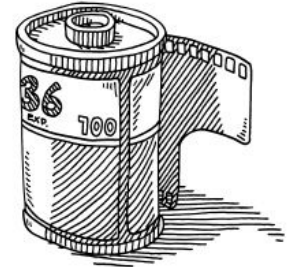




**DV  
LP**

# OVERVIEW

Remember the days of film cameras? You'd have to take your rolls of film to a darkroom technician to undergo **a process of development**. If any of the film was exposed to light too early, or any step of the development process was bypassed, the film would be ruined. Thankfully, the darkroom was a specially designed environment for the film to reach its full potential with the expertise and care of a technician.



Imagine if we (or our parents & grandparents) had rolls of film laying around in storage that were never developed. There's potential in those rolls of film, but that potential will never be realized unless we take them to someone to develop it.

Enter **DVLP**. Pulled from the word "develop," this is the undercurrent of our Creative ministry where together we can **grow through a process**. That's why you'll hear us say over and over, "We recruit to a process- not a platform."

We want talented people. We want skilled people. We want trained people. But above all, we need developed people. That's why DVLP is designed to train you in practical ways and at the same time develop you in spiritual ways.

We live in a world that is overexposed and underdeveloped. Our goal is to make sure the light that is in you is greater than the light that is on you. We've found that training people is helpful for a short time, but developing people is helpful for a lifetime. When we train people we focus on a task, and when we develop people we focus on the person.

Instead of film, we have God-given potential.  
Instead of darkrooms, we have specialized environments.  
Instead of technicians, we have trusted coaches.

The beautiful thing about being developed is that **an image becomes visible**. That image is a reflection of the character of God and who He's created you to be. In order for that to happen, God must take you to the darkroom. To a process of development. The only question that remains — are you willing to be developed?

**Welcome to DVLP.**

# PRE-DVLP.

Every person who is a part of DVLP will need to go through these steps:

## **1. Open House**

We want every person on the Bridge Creative team to carry the culture of The Bridge and the character of Christ. The absolute best place to learn about the culture & vision of The Bridge is Open House. This class serves as the reservoir from which all our discipleship streams flow. Learn more at [bridge.tv/openhouse](https://bridge.tv/openhouse).

## **2. Orientation**

After completing Open House, someone from our team will reach out to the volunteer to begin the orientation stage of the process. This includes reading through our Team Playbooks and completing an Evaluation Form. This phase of the process is to not only help us get to know them a little better, but for them to get to know us as we assess their skill & heart level in the process.

## **3. Evaluation**

After completing the orientation process, we'll follow up to resource them with all they need for the evaluation of their skill.

If their skill or interest level is not at the place needed to join the Bridge Creative team, we'll make sure to connect them with another ministry where their gifts can flourish and be used for the glory of God.

## **4. DVLP**

The final step in the process is to jump into DVLP! Every volunteer serves on our DVLP team before serving in our Worship Environments.

# EXPECTATIONS.

**We don't need to be discovered. We need to be developed.**

DVLP is a commitment. But this isn't us just wanting something **from** you as much as it is wanting something **for** you. If you give us your time, we promise to give you several things in return:

- 1-on-1 coaching with incredible leaders
- a fun & safe environment to take risks
- Gospel-saturated community

The Bridge is not a place to gain a platform, but to look more like Christ through serving His Bride. We operate out of a spirit of excellence, not hurriedness. We never want to onboard talented, spiritually weak people onto our team. That's why we expect individuals to be in DVLP for **3-9 months** before we "graduate" them onto the Elementary, Student & Adult teams.

The 3-9 months window is based on the expectation that the individual can attend **2 of the DVLP nights each month**. Remember – every person goes through the process at their own pace based on individual progress & commitment. No volunteer's journey is the same & we trust the discernment of our coaches and leaders in the process.

We typically expect 3 kinds of people to step into DVLP:

1. Those who are taking these steps for the first time.
2. Those who are "knocking the dust off" after years of experience.
3. Those who are actively living out their talents in a professional context (touring instrumentalists, professional photographers, etc).

