

# BRIDGEWAY

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## BRIDGEWAY COMMUNITY CHURCH

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Pastoral Candidate  
Packet





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## Pastoral Profile

BridgeWay Community Church envisions an outwardly-focused ministry centered on the gospel of Jesus Christ as a resource throughout our region.

The next lead pastor of BridgeWay needs to be a visionary leader and team player who can work to develop ministry among millennials and their growing families in a culturally stable environment. Some lead pastoral experience is preferable but not necessary. What is necessary is that the next pastor be a patient, proven leader with a pastor's heart. He must have a history of being a team player and a team leader who is willing to empower, equip, and release the congregants to do the work of the ministry. The lead pastor should have a strong commitment to the Word of God and to seeing non-believers come to know and grow in Christ. A seminary education, or the near completion of a seminary education, is preferred. It would also be helpful to have some understanding of the culture and climate of the Southern Maryland tri-county region.

The next pastor will be responsible for leading the staff and congregation in implementing the vision of being a resource to our community. An understanding of and willingness to practice a policy governance model which was adopted during the interim transition period is important. All boards, organizations, ministries and teams will be accountable (directly or indirectly) to the pastor, who is accountable to the Leadership Team, of which he'll be a voting member. A Christo-centric approach to preaching and ministry is important.

- ∴ Humble Leader With A Teachable Spirit
- ∴ Passionate Love For Jesus And All People
- ∴ Effective Teacher And Communicator
- ∴ Patient, Pastor's Heart

## Church Profile

### Overview

BridgeWay Community Church of Southern Maryland is an Independent, Non-Denominational Christian church in St. Mary's County, Maryland.

The church has a weekly worship service on Sunday mornings held in the gymnasium of a local elementary school. The service is a mix of contemporary worship music, liturgical reading, and teaching from the Bible. Children worship with their parents and are released to BridgeKids (Sunday School) before the sermon.



Children are an important and large part of BridgeWay's body. We intentionally incorporate them into the worship service. On months with five Sundays, the fifth Sunday we have "Family Sunday" where the children stay in the sanctuary, sometimes with a special lesson or songs geared towards them. This allows the children to be integrated into the larger church body to witness adults modeling worship.

### Our Beliefs

#### SCRIPTURE IS OUR FINAL AUTHORITY

The Bible, given by the inspiration of God, is true in everything it seeks to communicate. The Bible is our final and only infallible guide.

#### GOD IS TRIUNE

We believe in the mystery of the triune God. God eternally exists in three persons—the Father, the Son, and the Holy Spirit. These three are one God, having precisely the same nature, attributes, and perfections and are worthy of precisely the same honor, confidence, and obedience. All that we do is to the Glory of God.

**MAN IS IMPERFECT & SINFUL**

We believe that all people, though created in the image of God, are sinners, completely and totally incapable of saving themselves. Man must have a Savior.

**CHRIST IS PERFECT**

Jesus is the Christ, the Messiah, our Savior. Jesus is both fully God and fully man. Jesus, the perfect sacrifice, died, taking our place and penalty on the cross and rose bodily on the third day. Salvation is through Christ alone.

**SALVATION IS IN CHRIST, THROUGH FAITH**

Salvation is only available because of Jesus' complete work on the cross. Salvation is by God's grace given freely to us and is received by faith.

**BAPTISM AND THE LORD'S TABLE ARE MEANS OF GRACE AND EXPRESSIONS OF FAITH**

Upon coming to faith a new believer is to express faith in Jesus Christ by being immersed in water, we call this Baptism. The Lord's Table is a celebration reminding us of God's promise to forgive our sins because of what Jesus did on the cross.

**THE CHURCH IS HIS BODY**

We believe that all people who have been united with Christ are members of Christ's universal church. The church is the body and bride of Christ. We believe that by the same Spirit all believers are baptized into, and thus become, one body that is Christ's, without regard for race or gender. This body is under solemn duty to keep the unity of the Spirit in the bond of peace, to rise above all non-essential differences, and to love one another with a pure heart.

**CHRIST IS RETURNING**

Jesus is returning bodily, at God's appointed time and in His appointed way.

## **Our Mission**

Connecting People to Christ Through Community.

## **Our Values**

### **PERSONAL & COMMUNAL-DEPTH:**

God desires an ongoing covenant relationship with both the individual believer and with the community of believers. As this covenant relationship is cultivated, we are to grow not only in our love, faith, and knowledge of God but also in our love and knowledge of His people.

