



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA

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**CHEMISTRY
STAFFING**

Population of City

140,000

Population of County

400,000

Community Overview

Roseville, California, is a suburb of California's capital, Sacramento. The local region around it is connected closely to the cities of Lincoln, Rocklin, and Loomis. It is located in Placer County. Although it touches Sacramento County, which is ethnically diverse and predominantly more liberal in its political views, Placer County is predominantly white and leans heavily conservative. This demands a savvy ability to navigate and speak wisely and gracefully to all political persuasions. The tensions between a highly liberal county touching a highly conservative county creates a cold front, hitting a warm front and the tension is palpable. Bridgeway has chosen to take a Biblically-based response in refusing to take political sides or affirm political parties. Many would say that we appear moderately conservative with liberal hints when it comes to areas of caring for the poor, seeking justice and diversity. Placer county is relatively affluent (and highly educated), with many people not seeing a need for God in their lives. It tends to be a blend of white-collar and blue-collar, but the white-collar is the significant majority (technology, realty, management, etc.). People do not automatically go to church as a cultural norm, they need to have a reason to do so. Their relative wealth affords an option of remaining very isolated and filtered in who they interact with or not (self-sufficient). Many don't know their neighbors but are in groups with people from all over the region. Most people commute to their business and social engagements, and neighborhood networks, in general, aren't as strong. Most residents are hard workers but consistently striving for more. There are a lot of good churches in our area and good relationships between the churches.

Why People Like Living Here

California is a love-it or hate-it state these days. It is the best weather in all of the United States (arguably including Hawaii) and has everything that you would want. At the same time, it is progressive in its design and heavily liberal as a whole with heavy taxes and restrictions. Nevertheless, California, the Golden State, is amazingly diverse and has more options in one state than most of the U.S. combined. There are three parts to California: Southern, Bay Area, and Northern. They are all very distinct in their ethos. Southern California is beach, wealth, poverty, laid back, informal, Hollywood, etc. (Los Angeles, Newport Beach, etc.). The Bay Area is eclectic, liberal, and technology-driven. It encompasses both Silicon Valley (major technology firms) as well as San Francisco with world-renowned personality. They lead the state in progressiveness and liberal thinking. That area is the most expensive, other than some parts of Southern California. Northern California (where we are), is beautiful mountains, lakes, outdoor activities, family-oriented, relatively safe, with good-hearted people.

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



CHEMISTRY
STAFFING

Lake Tahoe is just over an hour away where there are world-class snow skiing and snowboarding. Napa Valley (world-renowned wine country) and the Bay Area are just an hour and a half away. You have local lakes for waterskiing and wakeboarding/surfing, rivers and rolling hills. The state capital of Sacramento is growing more and more into a big city with all that comes with it. Usually, it's fun to visit Southern California and the Bay Area, but you want to come home to Northern California to raise a family and live long-term. There is a massive migration from those two locations to our area merely due to the cost of living. Our cost of living is high, but nothing compared to the rest of California.

Church History

Bridgeway began in 1996 with three Conservative Baptist Churches (CBA, now known as Venture Churches) coming together for a Kingdom work. They were all drawing people from this area as it was exploding with growth and expansion. Quickly one of the three churches took the lead (Arcade Baptist Church) and launched a pastor with their young married ministry and the church plant (experiment) began. It lasted just over a year when it all fell apart. In 1997 the church had changed its name to Roseville Hope and started again (affiliated with CBA but Non-denominational on paper and in nature). It was without a pastor for nine months when Lance Hahn was invited to guest speak. He never left. It has been over 24 years.

We have gone through many changes over the years but always committed to the same Core Values (see below). In 2014, Pastor Lance led the mostly conservative church through embracing and activating the spiritual gifts (supernatural). The process was rough and difficult. Today, the church's focus is beautifully blending the Word of God and the ministry of the Holy Spirit together (Scripture-soaked & Spirit-led).

Additionally, in the last ten years, God has developed Bridgeway into a church that focuses on regional unity building and handling the tough issues with wisdom. This means that in addition to getting churches together in unity, investing in regional Christian leaders (financially and with time and attention), Bridgeway has hosted training series on difficult issues like: LGBTQ, Racial Tensions and Injustice, the Supernatural and Women in Ministry. We are known as the place to go for balanced truth and Scriptural knowledge, and we are known for being loving and inclusive. For the abundance of clarity, it is important to note that Bridgeway is not an official LGBTQ 'Affirming' church, but we are extraordinarily loving and are able to navigate the mess of lives in process.

Vision, Mission, Values

MISSION STATEMENT

- Equipping one another to bring the wholeness of Jesus to a broken world.

IDENTITY STATEMENT

- Bridgeway is a Scripture-soaked, Spirit-led community expectantly seeking transformation into our identity in Jesus.

