

# **WORSHIP DIRECTOR/PASTOR VISION PACKET**

BridgePoint Bible Church

## Dear Worship Leader,

Thank you for taking the time to look into our open worship leader position. The person God calls here may be titled *Worship Director* or *Worship Pastor* depending on the person's desires, gifts, and qualifications.

In this packet, we would like to tell you about our church, our beliefs, our vision, and the role we are seeking to fill. We want you to get to know us as you seek discernment about your own next steps.

BridgePoint Bible Church is located in Houston, Texas, one of the largest and most diverse cities in America. Our church desires to worship Christ, follow his word, and love one another, all while making disciples of Jesus Christ from all nations.

As a church, we are committed to a biblical vision of worship. Scripture teaches that worship is a lifestyle rather than an event. So we view our Sunday services as the culmination and expression of our daily service to Christ. We do love beautiful, truth-filled, dynamic music led with great care and skill. Yet when we gather for corporate worship, the dominant instruments are the hearts and voices of those Christ has redeemed.

BridgePoint deliberately worships with a blended style, combining the best of older hymnody with the best of contemporary Christian songwriting. Our style is blended generationally, as we sing both old and new songs; blended musically, as we sing different styles of songs; and blended culturally, as we weave culturally diverse expressions of praise into our worship.

We are praying that God would move clearly in the heart of the worship leader whom he calls here, while giving our elders and congregation a clear sense of his pleasure as we move forward together.

Seeking him with you,

*Gunner Gundersen*, Lead Pastor

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### TO APPLY:

- Review the job description, vision packet, and doctrinal statement.
- Email [hire@bridgepointbible.org](mailto:hire@bridgepointbible.org) with your cover letter, resumé, and sample video. You may also include a philosophy of worship (*optional*).



## OUR MISSION AND VISION

At BridgePoint, our mission is **making disciples of Jesus Christ from all nations** (Matthew 28:18–20). We want people from all nations to trust Jesus, follow him faithfully, and gather in a worshiping community where we grow together as his disciples. The following ten vision statements describe the future reality we're asking God to build at BridgePoint.

1. We baptize a growing number of new believers each year because every member shares the gospel clearly and winsomely with the non-believers in his or her life.
2. Every member participates in transformational community and practices intentional discipleship by investing truth, love, and wisdom in other believers.
3. Every member receives basic training in peacemaking, evangelism, discipleship, and counseling.
4. Every member's primary gifts are identified, and every member is actively committed to serving in the church.
5. BridgePoint groups are praying together daily, seeking spiritual transformation and gospel influence through regular fasting and corporate prayer.
6. BridgePoint is a leading source for accurate, clear, verse-by-verse expository preaching because we believe and teach the whole counsel of God.
7. BridgePoint is an international community with no dominant racial or socioeconomic majority because we welcome, pursue, and model all forms of biblical diversity.
8. BridgePoint International is recognized in our community as an explicitly Christian center providing ESL training, serving refugees, adopting international families, and facilitating intercultural gatherings as a gospel platform.
9. BridgePoint serves the broader church by publicly addressing theological, ethical, cultural, and global issues with biblical discernment.
10. BridgePoint sends and supports missionaries focused on evangelism, discipleship, church planting, theological education, and leadership development.



## OUR STORY

BridgePoint Bible Church is a non-denominational church with strong biblical foundations, a caring spirit, a proven commitment to missions, and a long history in the city of Houston. Both our congregation and our dozens of supported missionaries are active in serving those where God has placed us.

BridgePoint has gathered at our campus in the Energy Corridor of west Houston for 13 years, but we have a 91-year history in the city. Under our former name, Spring Branch Community Church was the first English-speaking church in west Houston. Founded in 1929, Spring Branch—now BridgePoint—has represented Christ to our city over nearly a century and has been known for faithful Bible teaching, eager church planting, and consistent activity in world missions. We support nearly 50 “ministry partners” who are taking the gospel of Christ to 20 countries around the world. Over our history we have also participated in planting and supporting 24 churches in the greater Houston area, three of which serve non-native English speakers (Korean, Vietnamese, and Spanish).