The person's background & depth of experience are factors we consider when determining their graduation path. Overall, we expect every individual to be marked by teachability & Gospel-embodiment both on and off the platform. We believe worship begins in the heart, is cultivated in private, and is displayed in the Church. As stated in our Bridge Creative Playbook, this means living a Gospel-centered life in the home and *especially* on Social Media.

# SCHEDULE.

DVLP happens on **Thursday** evenings from **6-7p** at our Spring Hill Auditorium.

Our team sends out the volunteer schedule via Planning Center on the 2nd Tuesday of every month for the following month (*i.e. the second Tuesday of August for the month of September*). We expect them to **accept or decline** which weeks they are able to make it within a week of the schedule being sent. It's important for our team to respond accordingly so there are no surprises the day of... our coaches take time out of their schedules to pour into new volunteers, so we want to honor them well :).

Typically, the first Thursday of each month is what we call **First Thursday**. These nights are utilized for Team Nights, Workshops, or Position-Specific Breakouts. (*Seasonally, we may deviate from this schedule, but you'll be in the loop – don't worry!*)

Other Thursdays are the “normal” DVLP weeks where we collectively execute elements of our Worship Gatherings. In the Auditorium, we're focused on executing aspects of a Sunday service with excellence. Our goal is to **eliminate distractions and illuminate the Gospel**.

5:30p - Doors Open (*feel free to get set-up early with gear, mics, packs, etc!*)

5:55p - Welcome

6:00p - Soundcheck

6:10p - Song 1 + Coaching

6:20p - Song 1 + Coaching

6:28p - Song 2 + Coaching

6:38p - Song 2 + Coaching

6:46p - Wrap Up

6:50p - Huddle

Just like film in the darkroom, the Auditorium is a specialized environment to help volunteers develop in things like *harmonies, breath support, vocal blend, stage presence, in-ears, lyric memorization, dynamics, vocal charts, Nashville Numbers, welcoming, dismissing, playing under host moments* and soooo much more that our Worship Gatherings entail.

# COACHING.

The entire volunteer culture of The Bridge Church consists of coaches who exist to develop relationships with volunteers and carry the culture.

In DVLP, we have some of the most talented & Christ-centered coaches on the planet who are ready to pour into volunteers to help equip, train & develop them as they step into who God has called them to be through utilizing their gifts to serve the Church.

A DVLP coach cares just as much about the spiritual development of their volunteers as they do their skill development. While every DVLP coach serves as a spiritual overseer, we are intentional with pairing volunteers with a position-specific coach to give practical coaching.

## FAQ.

**Why do volunteers need to be in DVLP before they serve on a team?**

DVLP is the gate by which all our Worship, Production & Creative volunteers enter. One of the most important traits is not ability, but teachability. The benefits from DVLP are numerous: learning what it's like to serve on a Bridge team, understanding the heart behind our culture, connecting with community, improving in skill, growing as a servant leader, etc.

**What if someone is not able to come to DVLP because of their schedule?**


This is handled on a case-by-case basis. Factors to consider are: relevant experience in a service environment, skill level, understanding of The Bridge culture, relationship with Christ, commitment, etc.

**Is there childcare available for DVLP?**

There is not childcare available.

**When will someone graduate DVLP?**

We expect someone to be in DVLP for 3-9 months before we “graduate” them onto our team. We’ve found that every person goes through the process at their own pace based on individual progress & commitment.



**What if someone begins and doesn't want to finish?**

A major aspect of DVLP is the continued discovery & development of calling. We have many people who venture into the process only to discover passions & strengths in other areas and end up transitioning into other ministry areas.

**What's the best means of communication?**

We primarily use Slack for all team communication!

**Does graduating from DVLP mean the volunteer will immediately serve on Sundays or Wednesdays?**

No. While they are now officially onboarded into our Worship Ministry, serving is based on availability within our student, elementary & adult worship gatherings.