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



**CHEMISTRY
STAFFING**

CORE VALUES

- Knowing God– Developing an intimate, accurate, growing relationship with God.
- Loving Generously–Joyfully demonstrating God’s abundant love.
- Developing Disciples– Maturing and mobilizing followers of Jesus.
- Building Family–Nurturing healthy relationships at home and in the family of God.
- Partnering Missionally–Strategically aligning the body of Christ for the mission of Jesus.

Average Weekend Attendance

3000

Overview of Weekly Worship Gathering

Due to the impacts of the COVID-19 pandemic, everything is different and we are still discovering the new normal, so we will describe how things were BEFORE the last two years of unprecedented challenge.

We have four services per weekend; two Saturday evening (4pm & 6pm), two Sunday morning (9am & 11am). Saturday services are part of our DNA, as the church was started with ONLY Saturday services and Sundays were added. Saturday services create a whole different dynamic for the staff to be engaged all weekend, so that is something to note. The general size of our church (people that call Bridgeway home and engage significantly through the year) was roughly 4000-4500, but no one comes on the same weekends. The actual on-campus attendance was roughly 3000-3500 including children. When we are healthy and thriving, usually the attendance of adults in the sanctuary (that can hold 1100) is the following:

- Saturday 4pm – approx. 500
- Saturday 6pm – approx. 250
- Sunday 9am – approx. 700
- Sunday 11am – approx. 1000
- Between the four services we had 800-900 children and students in attendance.

Currently we are seeing approximately 65% of our congregation returning to the campus. In the pandemic we lost a good amount of people, but our online presence continues to be healthy. We are very slowly not only gaining our people back in-person but also growing as a church.

Every service is the same. The worship style is modern, usually, electric guitar-led although we have had many acoustic sets and occasional piano/keyboard-led sets. It’s primarily a full band on stage. The music would be largely coming from the following producers: Hillsong, Jesus Culture, Bethel, etc. The lighting and stage design is high-quality and visually stunning. There is haze in the air for lighting purposes in most services. The volume is loud and has always been a challenge to dial in for the congregation’s ears since it was not a building designed for church but a retrofitted business building.

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



**CHEMISTRY
STAFFING**

The preaching is what Bridgeway is most known for and why most people show up for the first time and stay. Both Lance Hahn and the teaching team are tremendous handlers of the Word of God and excellent communicators. We are primarily an exegetical (verse-by-verse) Bible-teaching church and yet most services are known for dynamic teaching that's both accurate, engaging, funny, and intense. This continues to be the most commented on aspect of our weekend services in a positive way.

Tell Us About Your Facility

Our campus was designed in the mid to late 1990s. It was built to be a large (205 square feet) campus for a technology/communications firm (Roseville Telephone, bought out by Consolidated Communications). It was \$32 million to build and sits on 50 acres. Half of the property is the existing campus and the other half is buildable land for expansion and vision. The campus was set up for a communications firm that operated largely as a call center, management, offices, etc. The sanctuary used to be a parts warehouse.

There are five main buildings on the campus and the sanctuary holds up to 1100 people. There are monitors towards the back to help those seated furthest from the stage. The front wall has a screen for IMAG on either side of the stage. The walls and ceiling are blacked out with sound treatments on them (for lighting & theater ability to go full blackout), with no decorations on the walls, and a concrete floor. It looks like a warehouse-type church. Everything is built for functionality and designed aesthetic (i.e. technology created).

Overall Budget (this fiscal year)

\$7,120,130

Overall Long-Term Debt of the Church

\$15.7 million

Denominational Affiliation and/or other Partnerships

As mentioned prior, we are still affiliated with CBA (Conservative Baptists of America – now known as Venture Churches in Northern California), although it is a loose affiliation of other sister churches who have a similar statement of faith (very basic). Nothing is currently being done with the Venture. We are a Non-Denominational Church in every sense of the word (no governing body outside the church). We have some practices that CBA churches may not all embrace (i.e. supernatural ministry, views on, integrating women into senior levels of leadership and teaching, and willingness to discuss difficult topics, etc.). For a time, we were associated with WCA (Willow Creek Association) mostly due to the Leadership Summit connection, but that has gone by the wayside. Most of our ministries and content are self-generated, so there are not many connections like that (i.e. our Global Missions are mostly self-started and not affiliated with Compassion International, although we are not against partnering with others).