Our campus in the Energy Corridor was given to us by God in 2007. We are centered in one of the fastest growing areas in greater Houston, flanked by international energy corporations. Nearby is the most diverse county in the nation, a testimony to the harvest fields around us that need more eager workers.



## OUR BELIEFS

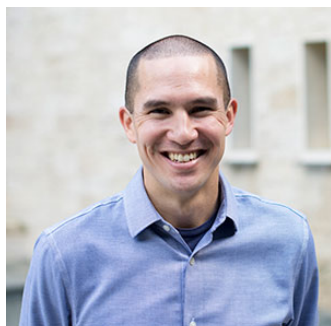
As God's people, we believe that every word of Scripture is true. God's truth leads us to salvation because "the truth will set you free" (John 8:32). God's truth helps us grow together as we "speak the truth in love" (Eph 4:15). And God's truth is what our confused world needs most. For these reasons, we stand firmly for "the faith once for all delivered to the saints, and we long to be a faithful "pillar and support of the truth" in a dark society that needs God's light and love (Jude 3; 1 Tim 3:15).

The following "Articles of Faith" summarize what we believe. We also ask applicants to carefully read our full doctrinal statement online ([bridgepointbible.org/about/beliefs/](http://bridgepointbible.org/about/beliefs/)).

### Articles of Faith

- ◆ We believe that just as God calls us to community with Himself, He Himself is a God of community, existing in the form of the Father, the Son, and the Holy Spirit, all of whom are worthy of equal honor and praise.
- ◆ We believe that the Bible is the inspired and inerrant Word of God and as such allows us to confidently know about God Himself and about how we should live in relationship with Him and others.
- ◆ We believe that all humankind was created by and for God, but that the human race has consistently chosen its own path away from God, both individually and corporately. The result of humanity's choice has been a broken relationship with God.
- ◆ We believe that Jesus Christ lived a sinless life and through His death and resurrection has provided a way for all who trust in Him to have their sins forgiven and to enter into relationship with Him.
- ◆ We believe that simultaneous with an individual's trust in the person and work of Christ, the gift of God's Spirit is given to the individual so that life with God can be lived out by Christ's strength and on His terms.
- ◆ We believe in life after death for everyone who has lived. Those who have trusted in Christ will enjoy a relationship with Him forever, but those who have not trusted in Him will incur the wrath of a God whose offer of forgiveness and reconciliation has been rejected.

## OUR STAFF AND ELDERS



### **GUNNER GUNDERSEN**

*Lead Pastor*

### **CURRENTLY HIRING**

***Worship Director/Pastor***

***Associate Pastor,***  
executive/administrative

***Associate Pastor,***  
shepherding/community

### **STAFF**

- ◆ Linda Baker, *Executive Assistant to the Pastor*
- ◆ Bob Stanbery, *Director of Discipleship & Assimilation \**
- ◆ Mark Baker, *Director of Shepherding & Administration \**
- ◆ Rodney Kennedy, *Worship Director \**
- ◆ Josh Hall, *Director of Student Ministries*
- ◆ Rebecca Mueller, *Children's Ministry Director*
- ◆ Kelly Smalley – *Preschool Children's Director*
- ◆ Miriam Wagner – *Creative Director*
- ◆ Rebeca Tapia, *Receptionist*
- ◆ Lenard Bass – *IT & Facilities Manager*
- ◆ Michael Knox, *AMP Team Coordinator*
- ◆ Maria Brikho, *Financial Administrator*

\* **INTERIM STAFF MEMBERS SERVING THROUGH JAN. 31, 2022**

### **ELDERS**

Gunner Gundersen, *Lead Pastor*  
 David Gordon, *Chairman*  
 Mike Tenney, *Vice Chairman*  
 Mark Baker, *Secretary*  
 Josh Howell  
 Russ Oelfke  
 Dave Palmer  
 Dave Rice  
 Zeke Zeiler

## JOB DESCRIPTION

### BRIDGEPOINT PHILOSOPHY OF WORSHIP

BridgePoint is committed to a biblical vision of worship. We believe that worship is a lifestyle rather than an event. When we do gather for corporate worship, the dominant instruments are the hearts and voices of those Christ has redeemed. In our singing we aim to be theologically robust, gospel-centered, aesthetically rich, culturally diverse, musically accessible, and congregationally focused. Our goal is to honor Christ and encourage the saints, and we seek to craft worship services that emphasize both the transcendence and immanence of God, displayed most clearly in the perfect life, atoning death, and victorious resurrection of Christ.

