

WORSHIP CULTURE CONSULTING · FOR LEAD PASTORS

Most churches don't have a *talent* problem. They have a *culture* problem.

Your team is gifted. Your gear is dialed in. And Sundays still feel off – you just can't name why. I help lead pastors and worship teams find what's actually broken and rebuild the culture that makes Sunday come alive again.

"For the earth will be filled with the knowledge of the glory of the Lord as the waters cover the sea."

HABAKKUK 2:14



Michael Charles Olson

PASTOR · ARTIST · CONSULTANT

25+ Yrs

BUILDING WORSHIP CULTURE

Michael W. Smith

TOURED & COLLABORATED

Eleven22 · CCV

TWO OF AMERICA'S FASTEST-GROWING CHURCHES

You've hired the talent. You've upgraded the gear. The gap is still there.

Most lead pastors can tell something is off on Sunday before they can name it. Here's what it usually looks like:

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- 01 Your worship team is technically excellent, but Sunday still feels flat.

 - 02 Your staff can't quite agree on what "good worship" actually is - and the disagreement leaks into every Sunday.

 - 03 Each new campus dilutes the culture instead of multiplying it.

 - 04 Long-time volunteers are quietly showing up less, and no one can pinpoint when it started.

 - 05 You sense the gap between your vision and your execution - and you've tried hiring your way out of it.

When the issue isn't talent, the issue is almost always culture - and culture has to be curated, not assumed.

Healthy worship culture is built in six stages – in order.

Most teams are stuck at one of these and don't know it. The first job is naming where you are. The second is moving you forward – without breaking what's already working.

<p>STAGE I PROV. 29:18</p> <h3>Theologically Grounded Vision</h3> <p>A clear, biblically rooted picture of what worship is for – so every decision downstream has a north star.</p>	<p>STAGE II 2 SAM. 7:9</p> <h3>Clarity & Staff Buy-In</h3> <p>The vision lives only if your team owns it. Alignment between lead pastor, worship, and creative is non-negotiable.</p>	<p>STAGE III LUKE 14:28</p> <h3>Talent & Intentional Resourcing</h3> <p>The right people in the right seats with the right tools – sourced and developed, not just hired.</p>
<p>STAGE IV PSALM 133:1</p> <h3>Togetherness in Planning</h3> <p>Trust-rich rhythms between teaching, worship, and production – so Sundays feel like one voice, not three lanes.</p>	<p>STAGE V 1 SAM. 17:48-49</p> <h3>Spirit-Empowered Execution</h3> <p>Prepared people who can still respond to the Spirit in the room. Excellence that doesn't crowd out the moment.</p>	<p>STAGE VI PROV. 9:8</p> <h3>Constructive Feedback Rhythms</h3> <p>The culture sharpens itself. Honest, weekly conversation becomes a feature – not a threat – of your team.</p>

It is extremely difficult to see these stages clearly from inside the week-in, week-out grind. I bring the outside perspective and the experience of having walked dozens of teams through them – so your team can stop guessing and start moving.

WHAT LEADERS
SAY

Trusted by the pastors and artists shaping the modern worshipping church.

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The most valuable investment Michael made wasn't programmatic - it was growing the heart for genuine worship in our staff and our congregation.

Joby Martin

LEAD PASTOR · THE CHURCH OF ELEVEN22

“

Michael played a significant role investing in our worship culture and community as CCV moved from one campus to a multisite ministry across Phoenix.

Ben Gowell

EXECUTIVE PASTOR · CHRIST'S CHURCH OF THE VALLEY

“

Michael has the unique combination of talent, passion, discernment, and experience. There aren't many people who can offer the perspective he brings.

Robbie Seay

HEAD OF MISSION & MUSIC · THE WORSHIP INITIATIVE

“

During the time we shared on the road together, Michael made a huge impact on the heart of the worship experiences we brought all over the world. His passion for the worshipping church should be felt far and wide.

Michael W. Smith

GRAMMY AWARD-WINNING ARTIST

“

Michael has 25+ years of pastoral and worship experience, a deep and abiding faith in Jesus, and a passion for the Church. He is uniquely equipped to come alongside you and shape God-glorifying, Christ-exalting worship gatherings.

Adam Flynt

VP OF CHURCH PLANTING · ACTS 29

HOW TO GET
STARTED

Three steps. No mystery. No pressure.

A clear path from "something's off" to "we know what to do next."

STEP ONE

Book a 30-minute call.

Free. You talk - I listen. We name the season your church is in.

STEP TWO

Walk through your Sunday together.

I review a recent service and your current rhythms, then send you a written read on where you are in the six stages.

STEP THREE

Decide what's next.

One-time intensive, a staff retreat, an ongoing engagement, or just the diagnosis. Your call.

DON'T LET ANOTHER SEASON DRIFT.

Book the call.

The longer a culture drifts, the harder it is to recover. If something feels off, you're probably right. Let's name it together.

EMAIL MICHAEL →

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BEST FOR

Multisite growth · Worship culture resets · Staff alignment

SELECTED WORK

A glimpse of the work.

Michael isn't a consultant who has only read about worship – he's still in it. A working artist and pastor with a recording catalog that spans nearly two decades.



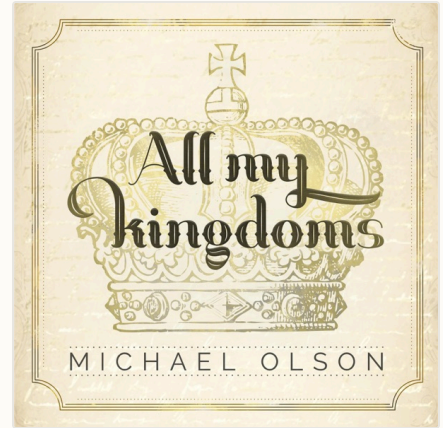
Sacred Invitation

ALBUM · 2010



Heartland

ALBUM · 2015



All My Kingdoms

SINGLE · 2024

Plus live worship contributions at The Church of Eleven22 and CCV Music, and collaborations on tours with Michael W. Smith. Full catalog at michaelcharlesolson.com.

www.michaelcharlesolson.com

WORSHIP CULTURE CONSULTING · NASHVILLE, TN