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



Governance & Polity

Bridgeway's bylaws state that Bridgeway is an Elder-run church. There is some question whether it will be changed to Elder-run or something else since, practically speaking, the multiple boards create a larger system of checks and balances beyond the Elder Board and the Senior Pastor is the primary vision-caster for many of them. You can see above how decisions are made in our description of the hiring process. But there are additional boards and groups to consider as well, so it's best to explain them below:

- Elder Board – Highest level of governance in the church. The Senior Pastor and one staff representative of the SLT are the only paid, on-staff, elders. The rest are volunteer representatives of the congregation. The Elder Board has seven members and Elders serve three-years terms followed by one year of rest. We are considering increasing terms to five years.
- Congregational Vote – Bridgeway has a membership role that it maintains. The congregation votes on three things: 1.) Significant financial indebtedness; 2.) Hiring or firing of the Senior Pastor; 3.) Ratification of the bylaws and the yearly budget.
- Senior Leadership Team (SLT) – See above for description ("Hiring process")
- Financial Advisory Team (FAT) – They are volunteer financial experts that come alongside our financial department, SLT and Elders to make the wisest financial decisions. They are a best practices and wisdom board more than they are a governing board, although many things are passed through them for a wisdom check. They are quite active in their involvement in the finances of the church.
- Ministry Team Leaders (MTL) – Primarily a volunteer leaders' group that encompasses the leadership of most all the ministries of the church (i.e. Men's, Women's, Family, Singles, Bridgebuilders (50+), Security, Homeless Outreach, Jail/Prison, etc.)
- Staff – We currently have approx. 46 staff members full-time and part-time (depending on if we count mini-time staff as well). Each department's leaders handle much of their day-to-day decisions on their own, getting help and authorization from their SLT supervising member, who in turn seeks counsel from the other boards where necessary. (see below)

Current Paid Staffing Level

Our staff is comprised of the following:

Full-Time Staff

- Senior Pastor
- Director of Discipleship
- Director of Connections and Communications
- Director of Operations
- Director of Care & Compassion
- Director of Creative Arts

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



CHEMISTRY
STAFFING

- Worship Pastor/Director
- Soul Care Director (Counseling Department)
- Care & Compassion Manager
- Global and Local Care Manager
- Care & Compassion Assistant
- Care Pastor (marriage, funeral, visitation, etc.)
- Missional Community Coordinator (small groups)
- Young Adults Pastor
- High School Pastor
- Middle School Pastor
- Children's Director
- Children's Creative Director
- Children's Manager
- Adult Education Director/Pastor (Classes)
- Design and Communications Manager
- Music Director
- Video Director 1
- Video Director 2
- Audio Director 1
- Audio Director 2
- Events, Hospitality, and Café Director
- HR Director
- Finance Controller
- Facilities Director
- Asst. Facilities Director
- IT and Technology Director

Part-Time Staff

- Sr. Pastor and Young Adult Pastor Assistant
- High School Pastor Admin Asst.
- Middle School Pastor Admin Asst.
- Children's Ministry Lead 1
- Children's Ministry Lead 2
- Children's Ministry Lead 3
- Children's Ministry Lead 4
- Scheduler and Office Coordinator

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



**CHEMISTRY
STAFFING**

- Creative Arts Technician
- NextGen Worship Director
- Database and Office Manager
- Facilities Manager
- Various Facilities Team
- Communications Manager

Major Ministries of the Church

The list of ministries at our church is extensive. They are in varying degrees of size, reach, vibrancy, etc. These are the ones listed that are not part of the main staff running those ministries (i.e. Soul Care Counseling, or volunteers helping staff members do elements of their jobs). Here is a current list of the majority of ministry teams:

- Worship Arts
- Men's
- Women's
- Bridgebuilders (50+)
- Singles ("Journeys")
- Family (Marriage and Parenting)
- Missional Communities (small groups: Young marrieds, married with kids, men's, women's, affinity groups, etc.)
- Prayer Ministry
- Global Missions (Uganda, Russia, Haiti, Nicaragua, India, Mexico, etc.)
- Local Missions (Mercy Multiplied, Acres of Hope, City of Refuge, AIM, etc.)
- Community Closet (food distribution +)
- ASSIST program (financial assistance)
- Refugee Resettlement Ministry (and World Relief)
- Recovery (Bridgeway to Recovery)
- Family Care (Unborn and Adoption/Foster)
- First Impressions Team (Welcome, Information Desk, Ushers, Greeters, Campus Guides, etc.)
- Café
- Jail/Prison
- Hero Care
- Haven – Arts (art, writing, dancing, etc.)
- Gathering In (homeless)
- Alongside Ministry (homeless)
- Chaplain Ministry (emergency response)
- Stephen Ministry (long-term walk alongside hurting)

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



CHEMISTRY
STAFFING

- Supernatural Ministry (Worship, Prayer & Healing Night; prophetic discernment, healing, etc.)
- Faith and Culture (hard topic symposiums)
- Bless Project (outreach to neighboring 1500 homes)
- MOPS
- Homeschooling & Charter
- Special Needs Ministry for kiddos
- Security Team
- Medical Team
- Concerts & Conferences
- Podcasts & Broadcasts
- Budget Care: Financial Help Ministries (Financial Peace, Dave Ramsey, etc.)
- Creative Arts – Tech, camera operators, service directors, graphics, etc.
- Grief Share
- Meals & Cooking Club
- Pure Desire, Conquer & Sexual Addiction
- Deaf Ministry
- Photography
- Soul Care (counseling ministry with 5 trainees and 6 associates providing therapy and mental health care)

Outreach Programs Overview

To bring some clarity to the numerous outreach ministries mentioned above, here's a shortlist of the main outreach programs:

- BLESS Project
- Community Closet
- Homeless Ministries
- ASSIST & Budget Care
- Key Partnerships (AIM, World Relief, Acres of Hope, etc.)
- Missions local and abroad
- Media outreach (radio show, podcasts, etc.)
- Jail/Prison
- Refugee Resettlement

In the most generic sense, how would you describe your church theologically?

