



## Worship Arts Associate – Job Description

**Schedule:** Sunday–Thursday and Friday Sabbath (schedule may vary based on the church calendar and special events)

**Position:** Full-time, Exempt (45–55 hours per week; additional hours may occasionally be required)

**Reports to:** Director of Worship Arts

**Location:** Onsite at Church of the Saviour – Wayne, PA (this position is not remote or hybrid)

**Compensation:** \$50,000–\$70,000, commensurate with experience

- **Retirement:** Participation in a 403(b) plan
- **Insurance:** Comprehensive health, vision, dental, and life coverage
- **Paid Time Off:** 3 weeks of vacation, 10 holidays, 8 sick days, and up to 3 personal days per year

### About Church of the Saviour

Church of the Saviour (COS) is a Christ-centered, nondenominational church that helps people connect deeply with God, build meaningful relationships, and live out the hope of Jesus in everyday life. Located in Philadelphia suburb of Wayne, PA, COS is home to about 1,100 people united around one mission: to glorify God by making disciples of Jesus Christ in Wayne and beyond.

We take the Great Commission and Great Commandment seriously and actively support both local outreach and global missions. Having been transformed by His grace, we long to see lives changed and communities renewed by the power of the gospel.

Our Sunday services express the beauty of corporate worship across generations:

- 9am Traditional Service (choir and orchestra-led)
- 10:30am Modern Service (modern praise band-led)

These services reflect our current worship service structure, and we aim to foster corporate worship that is biblical, Spirit-led, Christ-exalting, evangelistic, and edifying for all who gather to the glory of God.

### The Role

We're seeking a Worship Arts Associate to develop and coordinate our 10:30 AM Modern Service, guiding our church family into authentic, Christ-centered worship that is both heartfelt and theologically grounded.

While our 9am Traditional Service and the 10:30am Modern Service reflect our current structure, we believe this is only the beginning of what God may do. As our church continues to grow and reach new people, we anticipate that our worship services will expand and develop in exciting ways. The Worship Arts Associate will play a key part in this growth, serving in close partnership with the Worship Arts Director, pastoral staff, and volunteer teams to help expand our Sunday worship services.

This is a high-impact, visible role for someone who can discern and align with the heart of church leadership, form a clear vision for the worship services, and build an actionable plan to move that vision forward. The ideal candidate will bring musical excellence, theological depth, and a heart for people, inspiring others to worship and grow in their love for Jesus.

## **Primary Responsibilities**

### **Plan and Shape Worship Services**

- Plan and shape worship services which are theologically sound, musically engaging, and spiritually formative.
- Craft worship music sets that move seamlessly and meaningfully from song to song, creating a cohesive and spiritually engaging flow through thoughtful arrangement and musical creativity.
- Lead rehearsals that prepare teams with excellence while fostering spiritual and professional growth.
- Cultivate an environment where volunteers experience genuine development and joy in serving.

### **Cast Vision and Build Strategy**

- Support the Worship Arts Director in implementing the vision and direction of the Worship Arts Ministry.
- Translate leadership goals into a clear, actionable plan that helps the ministry grow in alignment with the church's mission.
- Collaborate closely with pastors, tech staff, and creative teams to ensure unified, Spirit-led worship gatherings.

### **Develop and Lead Teams**

- Recruit, train, and care for volunteers, musicians, vocalists, and production team members.
- Build intentional strategies to develop a multi-generational pipeline for worship arts ministry
  - Raise up the next generation: Develop teenagers and as future worship leaders and band members.
  - Mentor emerging leaders: Engage and disciple college students and young adults to serve with passion and excellence.
  - Empower faithful leaders: Equip adults for steady, consistent, and multiplying leadership.
- Foster sustainable growth by implementing rotating teams and creative structures that broaden participation and cultivate long-term ministry health.

### **Pursue Theological and Technical Excellence**

- Choose songs and lead worship services with theological competence and biblical discernment.
- Model spiritual maturity, integrity, and gospel-centered leadership.
- Partner with the tech and media teams to deliver excellence in sound, lighting, video, and livestream production.
- Use modern music tools as aids to congregation singing, never as substitute for musicianship or authenticity.
- Provide leadership to maintain consistent, high quality worship experience in all environments, both onsite and online.

### **Collaborate and Lead with Joy**

- Manage ministry resources and assist in budget planning.
- Coordinate with the 9am Traditional Service Lead to prepare for weekly services by managing music distribution, confirming room and tech readiness, and proactively resolving operational or maintenance issues.
- Communicate clearly and consistently with staff and volunteers.
- Follow COS Child Safety Policies and complete all required background checks.
- Cultivate a joyful, creative, humble culture where teams love serving Jesus together.

## Core Competencies

- Demonstrates a proven, Christ-centered character and a vibrant personal walk with God.
- Theological discernment and biblical understanding of corporate worship.
- Live out the [First Team Principle](#) in all staff and volunteer interactions and be an [Ideal Team Player](#) (i.e., humble, hungry, and smart).
- Integrity and authenticity as a servant-leader.
- Strong musical ability and a passion for developing others.
- Strategic visioning and practical planning skills.
- Emotional intelligence and relational warmth.
- Collaboration, adaptability, and creative problem-solving.
- Communicates clearly and meaningfully from the platform through Scripture readings, prayers, and transitions that engage the congregation in corporate worship.

## Qualifications

### Required

- Bachelor's degree.
- At least 2–3 years of experience leading Modern worship music in a church setting.
- Proficiency as a confident vocalist and instrumentalist.
- Experience leading rehearsals, equipping volunteers, and developing worship music teams.
- Working knowledge of live audio production (FOH basics), music arranging, vocal harmonies, and/or experience as a music director (MD).
- Full alignment with our [mission, values, and beliefs](#), and full support for the church's practice of complementarianism as well as both paedo- and credo-baptism.
- Ability and readiness to be an active member of Church of the Saviour through participation in community groups and faithful tithing.

### Preferred

- Degree in Music or related fields.
- Theological education, certification, or equivalent ministry mentorship.

## To Apply

Please submit the following to [cos@coswayne.org](mailto:cos@coswayne.org):

1. **Resume** – detailing your ministry experience, education, and relevant skills.
2. **Written Testimony and Corporate Worship Philosophy** – provide a one-page written testimony along with a short summary of your approach to leading God's people in corporate worship, emphasizing the values and goals that shape your leadership.
3. **Video Samples** – include links to video recordings demonstrating your leadership in Modern worship services.