



Job Title - Pastor

Position Type: Full-Time

Reports to: Elders

Staff Supervisory Responsibility: 3 Part-Time Staff

Location: 395 West 9th Street, Dubuque, Iowa 52001

Resume Submitted to: bridge@bridgeontheweb.org

Position Overview

We are an independent, non-denominational Christian Church. We were planted by Christian Evangelistic Mission (CEM) in 2001 and have been on mission to love God, love people, and build bridges. Our church gathers people from varied backgrounds, from a 30 minute radius, in a predominantly Catholic city. Our historic downtown building is a non-traditional church setting, with an existing pub/dining hall now serving as our coffee bar and gathering area. Our current weekend attendance average is 130 people between 2 services.

The Bridge is a place to grow. We seek to foster relationships by creating environments that allow growth to happen – Life Groups, weekend worship, serving teams, classes, events, etc.

The Pastor and Elders work together to lead the church and equip the Staff and Servant Leaders to then lead ministries and teams. People who commit to the Bridge are called Partners, and they participate in our mission and serve in ministry.

In 2023, we began our work with E2 Elders and refocused the direction of our church with the following outcomes:

- Redefined our Vision/Mission/Values:
 - *Vision:* Real Jesus. Real Hope
 - *Mission:* Love God, Love People, Build Bridges
 - *Values:* Unwavering Truth, Unlikely Community, Uncomfortable Growth, Uncommon Generosity, Unstoppable Faith
- Held an Elder Training Course to develop a team of new Elders to be ordained in August 2024.
- Created the Go Plan, a 3-year strategy, emphasizing evangelism, discipleship, and shepherding the next generation.

Ideal Candidate

The candidate God is preparing us for will be a humble disciple of Jesus and seek the leading of the Spirit in decision-making. He will be a team-player and able to equip and encourage others to perform the work of the church. He will support and implement the church's Vision, Mission and Values. And he must be willing and able to relate to and minister to people far from God.

We are looking for a pastor who is a gifted:

- relationship builder
- coach/mentor
- leader
- collaborator
- teacher
- team-builder

We are open to the following types of candidates:

- Experienced Pastors
- Associate (Youth, Campus, etc) Pastors seeking an opportunity to grow
- Bible College Graduates, with some ministry experience
- Second career Pastor - those transitioning to a pastoral career from business or industry

Duties and Responsibilities

The Pastor reports to the Elders for accountability, support and communication of ministry plans and objectives. Additionally, here are the essential duties and responsibilities for this role.

- Foster a disciple-making culture throughout the church
- Equip current and future Elders & Servant Leaders
- Engage in outreach to all people who are far from God or His church
- Spiritual coaching
- Pastoral care and ceremonies (weddings, funerals, baby dedications, home/hospital visits, etc)
- Visible presence in the church and at church events
- Be a resource for the church family
- Preach/Teach at Worship Services, in rotation with Elders and guest speakers
- Lead Partnership classes - Bridge 101 and Spiritual Gifts
- Lead the Sermon Planning Team in planning teaching series', guest speakers, themes, etc
- Hire, supervise, and coach church staff with guidance from the Elders
- Collaborate and work with the Elders in the development of people, policies, and budgets
- Attend and participate in Worship Services, when not scheduled to teach (*does not supercede vacation, sabbatical allowances*)

Other duties will be agreed upon based on the candidate's giftedness.

Expectations

We expect our Pastor to:

- Be a committed follower of Jesus, actively discipling and pointing others to faith in Jesus
- Have consistent time with God, incorporating the spiritual disciplines
- Serve with joy
- Prioritize family: Your relationship with your spouse and family should be healthy and thriving with Christ at the center
- Continually learn new ways of doing ministry
- Become a church partner in agreement with our Vision, Mission, Values and the By-Laws of Bridge Christian Church
- Active participant in the church family

Qualifications

- Theological knowledge
- Preaching experience
- Strong organizational skills
- Excellent communication and interpersonal skills: verbal, written and electronic
- Fulfill the Biblical requirements of an Elder
- Background in Restoration Movement churches preferred

Compensation

Salary to be based on qualifications and experience.

About Our Area: Dubuque is at the intersection of Iowa, Wisconsin, and Illinois, known as the Tri-States region, with a collective population of approximately 100,000. The Tri-states offer many recreational opportunities, including river recreation, downhill skiing and snow sports, nature trails through the river bluffs, biking trails, a Smithsonian River Museum, arts and theater organizations, and a landscape rich in architectural history. The city also boasts a rich educational system, including five colleges/universities.