Evangelical - Moderate

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



**CHEMISTRY
STAFFING**

Published Theological Statement

ABOUT GOD

God is the Creator and Ruler of the universe. The Godhead exists in three persons: the Father, the Son, and the Holy Spirit. All three persons of the Godhead are equal in power and form one God.

Genesis 1:1, Genesis 1:26-27, Genesis 3:22, Psalm 90:2, Matthew 28:19, 1 Corinthians 15:3-4, 2 Corinthians 13:14

ABOUT JESUS CHRIST

Jesus Christ is the second person of the trinity. He is the only begotten Son of God. He is equal with the Father. He came in full deity to earth, in flesh and blood, lived a sinless life, though tempted as a man, was sacrificed on the cross for the sins of the world, was raised again by the Father after three days, and now sits as judge of mankind at the right hand of the Father in heaven. He will come again to take his believers with Him to eternally reign by His side forevermore.

Matthew 1:22-23, Isaiah 9:6, John 1:1-5, John 14:10-30, Hebrews 4:14-15, 1 Corinthians 15:3-4, Romans 1:3-4, Acts 1:9-11, 1 Timothy 6:14-15, Titus 2:13

ABOUT THE HOLY SPIRIT

The Holy Spirit is the third person of the Godhead. He is equal with God, yet different in function. He lives in every Christian from the moment of salvation. He provides the Christian with the power for living, understanding spiritual truth, and guidance in doing what is right.

2 Corinthians 3:17, John 16:7-13, John 14:16-17, Acts 1:8, 1 Corinthians 2:12, 1 Corinthians 3:16, Ephesians 1:13, Galatians 5:25, Ephesians 5:18

ABOUT HUMANITY

Human beings are made in the spiritual image of God. They are the supreme object of God's creation. Human beings are born into sin and by this sin are separate from God. People are unable to save themselves.

Genesis 1:27, Psalm 8:3-6, Isaiah 53:6, Romans 3:23, Isaiah 59:1-2

ABOUT SALVATION

Salvation is a free gift of God to man. Man can never make up for his sin by self-improvement or good works. Only by trusting in Jesus Christ as the atonement for sin can man be saved from sin's penalty.

Romans 6:23, Ephesians 2:8-9, John 14:6, John 1:12, Titus 3:5; Galatians 3:26, Romans 5:1

ABOUT THE BIBLE

The Bible is God's Word to all people. It was written by human authors under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. It is inspired by God and is inerrant.

2 Timothy 3:16, 2 Peter 1:20-21, 2 Timothy 1:13, Psalm 119:105, Psalm 119:160, Psalm 12:6, Proverbs 30:5

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



CHEMISTRY
STAFFING

ABOUT ETERNITY

Humans were created to live forever. They will either exist eternally with God or eternally separate from Him. To be with the Lord for eternity is heaven and to be eternally separated from the Lord in hell.

What theological hills will you die on?

We highly value diversity of opinion, but there are non-negotiables that are listed in our Statement of Faith (follows the Apostles Creed for the most part). Outside of that, we have viewpoints that match our ethos more than others. For example, we are conservative on most theological points but have moderate and liberal pieces to topics and issues. We tend to be Bible-centric on most issues instead of having a reason-based theology. All churches define their theology through the lens of their Core Values, and we are the same. For example, it's one of our cultural elements to have dialogue about differences without being belligerent or rude. Therefore, if a candidate was coming in with dogma or an immovable stance about a complicated issue, that would be a problem for us.

Hot-Button Social/Cultural Issues for Your Church

As mentioned above, we are relatively comfortable with bringing up very hot topics: LGBTQ, women in ministry, racial tensions & justice, police brutality issues, supernatural gifts, etc. So, really as long as dialogue is still happening on tough subjects, we are good. The minute that it shifts into a battle or meanness or unwillingness to learn or listen, we have a problem. So, honestly, the only real challenge would be resistance to growth.

Biggest Church 'wins' in last 18 months?

- Surviving COVID-19 without losing our minds
- Being flexible to change
- Baptizing 74 people
- Unity with other churches in regional events
- Maintaining our passion for Christ and our love for Him and our people in trying times
- Relunched a powerful worship culture with a new pastor, fresh vision, increase in excellence and ability to flow with the Holy Spirit.