### **CULTURALLY-ENGAGED:**

People need to hear the life-changing truth of Christianity taught and proclaimed unapologetically in their language revealing its relevance to their lives. Our goal is to live like Christ, meeting people in their culture. We seek to always speak the everlasting truth using relevant culturally engaged means.

### **TEAMWORK-CULTURE:**

The work of any ministry is most effectively accomplished through teams of people working together with their God-given gifts. Through teamwork, believers' lives are joined together, the church is strengthened, ministry is more effective, and the work of the ministry is shared, therefore sustainable.

### **ACTIVE-GROWTH:**

We are responsible to share knowledge, skills, and opportunities with others so that the church may grow and God may be glorified. A healthy church is a sending, replicating, and missional church.

### **ALWAYS-REFORMING:**

While God is perfect and his timeless truth is perfect and never changing, we acknowledge that we are sinful people. We can really make a mess of things by misusing, half-heartedly serving, misunderstanding, misrepresenting, or by just doing or saying dumb things. We will constantly

look to the Scriptures as our final guide to correct our all-too-often human failings. In other words, we will strive to be transformed by the Word to be more and more like our Creator.

## **TRANSPARENT-COMMUNICATION :**

Communication is vital. All those who have decided to join our local group of believers are important parts of the BridgeWay family. We are committed to transparently communicating, as a family and on a regular basis, the joys, pains, successes, failures, finances, and general information about the church.

## **Our History**

BridgeWay Community Church was formed in 2008 by several families meeting in a home as a Bible study. The group quickly grew in size and moved to renting a space from the local sailing association, then to a conference center, and finally to its current meeting location at Evergreen Elementary School in California, MD.

BridgeWay was formed to ensure a deep understanding of the Bible was taught, its service based on a study of biblical models of church, and integrates a liturgical component into a more contemporary worship set to bring the timeless truth of Christ to the local area in a culturally-relevant fashion. Kairos Church Planting ministry provided training and assessment in the formation of the body into a church.

In 2018, an independent assessment of the church was conducted as a result of internal conflict of the elder board. This assessment resulted in a number of recommended changes for growth and maturation as a body. While some of the recommendations were painful, with prayer the body accepted the recommendations as godly council and committed to following through with implementing the changes. This included the pastor resigning, the elders stepping down, and commissioning an interim leadership team. Over the last year, our leadership team has spent time with an Intentional Interim Leader learning church governance, exploring our vision and values, and spending time in common study of several themes centered around community and living together as a Christian body.

## Our Congregants

The congregation at BridgeWay is predominantly young, Caucasian, with a median adult age of 36, and the vast majority of the adult congregation is between the age of 25 and 45. On a typical Sunday morning, we will have about 80 adults and 60 children at our worship service.

Our overall attendance average of 140 has remained steady for the past 7 years, down from a high attendance of 200 on Easter in 2012. The congregation size has not changed over time

because as jobs move families away God draws new families into BridgeWay. Some of this turnover is a byproduct of the area, which is heavily influenced by the local military base. We've had contractors and military members here for a set time, as well as people not originally from here leaving the area for family or other job opportunities.

BridgeWay does not have many late career or elderly congregants, which has some challenges for the congregation, particularly regarding mentoring.

## Our Facilities

For Sunday morning worship, we currently rent the gymnasium and adjoining cafeteria spaces of Evergreen Elementary School. The church also rents a community center of approximately 3000 sq. ft., which is used for office space, worship practice, youth group events, meeting space, church events, training, and bible studies. The Community Center is located in Lexington Park.

We currently have a team dedicated to evaluating our facilities, analyzing our current needs and future desires. This team is tasked to provide a report with recommendations for the current facilities, and if necessary, what future facilities should include.

