

SENIOR PASTOR ROLE

BPC is seeking a ministry couple that is passionate about breaking barriers and building bridges with our relationship with God and into the community. We desire both a Sr. Pastor and a Women's Ministry Leader to effectively convey God's word to our members and to the lost.

GENERAL DESCRIPTION

The Senior Pastor provides spiritual and pastoral leadership to the membership of Bridge Pointe Church. The Senior Pastor serves as the senior leader of the congregation so that it might fulfill its vision, mission and purpose as the body of Christ. The Senior Pastor will preach, teach, provide counsel, and give primary leadership in the various church ministries.

SCRIPTURAL REFERENCES

- a. Love God and love people – Matt. 22:37-40 & John 21:15-17
- b. Lifestyle above reproach – 1 Timothy 3:1-7; 2 Tim. 2:22; Titus 1:5-9
- c. Must be called by God – Jeremiah 1:4-9
- d. Capable to preach the word in and out of season – 2 Timothy 4:1-2

REPORTING RELATIONSHIP

The Senior Pastor reports to the Body of Elder and oversees the Executive Pastor, Ministry Staff and Campus Ministry Leaders.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The position duties and responsibilities include, but are not limited to:

⇒ Leadership

- a. Understands and supports, through example, the vision and core values of Bridge Pointe Church.
- b. Serves as the Senior Leader of the Church Staff
- c. Provides leadership and direction to the Executive Pastor, Associate Pastor, Campus Leaders and a variety of staff and lay leaders
- d. Cultivates a church culture that embodies Christ's example of servant leadership to the staff and the congregation.
- e. Cultivates a strong partnership with the Body of Elders ensuring ministry goals align with the vision and core values of the church.
- f. Recruits, mentors, equips, and provides feedback to the Executive Pastor, Associate Pastor, Ministry Leaders, and servant/volunteers to expand ministry impact.
- g. Creates opportunities for staff and leadership retreats, learning opportunities, and team building resources as appropriate.
- h. Visionary, always asking, "What is next?" Thinking strategically about the church and how to continue to move forward in our vision, mission, and calling.

SENIOR PASTOR ROLE

⇒ Characteristics

- a. Can relate to a diverse group of people, including new believers, mature believers, visitors from various socioeconomic backgrounds and life experiences.
- b. A leader of leaders who is collaborative and gives others freedom to build and lead their ministry teams in their functional areas
- c. Authentic with a humble and transparent spirit
- d. Teachable and a lifelong learner and also a good listener
- e. Other qualities:
 - i. Sincere.
 - ii. Transparent.
 - iii. Understanding.
 - iv. Loyal.
 - v. Truthful.
 - vi. Trustworthy.
 - vii. Intelligent.
 - viii. Dependable.
 - ix. Loving.
 - x. Genuine.

⇒ Worship

- a. Gifted in expository teaching and preaching biblically based, relevant, practical messages
- b. Preaches and teaches the Word of God with the purpose of drawing others into an understanding and experience of the True God.
- c. Collaborates with the Body of Elders on planning the preaching calendar including topics and themes for the year.
- d. Officiates at special services such as weddings, funerals, etc.
- e. Ensures worship opportunities are both invitational and available for individuals of all ages and abilities.

⇒ Congregational Care

- a. Prays for church leaders and members of the congregation
- b. Counsels families and individuals as needed, making appropriate professional referrals.
- c. Ensures that those who are ill or in need are visited and receive appropriate care and resources.

⇒ Stewardship

- a. Sets a personal example of being a good steward of time, talent, and resources
- b. Teaches biblical truths related to generosity
- c. Leads congregational initiatives of generosity

SENIOR PASTOR ROLE

⇒ Outreach

- a. Encourages all ministries of the church to seek opportunities to share the gospel of Jesus Christ with those outside of the membership of Bridge Pointe Church, locally, nationally and globally.

⇒ Missions

- a. Encourages all ministries of the church to seek opportunities to show the love of Jesus Christ by meeting the needs of those outside the membership of Bridge Pointe Church locally, nationally, and globally.

WOMEN'S MINISTRY ROLE

- a. Biblical Characteristics: Proverbs 31:10-31 and Titus 2:3-5
 - i. Assessing relationship with husband
 - ii. Understanding/ view of role as WML
 - iii. Desire and motivation for being a WML (not just wife of pastor)
 - iv. Time and experience in the ministry
 - v. Strong character traits
 - vi. Relational skills vs traits to improve
 - vii. Biblical knowledge
 - viii. Teaching and counseling skills
 - ix. Public speaking skills

KNOWLEDGE, SKILLS AND ABILITIES

- a. Personal relationship with Jesus Christ and passion to share God's love
- b. Strong scriptural knowledge and ability to teach and inspire based on biblical truths
- c. Driven leadership skills
- d. Strong organizational skills
- e. Community mobilization skills
- f. Ability to attract, develop, and lead people and/or ministry teams
- g. Excellent communication and interpersonal skills with strong relationship building mindset
- h. Ability to counsel individuals in crises
- i. Proficient in Microsoft Office tools

EDUCATION AND EXPERIENCE

- a. Minimum of 7 years in full-time ministry leadership (Sr. Pastor)
- b. Experience in growing a church (small/medium size)
- c. Demonstrated ability to effectively raise up and train junior leadership
- d. Strong interpersonal, written and oral communication skills,
- e. Prefer formal training and experience in pastoral counseling

SENIOR PASTOR ROLE

- f. Bachelor's Degree required;
- g. Bachelor's degree in Biblical Studies, Pastoral Ministries or equivalent training preferred;
- h. Proficient in MS Office Suites and Excel
- i. Recent work experience with diverse cultures and multi-generational groups, preferably outside the U.S., or similar environment strongly preferred
- j. Multi-lingual preferred

ADDITIONAL PREFERENCES

- a. Expository preaching and leading Sunday worship services
- b. Spiritual and organizational leadership and implementing God's vision for Charis
- c. Understanding/enhancing the vision of our church and development of a road map to align preaching, programs, and activities.
- d. Development/mentorship of Associate Pastors, church appointed leaders and bridge group leaders
- e. Counseling and Home Visitations
- f. Leading Bible studies
- g. Facilitating outreaches in the local community
- h. Presiding over Baptisms, Administering Communion (monthly) and leading Church membership classes (weekly).

CANDIDATES SHOULD BE PREPARED TO DISCUSS THE FOLLOWING:

- a. Has experience dealing with difficult experiences and can share how they handled it.
- b. Demonstrates leadership abilities to move a church or change a culture. Provide examples.
- c. Can describe the role of their wife, including what she thinks about being a women's ministry leader.
- d. Can discuss his family leadership experience, including values for raising children as Christians
- e. Is a good storyteller. Both in a public and a personal space.
- f. Can provide a couple of examples of how they handled someone on their team, or in the congregation, who was not living according to biblical principle.
- g. Can demonstrate how they were able to connect with millennials during church services, and pull them into the ministry.
- h. Can demonstrate how they grew a church from a smaller to a medium size church. Articulate a plan as to how to grow our church.
- i. Can share how they balance the needs of their family and self with those of a congregation.
- j. Can explain how they deal with struggles in their life.
- k. How do you see your role and relationship with the Elders?
- l. How do you see your roll and relationship with the ministry staff?
- m. How do you see your roll and relationship the body?

SENIOR PASTOR ROLE

Please submit all inquiries to Marv Richardson at marvr@bridgepointe.life