Biggest Opportunity for Your Church in the Next 12 Months

- Remaining true to the call of God in a polarized society
- Getting people back from COVID mindset
- Campus design or re-design. We have a lot to do with our campus coming up, whether that be the design of an outdoor venue, the renovation of Building D, or the vacant land's future design

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



CHEMISTRY
STAFFING

Church's Biggest Challenge for the Future

The biggest challenge for the future is likely going to center around rebuilding the church to what it should be (not what it was). COVID shook up a lot and revealed a lot. Unfortunately, a lot of those insights highlighted changes that need to happen.

Title of Position You Are Hiring

Director of Care & Compassion

Full Time Position?

Yes

Overall Description of this Position

The Care & Compassion Director oversees all primary departments that deal with outreach, care, helps, counseling, ministry to the hurting, missions, evangelism, and prayer. As a member of the Senior Leadership Team, along with the Senior Pastor, this person makes high-level decisions for the design, management, and implementation of the church's vision in these areas. This person manages and develops a team of highly qualified leaders who run teams of staff and volunteers under them. They are responsible for vision as well as execution by their department. This Director is the Champion at Bridgeway who stands for the hurting and discerns the voice of the Holy Spirit regarding how Jesus would best love and care for those struggling or broken. This department could be considered the heart of Bridgeway. It must be led with vision, courage, wisdom, and empowerment.

Reporting Relationship

Directly to the Senior Pastor who chairs the Senior Leadership Team (SLT).

Goals and Expectations

This is a strategic and important position. This person leads a significant amount of leaders who carry out vital functions of the church. The current leaders in place are highly qualified and doing well, so the goals and expectations deal more with what the future could be in this ministry. The first tangible goal would be to assess everything happening to get a lay of the land and then to dream and visioneer the best way for all of that to happen. Most specifically we do not have a thriving Missions Department. Our current leader is holding down two roles for us: 1.) Local Outreach; 2.) Global Outreach. Missions needs to be built up and Outreach needs to be streamlined.

- The leaders need to be developed to be even greater.
- The pastoral care element of the church needs to be dialed in to be effective and strategic.
- The prayer and supernatural teams need to be developed, empowered, and supported to be all that they can be.

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



Do you have a job description for this role?

Director of Care & Compassion

The goal of the Director of Care and Compassion is to lead and oversee the Care and Compassion Department, helping to inspire, encourage and equip our people to view the broken and lost in their sphere of influence with the heart of God. The Director of Care and Compassion has the primary responsibility for the collaboration, development, equipping, and implementation of the Care and Compassion ministry of the church. The Director of Care and Compassion serves as the primary point of contact and accountability for the Care and Compassion Department which includes Soul Care, Missions, Outreach, Community Care, Pastoral Care, and Prayer ministry.

General Responsibilities:

- The Director of Care and Compassion is a senior supervisory level position and is part of the Senior Leadership Team (SLT).
- The Director of Care and Compassion will work energetically to turn our vision of care and compassion into action by helping us use our gifts and resources together as a well-coordinated, collaborative church.
- The Director of Care and Compassion will manage a team of staff and volunteer leaders and liaise across all areas of the care and compassion ministry thereby bringing increased focus, alignment, and care to the cohesive management of the enterprise of ministry at Bridgeway Christian Church (BCC).
- Actively lead, participate in and contribute to the management of the Care and Compassion Department (CCD) and share a passion for excellence, uncompromised quality, and a common vision to serve Bridgeway ministries.
- Integrate and apply knowledge and expertise to various programs and plans.
- Ensure tasks are completed on time and with exceptional quality and attention to detail.
- Other duties as assigned.
- Support and contribute to a safe and healthy work environment. Specifically, follow Bridgeway's Injury Prevention and Safety program, support and maintain safety standards, and participate in safety training.

Departmental overview

- Direct Staff Reporting to Director of Care & Compassion
 - Soul Care Director
 - Director of Local and Global Care
 - Pastoral Care Director
- Volunteer Leaders (MTL) Reporting Directly to Director of Care & Compassion
 - Prayer Team Lead
 - Supernatural Team Lead
 - Evangelism Team Lead

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



CHEMISTRY
STAFFING

Essential Duties and Responsibilities:

- Manages the CCD and casts a vision for those ministry teams to complement and carry out the mission and vision of BCC in partnership with the SLT.
- Provide day-to-day leadership, support, and oversight to Care and Compassion ministry leaders, their missions, and projects by ensuring each of them is developed, empowered, and encouraged for maximum Kingdom influence.
- Develop systems to inform staff and other stakeholders of the Care and Compassion ministry's mission/vision in order to provide clear communication and alignment within ministry as a whole at BCC.
- Shepherd the growth of the CCD through intentional recruitment, delegation, mentoring, and coaching as needed.
- Strengthen communication and collaboration among and between various ministries.
- The Director of Care and Compassion will assume the role of mentor where needed, but most specifically to the Care and Compassion Manager. The goal is to cultivate long-term vision, deeper understanding of general oversight of the Soul Care department, and growth in the day-to-day responsibilities of management.
- Prepare an annual ministry plan and budget request for the CCD and submit it to the finance department for inclusion in the annual budget process.
- Continually monitor the budget(s) of the CCD to ensure financial objectives are maintained