### WORSHIP DIRECTOR/PASTOR OVERVIEW

The Worship Director/Pastor assists the Lead Pastor in planning Sunday services, leads worship for Sunday services, develops worship leaders for youth and children's ministries, trains and shepherds the staff and volunteers under his oversight, and holds other responsibilities depending on his spiritual gifting, readiness, and the church's needs. He oversees the worship team and AMP team (tech, sound, media), and reports to the Lead Pastor. This is a full-time position requiring 40 or more hours per week.

### MUSICAL STYLE

BridgePoint worships with a blended style, combining the best of older hymnody with the best of contemporary Christian songwriting. We aim for a style that is blended generationally, singing both old and new songs; blended musically, as we sing different styles of songs; and blended culturally, as we interweave culturally diverse expressions of praise into our worship.

## GENERAL QUALIFICATIONS

- **Spiritual Devotion:** A clear personal walk with Jesus Christ and an evident love for God.
- **Doctrinal Conviction:** Doctrinal conviction and discernment expressed through thoughtful agreement with BridgePoint's doctrinal statement.
- **Elder Qualifications (if titled "Pastor"):** Christian maturity clearly reflecting 1 Timothy 3:1-7 and Titus 1:5-9.
- **Relational Love:** A warm, impartial love for others expressed in meaningful relationships.
- **Shepherding Discernment:** Pastoral instincts and spiritual wisdom to shepherd assigned staff and church members toward biblical sanctification.
- **Musical Skill:** Musical training and expertise, including a desire for ongoing development.
- **Musical Creativity:** Desire and ability to create fresh expressions of musical worship within the framework of biblical worship.
- **On-Stage Leadership:** Clear ability to lead a congregation in gathered worship, including preparing and leading musical groups on-stage.
- **Logistical Proficiency:** Proficiency in administration, logistics, and event-planning related to worship leadership.
- **Quality Control:** Commitment to timeliness, aesthetics, and accountability, while prioritizing biblical methods and loving relationships.
- **Leadership Development:** Ability to recruit, lead, and develop staff, musicians, and volunteers, individually and collectively.
- **Collaborative Spirit:** The ability to work collaboratively with the Lead Pastor and all elders, pastors, staff members, ministry leaders, and volunteers.
- **Biblical Communication:** The skills necessary to communicate publicly and interpersonally with each level of the church.

## PRACTICAL QUALIFICATIONS (OR EQUIVALENT EXPERIENCE)

- Be or become a member of BridgePoint Bible Church.
- Possess a bachelor's degree in theology, ministry, or music.
- Pass a standard background check on an annual basis.
- Possess 3–5 years experience in local church or parachurch ministry, especially involving worship leadership.
- Have technological skills to operate, troubleshoot, and train volunteers to use standard industry equipment.



## GENERAL RESPONSIBILITIES

- Partner with Lead Pastor to craft biblical worship services.
- Lead Sunday morning worship services including planning, communication, preparation of participants, rehearsals, execution, evaluation, and improvement.
- Lead, recruit, and shepherd the AMP team including part-time staff and volunteers.
- Recruit, audition, interview, select, train, and shepherd worship team leaders, musicians, sound and media techs, and creative staff members.
- Develop curriculum and program for training worship leaders and musicians.
- Develop and schedule worship-leading rotation with trained teams.
- Deliberately pursue diversity among musicians on worship teams and develop culturally diverse styles of music that represent biblical diversity.
- Partner with Creative Director to facilitate stage design and artistry for services and events.
- Develop volunteer worship leaders for children's ministry, youth ministry, other ministries, and special events and retreats.
- Lead worship at special events such as weddings, funerals, and conferences as needed.

