

About our Church and Location:

NSAC began with a core group of women in 1949 as an outreach to children; over time this outreach became a church. We settled in our current location in 1987 and continue to value and prioritize our ministry to children and youth. Along with ministry to families from our church, we coordinate and run summer camps that are a welcoming place for local children and youth to join in.

We are a church committed to worship and prayer, to preaching the Scriptures, small group discipleship, and engaging in mission within our city and around the world. Over the years we have become an intergenerational, multi-ethnic church that spans the socio-economic spectrum. We are a church that is committed to developing leaders who can participate in Christ's kingdom purposes.

Position Title	Interim Worship Arts Director or Pastor
Position Requirement	12 – 30 hours/week: 3-4 Sundays/month Flexible midweek hours
Responsible To	Lead Pastor
Salary	\$27-\$32/hour based on qualifications and experience.
Employment Term	July 2026 – July 2027

Summary:

North Shore Alliance Church is seeking an Interim Worship Arts Director or Worship Arts Pastor for a one-year term. The specific title (Director or Pastor) will depend on the qualifications, licensing status, and experience of the candidate.

This interim appointment provides steady leadership for the Worship Arts Ministry during a planned season of parental leave, ensuring continuity in both musical leadership and spiritual care for volunteers. The successful candidate will help sustain healthy ministry rhythms while further developing leaders, strengthening team culture, and supporting meaningful congregational worship.

The scope of the role will be discerned collaboratively through the interview process, taking into account the candidate's strengths, experience, and vocational capacity. Particular emphasis will be placed on maintaining existing ministry structures, investing in the discipleship of musicians and technicians, and contributing to the long-term health of the Worship Arts Ministry through thoughtful organization and pastoral presence.

Roles & Responsibilities:

Corporate Worship Leadership

- Lead worship approximately 2–3 Sundays per month
- Serve on stage as a musician accompanying the band approximately 1–2 Sundays per month
- Identify, develop, and support additional worship leaders
- Lead spontaneous worship during monthly church prayer gatherings
- Be willing to facilitate worship moments at staff prayer and staff gatherings, including informal or responsive settings
- Contribute to worship environments that are biblically rooted, spiritually attentive, and accessible to the congregation

Team Development & Spiritual Care

- Provide pastoral care and spiritual encouragement to members of the music and production teams
- Invest relationally in team members, fostering unity, humility, and growth in Christ
- Maintain healthy team rhythms during the parental leave period
- Build upon existing structures for leadership development within the Worship Arts Ministry
- Strengthen a ministry culture marked by prayer, collaboration, and shared ownership

Community & Team Rhythms

- Lead a monthly team night for music and production volunteers, focused on formation, skill development, and community building
- Encourage a culture of attentiveness to both spiritual maturity and musical excellence
- Support relational cohesion across music and technical teams

Service Planning & Seasonal Preparation

- Plan and oversee worship for major seasonal gatherings, including:
 - Fall Kickoff, Christmas Eve services, Good Friday, Easter
- Participate as a collaborative member of the weekly service planning meeting
- Coordinate worship planning in alignment with preaching themes and church rhythms

Systems & Administration

- Share responsibility for administration of Planning Center, alongside existing administrators
- Contribute to quarterly, monthly, and weekly service planning workflows
- Assist with scheduling musicians and technicians and maintaining clarity within the service matrix
- Troubleshoot scheduling needs and support communication among team members
- Maintain regular availability to support staff coordination related to worship, staging, and technical needs within the sanctuary and auditorium

Ministry Continuity & Organizational Health

- Maintain core team structures during the parental leave period
- Support continuity of existing ministry practices established within the Worship Arts Ministry
- Identify opportunities to strengthen organization, communication, and clarity where appropriate
- Contribute to a ministry environment that integrates theological depth, pastoral attentiveness, and creative expression in service of the gospel

Key Qualities:

Character & Calling

- Demonstrates a growing and mature relationship with Jesus Christ
- Exhibits humility, emotional maturity, and a collaborative spirit
- Possesses a desire to disciple and develop others within Worship Arts Ministry
- Shows pastoral attentiveness to the spiritual formation of volunteers
- Embraces a multi-cultural ministry environment

Skills & Experience

- Proficiency in leading musical worship vocally and instrumentally
- Experience developing volunteer teams and fostering healthy ministry culture
- Ability to plan worship gatherings in collaboration with pastoral staff
- Organizational competency sufficient to support weekly ministry rhythms

Leadership Commitment & Pastoral Status

- Candidates may be considered for either Director or Pastor designation
- If designated as Pastor, the candidate should be licensed with the Christian & Missionary Alliance (C&MA), or willing to pursue licensing
- If designated as Director, the candidate should demonstrate theological alignment and spiritual maturity appropriate for leadership in Worship Arts Ministry
- Committed to the vision and values of NSAC
- Models and maintains moral and spiritual integrity and is in agreement with the CMA Statement of Faith and willing to sign the NSAC Leadership Agreement