Focus and Scope

- Intentionally engage with our Missions and Outreach teams in partnership with the Global and Community Care Director to maintain creative long-term partnerships aligned with the focus of our mission and outreach goals and objectives. Also, work together to develop and implement measurable criteria for ongoing partnerships.
- Liaise with Global Missions leaders as needed in partnership with the Global and Community Care Director. On occasion, travel to visit Global Mission leader's location may be helpful/necessary.
- Expand and oversee the Outreach Ministry in cooperation with the Global and Community Care Director in order to create more sustainable partnerships and maximize efforts to bring greater unity to the region of Sacramento.
- Act as liaison for BCC with denominational and interdenominational groups and other public appearances as necessary in relation to the CCD.
- In cooperation with the Soul Care Director, develop and implement measurable criteria for the effectiveness of ministry and potential growth opportunities.
- Understand and manage all legal aspects (according to applicable law) of operating a Christ-centered counseling center in alignment with the Soul Care Director. Also ensure legal compliance with other CCD programs, events, and general ministry functions.
- Work to initiate, support, and inspire large-scale events within the CCD that provide servant opportunities to our congregation.
- Act as a Care and Compassion ambassador on a one-on-one basis to motivate potential new volunteers and pair them with appropriate leaders to serve our community.

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



CHEMISTRY
STAFFING

- Oversee and review all aspects of Pastoral Care in coordination with the Care Pastor, chaplains, Stephen ministers, and lay leaders (for chaplain and prayer ministry) to ensure alignment of the ministries.
- Support and guide the Prayer ministry leader(s) in ongoing efforts to educate, lead and equip our congregation in and prayer-related events.
- Promote like-mindedness and synergy throughout the entire CCD staff regarding the importance of care and compassion throughout the campus and into the region beyond.
- If gifted, called and able, the Director of Care and Compassion may participate as part of BCC's teaching/preaching team. Under the direction of the Senior Pastor the Director of Care and Compassion may be asked to energetically deliver relevant, practical, professional, and biblical messages to the congregation approximately 3-5 times per year. A strong teaching ability would be required. Additionally, they will be asked to lead in small group or classroom settings periodically.
- Assist in the design, vision, and training for the Supernatural Ministry. After it is set up this director will help to manage the ministry along with the leader and provide insight and training where helpful.

Core Competencies:

- A heart to serve the Lord and a vibrant relationship with Jesus Christ.
- Spiritual Maturity: Is able to balance Biblical knowledge with actions in a way that demonstrates the gospel of Christ. Demonstrates ongoing growth in dependence on Christ in shaping the knowledge of self and interactions with others.
- Trust and Integrity: Acts and speaks in ways that are direct and truthful; keeps confidences; admits mistakes; is accountable for commitments and promises; is reliable and responsible to complete work in a timely and consistent manner; adheres to high ethical standards as well as the core values of the church.
- Interpersonal Relationships: Interacts well with others; builds constructive relationships; demonstrates good communication skills; gives and receives candid feedback; is open to different viewpoints; shows respect for others; maintains appropriate boundaries in both personal and professional relationships; collaborates on joint projects and decisions; uses diplomacy and tact; willing to work in team context when needed.
- Valuing Diversity: Values diverse perspectives; participates in diversity training opportunities; shows sensitivity to individual differences; treats others fairly and with respect without regard to race, sex, color, ethnicity, religion, gender identity, or sexual orientation; recognizes differences as opportunities to learn and gain by working together; values and encourages unique skills and talents; seeks and considers diverse perspectives and ideas.
- Flexibility and Change: Understands the dynamics of change; remains open-minded and changes opinions on the basis of new information; adapts to change and different ways of doing things quickly and positively; manages transitions from task to task effectively; adapts to varying needs of those served.
- Management of Self: Expands self-awareness through ongoing self-reflection; manages own emotions well; nurtures knowledge and skills actively through continuous learning; diversifies life interests with a balance between the professional and private; engages in efforts to optimize personal health and well-being.