### **BRIDGEWAY**

### **DEMOGRAPHICS**

*Median Age : 36*

*Attendance : 140*

*Adults : 80*

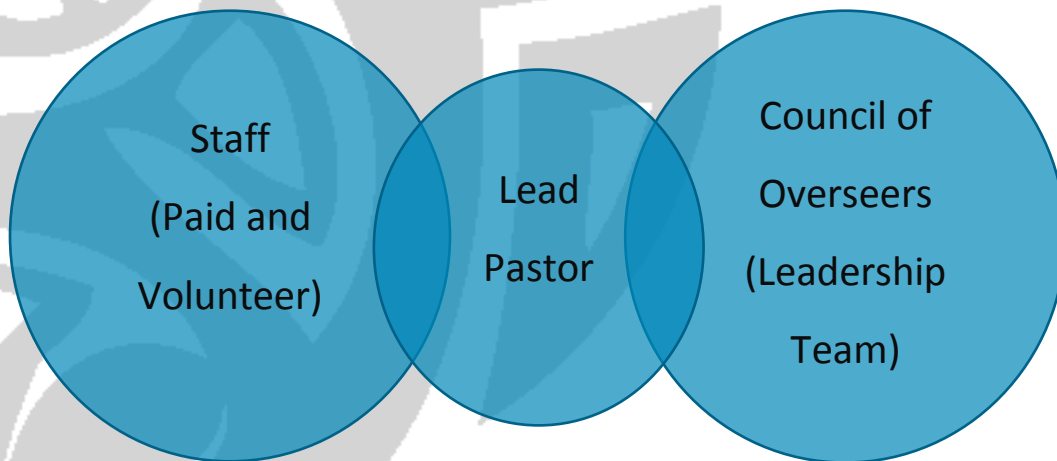
*Children : 60*



## Our Governance Model

BridgeWay Community Church has historically been an Elder-led church. Our former elders stepped down after the church assessment and we are in the process of identifying new ones. Through our transition period, we have implemented a leadership team and have adopted the Carver model for policy governance, adapted from Terry Hippenhamer's work and in conjunction with *Leading Leaders: Empowering Church Boards for Ministry Excellence* (Malphurs, 2005).

Policy governance for BridgeWay defines roles, responsibilities, and expectations for the leadership team (Council of Overseers) and the lead pastor, as illustrated below. The Council of Overseers is responsible for the direction of the church, or its "ends", and the boundaries (policies) by which the "means" may be met. The lead pastor is a member of the Council of Overseers and leader of the staff. He is given the freedom and responsibility to lead the staff in choosing and implementing the "means" by which the ends are met, within the boundaries laid out by the Council of Overseers, as well as to hire, fire, and manage the staff.



## Staff

### Paid Staff

Intentional Interim Leader – Dave Brooks

Administrator – Alyssa Hagman

BridgeKids Lead Coordinator – Carol Daniel

### Key Volunteer Staff

Worship Leader – Andrew Bankston

Service Coordination – Sherri Bankston

AV Team – Jason Mead

Setup Team – Mark Hess

Finance Team – Becky Straub/Shawn Thompson

Life Group Coordinator – Nicole Thompson

Crossroads Leaders– Ryan Quinn/Chelsea Owens

## Leadership Team

Chris Hess

Deborah Leveling

Matt Moritz

Melisa McMillan

Peter Allen



## Community Profile

### Demographics of St. Mary's County

St Mary's County has a population of 110,000. Over the next 5 years, it is projected that the population will grow by 6.5%. The racial/ethnic diversity is growing. Among individual groups, Anglos represent 75.2% of the population and all other racial/ethnic groups make up just 24.8%, which is well below the national average of 40%. The

largest of these groups, African-Americans, accounts for 9.3% of the total population. Hispanics/Latinos are projected to be the fastest growing group increasing by 27.7% between 2019 and 2024.

The area offers both suburban and rural sights. We don't have sky scrapers or the hustle and bustle of city life but we do have Maryland blue crabs, dozens of state parks, little traffic, a growing list of shops and restaurants, outdoor recreation and easy access to Washington DC and Baltimore.

The average household annual income within a 15-mile radius of BridgeWay is \$112,450 and in St Mary's County the average is \$88,190, as compared to the U.S. average of \$89,646. The average age in the nearby area is 37.9 and is projected to increase to 39.1 by 2024. The average home price in St Mary's County is \$270,000.

We have a growing community that values the family structure. We are patriotic and enjoy the nautical flare provided by our geographical location. Naval Air Station Patuxent River provides a steady flow of new faces bringing new experiences.

The following chart is representative of religious preferences within a 15-mile radius of where BridgeWay meets. Overall, the county is mainly catholic but is highly religious. About 84% of

