



THE TRUSTED WORSHIP LEADER

When a leader isn't trusted to lead creatively, their passion may be stifled and they may not feel valued. As a result, they can lose their passion for ministry and grow apathetic and frustrated towards the church, faith, and their ministry roles. They function just as a pawn or "puppet" to make the church organization succeed.

REASONS YOU MAY NOT FEEL TRUSTED

1. You don't have the creative freedom to choose the songs. If you do, you are required to send them in for approval from church leadership.
2. You are not asked for input regarding weekend services.
3. You are not asked for input regarding big events like Easter and Christmas Eve.
4. Your schedule is micromanaged to the hour. This can be helpful in some situations and for some personalities, but typically is detrimental to creativity and passion.
5. You may not feel the freedom to lead the way you feel God calling you to.
6. You may have been told something like, "Just sing, don't talk."

WHAT TO DO ABOUT IT

Two things most likely need to happen: **self-examination and respectful conversations.**

Sometimes, a lack of trust can occur for legitimate reasons. You may be young and inexperienced. In this case, it may be unwise to be given the “keys to the kingdom” and regular oversight from church leadership can serve as an encouragement and a help to you as you grow up into your role.

In addition to being young and inexperienced, there may be certain skills that you need to grow in order to steward creative freedom well.

If you wouldn't consider yourself young and inexperienced and you aren't aware of a deficiency of a skill that would cause your leadership to want to regulate your role, the next step for you may be scheduling a time to meet with your senior pastor.

Often, the reason this can happen is just because a church has operated in this way for a number of years and this approach to serving the church has been successful in the past. Some senior pastors are unaware of this dynamic. They may even feel relieved to not have to have their hands in all of the creative planning for services and events. It is also important that you do not assume that your senior pastor is aware of the frustration you may be feeling.

A conversation with your direct report in which you seek to listen and understand this ministry dynamic is a wise next step for you. Here is why: there are two possible ways you can handle what you are feeling.

YOUR TWO OPTIONS

You can have this conversation. This allows you to understand your church leadership and can potentially be an incredible opportunity to deepen your relationships. It is also a great opportunity to be teachable if there is anything that your pastor can illuminate as a point of growth for you. As you approach this conversation, we encourage you to be open to potential correction from your leadership.

OR... **you can avoid the conversation** and hope things change. If they don't change, you risk growing in frustration which can lead to resentment which can lead to disillusionment with the church and ministry.

We encourage you to choose option #1.
Have that conversation.

Because these types of conversations may be difficult and even uncharted territory, we asked one of our most trusted friends and mentors, who happens to be a long-time Senior Pastor, his advice on how to approach and handle these types of conversations. We encourage you to read through the downloadable document in the profile.

One common problem that doesn't get addressed is a difference in philosophy of worship ministry. This has less to do with theology and more to do with the **goals, aims, and methods of your services**. When a worship leader disagrees with how things are done at a philosophical level, this can create great tension. You may think you should be leading a certain way but you can't because you have chosen to submit to your leadership.

While this submission to leadership is right, the longer you submit to this philosophy of worship without having respectful conversations about your disagreements, you are a **ticking time bomb**. At some point, your frustration and resentment will leak out, either as a drip or a fire hose. Have these hard conversations. Come to listen. Come to learn. Ask the Lord to examine your own heart and the Spirit to give you wisdom.

Oftentimes in these seasons, there is a temptation to move on to an opportunity where you feel that your gifting and creativity will be more appreciated and valued. While that may indeed be a next best step for you, our encouragement is that you **seek every opportunity for understanding, growth, and reconciliation (if necessary) that is available to you**. We don't want to miss what God is doing in the uncomfortable seasons of ministry and life. It is often there that He wants to grow our faith and weed out our pride.