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



CHEMISTRY
STAFFING

- **Self-Awareness:** Knows personal strengths, weaknesses, opportunities, and limits; seeks feedback; gains insights from mistakes; is open to criticism; isn't defensive; is receptive to talking about shortcomings; looks forward to balanced performance reviews and career decisions.
- **Managing Purpose and Vision:** Understands the culture and values of BCC; articulates and supports its mission and direction; communicates a compelling and inspired sense of how individuals contribute to BCC's purpose and vision.
- **Management Processes:** Can establish annual work plans with goals, objectives, and timelines; organizes resources – people, funding, materials, and support – to get things done; manages within established budgets; equips and empowers employees and volunteers who implement work plans; understand and supervises through a performance management cycle that encourages the success and growth of those supervised; engages in feedback with volunteers and offers appreciation and recognition; inspires leadership development in both staff and volunteers; evaluates achievement of goals and objectives.
- **Team Leadership:** Is aware of the dynamics and disciplines of real teams; establishes effective team structures; manages and guides group efforts; tracks team progress, adequately anticipates roadblocks, and changes course as needed to achieve team goals; provides appropriate feedback concerning group and individual performance, including areas for improvement. Blends people into teams when needed; creates strong team morale and spirit; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; defines success in terms of the whole team; creates a feeling of belonging in the team.
- **Conflict Management:** Steps up to conflicts seeing them as opportunities. Reads situations quickly; addresses conflicts by focusing on the issues at hand to develop effective solutions when disputes or disagreements occur; helps others resolve conflicts by providing impartial mediation when needed.
- **Communication:** Writes and speaks effectively, using standards proper to the situation; states own opinions clearly and concisely; demonstrates openness and honesty; listens well during meetings and feedback sessions; explains the reasoning behind own opinions; asks others for opinions and feedback; engages stakeholders at an appropriate level of decision making; asks questions to ensure understanding; exercises a professional approach with others using all appropriate tools of communication; uses consideration and tact when offering opinions.
- **Executive Leadership:** Has the willingness and ability to develop focus on the larger view of the church rather than just one's own area of functional or operational responsibility. Can think, reflect, conceptualize and converse on issues of strategic significance to the future of the church. Interacts well with other executive leaders in strategic and operational planning and in the ongoing process of leading change.
- **Process Management:** Good at figuring out the processes necessary to get things done; knows how to organize people and activities; understands how to separate and combine tasks into an efficient workflow; knows what to measure and how to measure it; can see opportunities for synergy and integration where others can't; can simplify complex processes; gets more out of fewer resources.

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



**CHEMISTRY
STAFFING**

Leadership Responsibilities:

- Participate as an active member of the SLT, attending weekly meetings, annual planning retreats, and other leadership activities as needed.
- May be called to help plan and organize the yearly preaching calendar by participating in an annual planning getaway with the Senior Pastor and other teaching team members.
- Participate in and support monthly Ministry Team Leader (MTL) meetings (3rd Tuesday of each month) and provide guidance to the MTLs serving on the CCD team.
- Work with Global and Community Care Director to organize the annual Care and Compassion expo.
- Facilitate the annual Worship, Prayer, and Healing night by providing direction, encouragement, and discernment to our Prayer ministry and partnering churches.
- Participate in, and occasionally lead, general staff and congregational meetings or events as scheduled.
- Lead monthly CCD meetings to check in with the team, build relationships, facilitate planning, etc.
- Serve as a spiritual leader and mentor for the staff, volunteers, and the church by developing and investing in relationships.
- Maintain a lobby presence each weekend to allow people to see you, connect with you, and develop relationships. Take advantage of discipling opportunities where appropriate.

Role Education & Requirements:

- Bachelor's degree required; MDiv or master's degree or greater preferred.
- Dedicated to modeling a godly lifestyle.
- Self-motivated and organized.
- 10 years of experience in management/supervisory positions.
- 15 years of leadership and creative experience in bringing mission/vision forth and affecting positive change.
- Regular church attendance and membership at Bridgeway
- Must pass a pre-employment reference and background screen - proof of legal authorization to work in the United States
- Proficient with Bible, personal computer, copiers, general office equipment, telephone
- The physical demands and work environment characteristics are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.
- Physical: The employee is regularly required to talk or hear. The employee is frequently required to stand, walk, sit, use hands and fingers to handle or feel, and reach with hands and arms. The employee is occasionally required to climb, stoop, or kneel. Frequent and regular repetitive movements are required using the wrists, hands, and/or fingers. The employee occasionally will lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



CHEMISTRY
STAFFING

- Work Environment: The employee is regularly in a typical office environment with adequate light and moderate noise levels.
- Spirit-filled disciple of Christ
- Integrity beyond reproach
- Ability to work in harmony with other staff members - Flexible, adaptable, coachable, teachable
- Servant heart; a servant leader
- Effective Communication
- Unshaken by changing priorities

Educational Preference

Education and Experience are almost equal in our eyes. Since this role manages highly-educated and experienced people, the need to be respected by them pushes the level of expectation. Since so much of this role is developing the leaders they manage, instead of just doing it themselves, this candidate needs to be strategic and visionary to lead others with excellence, while at the same time not unwilling to roll up their sleeves and get it done when necessary. They would lead primarily Masters's Degree level leaders or higher. So, if you don't have the education, you would need the experience or gifts to demonstrate why they should follow you.

Age Vs. Experience

Experience matters more than age.

Denominational Affiliation:

We are non-denominational and don't have a high value for denominations per se. The assessment is the individual and their relationship with God. We are consistently pursuing the Holy Spirit and supernatural ministry so any background or current belief that is cessationist-based is not going to be helpful to lead those ministries.

