

Exhibit A
(To be attached with the
Employment Agreement)



May 2015

Pastor of Community Development

Qualifications, Expectations, & Responsibilities

- Reports to the Lead Pastor
- Full-Time (Salary + Health Benefits)

Position Overview:

Developing joyful, connected, reproducing, passionate and skillful disciples of Jesus is what The Bridge church is all about. Everything we do is for this end. With this in mind Pastor of Community Development is a spiritual and organizational leader who works with the lead pastor to develop and oversee a hospitable environment on Sunday mornings, and a system for help a guest become a joyful, connected, and reproducing disciple. In addition, this individual will give support to the leaders of Celebrate Recovery, and the Men and Women's ministries.

In order to move toward this goal, the Pastor of Community Development will develop systems, processes and strategies that enable the congregation to assimilate into groups, service and growth classes that enable them to grow as disciples that go out and make disciples.

Qualifications:

- A visible and growing personal relationship with Jesus.
- A sense of passion and calling to serve in this kind of ministry role and the ability to clearly articulate that calling to others.
- A visionary leader, forward thinker, and is self-driven.
- Ability to cast vision, create ministry systems, and implement those systems, as well as recruiting, developing, and empowering skillful and faithful leaders to function within those systems.
- Administratively responsible.
- Ability to manage multiple ministries, events, and issues concurrently.
- A track record of building healthy and enduring teams.
- Demonstrated ability to recruit volunteers, developing them into mature lay leaders.
- Ability to effectively teach and preach God's Word.
- Minimum of three (3) years of similar ministry experience.
- Masters level theological training (preferred).

Expectations in Personal Life and Walk with Christ:

- Pursue a deepening relationship with and dependence on Jesus Christ (John 15) through regular times in the Bible, ongoing prayer, authentic and vulnerable relationships, and living out the Great Commission.
- Develop an annual plan for personal spiritual and ministerial development, sharing it with the lead pastor.
- Be disciplined and diligent with your time, keeping a balance between home and work. Obviously there are exceptions in a workweek. However, one's family should not be sacrificed for the sake of the ministry.
- Be an active member and participant in the life of The Bridge church.

Expectations in Community Development

- Be passionate and self-driven to see disciples learn and grow in their faith in God.
- Cast vision and create systems toward community development, and implement those systems within the church and the community at large.
- Passionate and self-driven to see people move from a casual guest to passionate, disciple-making followers of Christ.

Expectations in Leadership Development

- Be teachable, respectful of authority, a team player.
- Be eager to grow in Christ-like character and professional proficiency.
- Continually grow as a leader by drawing on available resources (i.e., conferences, books, mentors, etc.).

Expectations in Vision & Mission

- Be in full agreement of The Bridge church's Statement of Faith, Constitution and By-Laws.
- Be in full support of the mission, vision, and distinctives and philosophy of Life Group ministry of The Bridge church.
- Be in full alignment with the doctrinal statement of the Evangelical Free Church of America (EFCA).

Responsibilities of the Pastor of Community Development

General Responsibilities:

- Strategically partner with the lead pastor to ensure intentional and measurable transitions along the ministry path.
- Be an active member and participant in the life groups of The Bridge church.
- Attend weekly all-staff prayer times, pastoral staff meetings, business meetings, and be present at each of the weekend services.
- Be open to change and the shifting of responsibilities as growth happens and ministry develops.

- Assist in establishing and managing the annual budgets for the ministries you oversee.
- Fill the pulpit for the lead pastor up to 12 times per calendar year.

As Developer of the Hospitality Team...

From the parking lot to the greeters/ushers, to the signage of the church, to socializing on the patio, to leaving the church grounds people must feel like they were thought of, planned for, and wanted when they come to our church. All these aspects of any of our large gathering times fall under this persons developmental eye. And as the Developer of the Hospitality Team, they will...

- Develop a system so that the name of a first-time guest is remembered in one week.
- Develop a social area where people are able to congregate after church that also aids in accomplishing our mission and vision.
- Facilitate a minimum of three training times each year for developing our ushers, greeters, and set-up teams.
- Partner with the lead and worship pastor in the placing of ushers and greeters during the weekend experience.

As Developer of Life Groups...

- Establish and oversee a system which allows people to easily and effectively assimilate into smaller, missional communities (Life Groups).
- Outline & execute a strategy to achieve 75% overall participation in Life Groups
- Equip and empower Life Group leaders to cultivate communities where care and support for one another is experienced, conflict is dealt with, sin is confessed, and the Great Commission is taken seriously.
- Establish a process where Life Groups are able to discuss and apply Sunday's message.
- Develop and implement strategies to continually monitor and improve the health and effectiveness of Life Groups and the assimilation process.
- Hold a minimum of three training events per year for developing our Life Group leaders.
- Identify and invest in individuals who could be your replacement.

As Overseer of Miscellaneous Ministries

- Be a sounding board to the leaders of Celebrate Recovery, men's ministry, and women's ministry, helping them stay in alignment with the mission, values, and vision of The Bridge church.
- Assess, adjust, and oversee the New Members classes and other assimilation touch points.
- Teach baptism classes.