## PERSONALIZED RESPONSIBILITIES

The Worship Director/Pastor is a full member of the staff and holds other specific leadership responsibilities based on gifting, church needs, and the vision of BridgePoint leadership.

## SCHEDULED RESPONSIBILITIES

- Sunday morning services including same-day sound checks (weekly)
- Rehearsals for services (weekly)
- Elders' meetings (2x/month, *if a pastor*)
- Sunday evening events (occasionally)
- Wednesday evening youth meetings (occasionally, to coach worship leaders)
- Special events (occasionally)
- Staff meetings (weekly)

## SAMPLE LIST OF SONGS

We aim to have a rotating list of songs that we are actively singing as a church. We regularly introduce new songs, and bring back songs sung in years past. This process helps our congregation know the songs we're singing at any given time, participate with confidence and joy, and be regularly refreshed through new songs. This process also helps our leaders review the content of our songs so that we're teaching the whole body of Christian truth through the songs we sing.

We're always open to new songs and artists, whether contemporary or from the past. We want them to be biblical, meaningful, singable, and compelling. Though we regularly refresh our current song library, here is a sampling of songs we've sung recently.

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| <i>10,000 Reasons</i>                    | <i>I Will Glory in My Redeemer</i>           |
| <i>All Glory be to Christ</i>            | <i>I Will Wait for You (Psalm 130)</i>       |
| <i>All I Have is Christ</i>              | <i>Is He Worthy?</i>                         |
| <i>Be Thou My Vision</i>                 | <i>It is Well with My Soul</i>               |
| <i>Before the Throne of God Above</i>    | <i>Jesus, I My Cross Have Taken</i>          |
| <i>Behold Our God</i>                    | <i>Jesus is Better</i>                       |
| <i>Build My Life</i>                     | <i>Jesus Paid It All</i>                     |
| <i>By Faith</i>                          | <i>Joyful, Joyful We Adore Thee</i>          |
| <i>Christ the Sure and Steady Anchor</i> | <i>Let Your Kingdom Come</i>                 |
| <i>Come Behold the Wondrous Mystery</i>  | <i>Lion and the Lamb</i>                     |
| <i>Come People of the Risen King</i>     | <i>Lord, I Need You</i>                      |
| <i>Come Praise and Glorify</i>           | <i>Made Alive</i>                            |
| <i>Come Thou Fount</i>                   | <i>Now Why This Fear?</i>                    |
| <i>Forever</i>                           | <i>O Church Arise</i>                        |
| <i>God is for Us</i>                     | <i>Only a Holy God</i>                       |
| <i>Good and Gracious King</i>            | <i>Praise to the Lord (the Almighty)</i>     |
| <i>Grace Alone</i>                       | <i>Psalm 23 (I am Not Alone)</i>             |
| <i>Great are You Lord</i>                | <i>Redeemed by the Blood of the Lamb</i>     |
| <i>Great is Thy Faithfulness</i>         | <i>Run to the Father</i>                     |
| <i>Hallelujah! (What a Savior)</i>       | <i>Speak, O Lord</i>                         |
| <i>He is Our God</i>                     | <i>The Lord is My Salvation</i>              |
| <i>He Will Hold Me Fast</i>              | <i>There is a Fountain Filled with Blood</i> |
| <i>His Mercy is More</i>                 | <i>This I Believe (The Creed)</i>            |
| <i>Holy, Holy, Holy</i>                  | <i>Turn Your Eyes upon Jesus</i>             |
| <i>Hosanna (Praise is Rising)</i>        | <i>Welcome King Jesus</i>                    |
| <i>How Deep the Father's Love for Us</i> | <i>What a Beautiful Name</i>                 |
| <i>How Great is Our God</i>              | <i>Yet Not I but through Christ in Me</i>    |
| <i>I Stand Amazed (Man of Sorrows)</i>   | <i>You Hold It All Together</i>              |