How important is geographical location to you?

We believe strongly in unity and wouldn't want to 'poach' someone from a local church if we can help it. We are interested in building up all the churches around us while we rise. Additionally, we have had challenges with leaders from a totally different culture (i.e. the South) trying to adapt to California culture, especially in Northern California where we are at the dividing line of one of the most conservative counties touching one of the more liberal counties and the political climate is hot. People don't just go to church in California, they must be drawn in. Many leaders think they can adapt when they really can't. But if it's the right candidate we don't care where God brings them from.

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



CHEMISTRY
STAFFING

What skills are you looking for specifically?

Someone who can:

- Lead and make the leaders they lead better.
- Build a Missions Department and sharpen an Outreach Department.
- Build an Evangelistic ministry.
- Help our brilliant Counseling wing (Soul Care) become all it needs to be.
- Develop and help our Pastoral Care Pastor to make a better, more strategic, and streamlined department.
- Build a supernatural ministry with the Prayer leaders.
- Take us into the future with this department.

What technical abilities, if any, are required?

We tend to be Mac-based and I know that there are a few basic software programs that the department uses, but nothing too fancy.

Equipper or Doer?

Equipper

Attractional Vs. Missional?

Missional

Budget Area Supervision:

This leader oversees numerous department heads who manage their budgets. This role doesn't have a specified budget, rather they flow through empowering and developing their leaders.

Personal Characteristics Desired

- We hire for heart first. If someone doesn't love God AND people, there's no point in applying.
- We love to tease so there needs to be a sense of humor.
- In the compassion area, there needs to be a "wisdom, tough-love, I'll walk with you through the mud and I'm listening to your pain" perspective.
- This person needs to adjust and morph to their surroundings while at the same time holding integrity of who they are and how they lead.
- Be open-handed in how they deal with political issues. There's nothing wrong with having a personal stance, even a political party stance, but we minister to people on all sides of the aisle and have an expectation in our leadership that they are not primarily party-politically driven. In a location of tension from both sides, this leader needs to be able to navigate both environments with wisdom, grace and a solid Biblical foundation.

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



CHEMISTRY
STAFFING

What would immediately disqualify someone?

Selfishness, extreme arrogance, fake, dishonesty, judgmental, legalistic, disrespectful, not a team player. We have a lot of diversity on our team in personalities and backgrounds, so we welcome different, but we never welcome hard-hearted or mean to lead.

Urgency

This department currently hums along on its own and could do so for the next 6 months but needs someone soon who can devote time to leading this department.

Other "Must Have" Skills

- Missions and Outreach experience
- Experience with Holy Spirit ministry (supernatural)
- Organized and strategic thinker
- Developer of leaders
- People-oriented
- Encouraging and Optimistic

Other "Nice to Have" Skills

- Can lead a room from the front (that doesn't have to be preaching but it must be teaching)
- A parental heart for your department that they can go to to process life

Finally...

A passionate leader desperate to help the hurting and reach the lost who will equip leaders to strategically align with the heart of God.

DIRECTOR OF CARE & COMPASSION

Bridgeway Christian Church
Roseville, CA



Public Job Posting

Director of Care & Compassion

Bridgeway Christian Church

Roseville, CA

Bridgeway Christian Church is a large (2,000+ person) congregation located in Roseville, California. They are looking for a Director of Care & Compassion to join their team. This person will oversee all primary departments that deal with outreach, care, helps, counseling, ministry to the hurting, missions, evangelism, and prayer. As a member of the Senior Leadership Team, along with the Senior Pastor, this person makes high-level decisions for the design, management, and implementation of the church's vision in these areas. This Director is the Champion at Bridgeway who stands for the hurting and discerns the voice of the Holy Spirit regarding how Jesus would best love and care for those struggling or broken. This department could be considered the heart of Bridgeway and it must be led with vision, courage, wisdom, and empowerment.

What you'll be doing:

- Managing and developing a team of highly qualified leaders who run teams of staff and volunteers under them
- Developing systems to inform staff and other stakeholders of the Care and Compassion ministry's mission/vision in order to provide clear communication and alignment within the ministry as a whole at Bridgeway Christian Church
- Shepherding the growth of the Care and Compassion Department through intentional recruitment, delegation, mentoring, and coaching as needed
- Participating as an active member of the Senior Leadership Team, attending weekly meetings, annual planning retreats, and other leadership activities as needed

Skills you'll need to have:

- Spirit-filled disciple of Christ
- Missions and outreach experience
- Experience with Holy Spirit ministry (supernatural)
- Organized and strategic thinker
- Developer of leaders
- People-oriented

A suburb of Sacramento, Roseville has amazing weather and everything you could want. California is amazingly diverse and has more options in one state than most of the U. S. combined. Bridgeway is located in Northern California with a ton of outdoor activities and is family-oriented with good-hearted people.

Click here to apply: <https://www.chemistrystaffing.com/bridgeway-director-care-compassion>