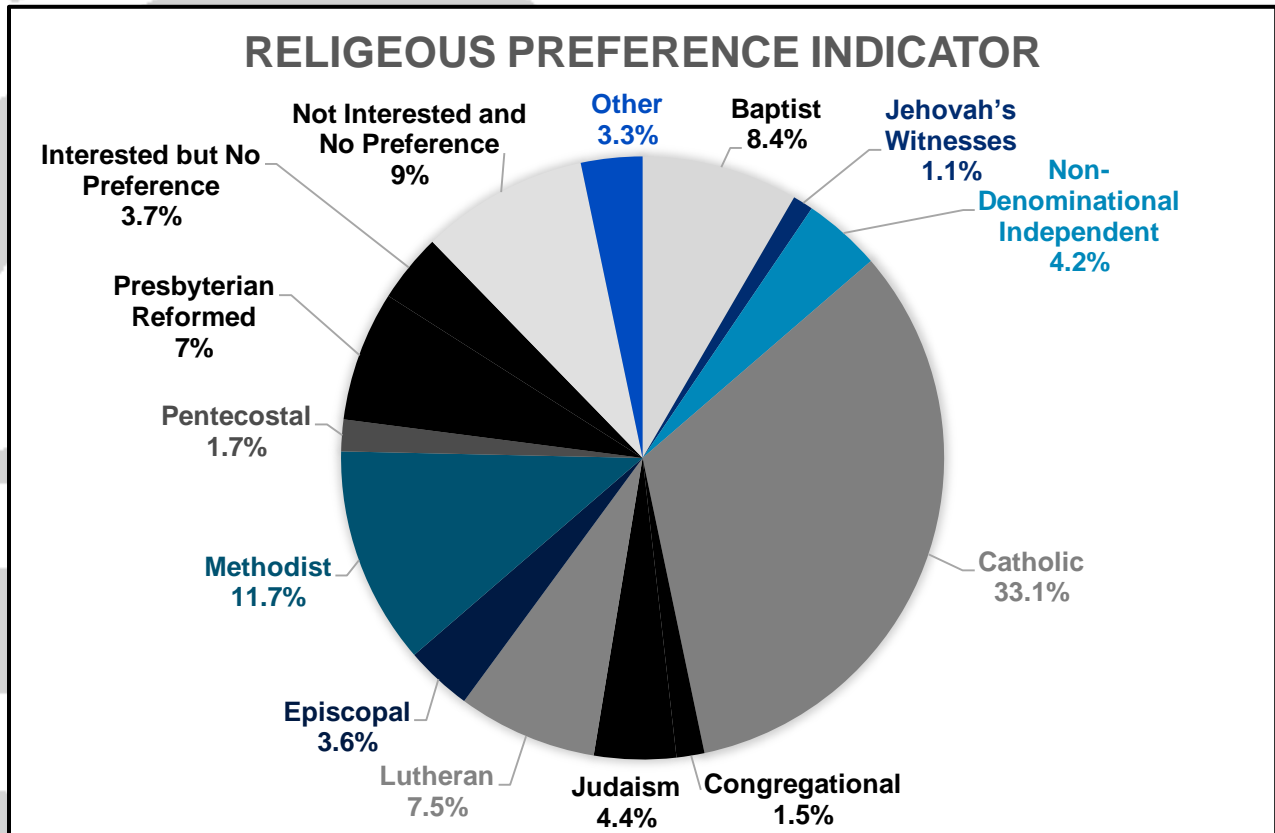
### *St. Mary's County*

*Population : 110,000*

*Average Income : \$88k*

*Average Home Price : \$270k*

residents believe there is a God and 61.6% believe God is actively involved in the world including nations and their governments. About 92.7% of residents believe it's important to preserve the traditional American family structure.



### Culture of St. Mary's County

Situated between the Patuxent and Potomac Rivers, St. Mary's county is home to a very diverse community. Residents of St Mary's County are somewhat resistant to change while maintaining a somewhat high faith-based lifestyle. St. Mary's residents tend to lean more towards a traditional lifestyle because of the level of education, median age and diverse ethnic and religious backgrounds.

Naval Air Station Patuxent River (NAS PAX) is the single largest employer in the county and is home to Naval Air Systems Command (NAVAIR) headquarters, the U.S. Naval Test Pilot School, the Atlantic test Range and serves as a center for test and evaluation and systems acquisition

related to all naval aviation. The proximity to NAS PAX leads to a high level of government contracting firms in the area. BridgeWay has a unique opportunity in a transitional community to train and equip an unusually high number of members for 2-3 years based on the military and government contracting cycle.

This region is known for its Chesapeake Bay tidewater farming, crabbing communities and watersports activities. Home to St. Mary's College, the community is young and vibrant, full of hopes and dreams. Due to the seasonal attractions of St. Mary's County, emphasis on family and community bonds is assessed as somewhat high.

Located approximately 55 miles south of Washington DC, St Mary's County is steeped in History: from first landings pre-dating 1634 at St. Clements Island and St. Mary's city, the first capital of Maryland, to Civil War history at Point Lookout, there is more to learn and experience here than most people see at first glance. Religious freedom is one of the founding principals in the area and remains present to this day.

