

BRIDGEWOOD

C H U R C H

Bridgewood's Staffing Update Email

Members and Friends of Bridgewood Church,

The Board of Elders wishes to provide an update on the staffing and personnel of Bridgewood.

The past year, 2009, has been a period of stabilization. There were many uncertainties a year ago ? questions as to whom and how many would call Bridgewood home, and big questions about what the coming year would bring. As a leadership team, the uncertainty presented challenges with planning. We grappled with the question of how to prioritize our ministries and administer our finances responsibly during a period of such uncertainty.

As the year unfolded, it became clear that our monthly expenses were trending higher than our monthly revenue. In other words, we were spending more money than we had on a monthly basis.

To address the expense piece, we identified several expense saving measures. The most difficult of those measures was to indefinitely reduce staff compensation by 20%, with a desire to fully restore compensation once we were in a position to do so. Many other decisions were made such as restructuring our debt and not backfilling our Office Administrator position, absorbing that work with existing staff and volunteers.

In combination with your faithful giving, those expense saving measures helped. Four of the last five months of the year, our offerings were higher than our expenses.

If 2009 is characterized as a period of stabilization, it is fair to say 2010 will be a year of transition. As the Board looked ahead to 2010, we needed to examine our staffing structure and determine if it best fits our current situation and near-future needs.

We determined that, in order to position Bridgewood to hire a senior pastor, we would need to make adjustments to our paid staff model.

After considering our current church size, finances, and anticipating the skills brought on by a new senior pastor, we are planning for a future core staff that consists of a senior pastor, worship director, and part-time administrator. With the current outlook, the role of

BRIDGEWOOD



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Pastor of Congregational Life is not a role that will be carried forward in a new structure.

Late last year, members of the board met with Pastor Don to outline the situation and to share with him that message. Pastor Don's response has been extremely gracious and we are thankful for his continued contribution and leadership during this time.

Timing of the change depends on two factors: Bridgewood's ongoing finances, and the timing of finding a new senior pastor. The board and Pastor Don will be in frequent contact with regards to timing, and you will be updated as well.

Please continue to keep our staff, volunteers, deacons, elders, and the Sr Pastor Search Committee in your prayers for wisdom and strength in this time where we strive to follow God's course for us in His Kingdoms work through Bridgewood Church.

Respectfully,

Bridgewood Board of Elders