

- A. Not a standard "audition," but more like an interview
  - 1. A time set aside to intentionally get to know what they do musically
- B. Whatever you do, do it – play, sing, dance, etc.
  - 1. Classical musicians – don't over-prepare!
  - 2. Others – come with something to sing or play
- C. In a small church these contexts may happen more naturally

## III. Who Does The Auditioning?

- A. Person who oversees music ministry in your church
- B. Person specifically gifted in the area
  - 1. Vocal person
  - 2. Instrumental person
- C. Get multiple eyes and ears on the process

- D. How to do this if you aren't particularly gifted in this area:
  - 1. Involve several people on your team
  - 2. Listen for what you like
    - a. You may not know everything about vocal technique, but you can tell what you like, and what could possibly be used.
    - b. "If it sounds good, it is good." (Duke Ellington)

#### **IV. Preparing for the Audition**

- A. Give instructions before the audition
  - 1. What they can expect
  - 2. What they should bring

#### **V. What You Are Looking For In the Audition**

- A. Voice
  - 1. Part and range
  - 2. Quality or timbre
  - 3. Pitch
  - 4. Musicality
  - 5. Ability to Harmonize
  - 6. Ear ability
  - 7. Note Reading
  - 8. Physical expressiveness
  - 9. Ability to lead others in song
  - 10. Other
- B. Rhythm section (guitar, bass, drums, etc):
  - 1. General skill on the instrument
  - 2. Ability to play a part in a band
  - 3. Timing
  - 4. Variety of styles
  - 5. Ability to play new songs, or respond to new instructions
  - 6. Knowledge of their instrument's repertoire
  - 7. Note: be prepared with other instrumentalists and sound personnel if necessary

C. Guitar

1. Picking
2. Strum
3. Quick strum
4. Consistency of tempo
5. Fills

D. Drums

1. Steady tempo
2. Different styles
3. Ahead of/behind the beat
4. Following a leader in the rise and fall of songs
5. Fills

E. Solo instrumentalists

1. Intonation and skill level
2. Do they know how to play “in the cracks?”
3. Ability to improvise

**VI. Leading the Audition**

A. Communicate with grace

1. Encourage good things that you hear
2. Communicate areas they can grow in a loving, joy-filled way

B. Make it as natural as possible

C. Write down and catalogue all the things you want to remember

D. Interview not only based on current needs, but also the future

**VII. Responses**

A. Before you get back to anyone, make sure that they're in a good place spiritually. This can be done in a number of ways.

1. In a smaller church, you may already know.
2. In a larger church contact their small group leader or pastor (either through personal contact, email, or a form)

3. Take care that those whom you are putting forward are those you want forward. It's always easier to add someone to the team later than add them now and have to take them off later.

**B. Potential Responses**

1. You are called, and we can really use you
2. You are called, but we don't have a position for you at this moment
3. Don't feel you're called to serve here
  - a. Resist the fear of man, desiring to tell someone something untrue because you fear their reaction
  - b. We don't want people to serve where they're not called to serve.
  - c. An honest assessment may be painful at the time, but when communicated with grace, will serve them in the end.
4. Get more training, or come back for an audition later
  - a. Especially with younger musicians
  - b. Direct them to specific training, if you are able

**VIII. Next Steps**

- A. Place members in an area of service
- B. Provide for continued accountability and pastoral care
  1. We want people to understand the privilege of serving the church in a public setting.
  2. Set expectations for their involvement in church life and the team, and how to communicate if sin patterns or other issues affect the integrity of their participation on the team.
- C. Provide ongoing training

**IX. The Future**

- A. Prepare your members for changing seasons of service
- B. Your process will continue to grow
- C. Give thanks to God for the gifts he has provided for the church