

# INTRODUCTION AND OVERVIEW

## CROSSWAY NETWORK



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# INTRODUCTION

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We believe that Jesus Christ came to seek and save the lost (Luke 19:10). In everything we do, our greatest passion is to walk in partnership with Him in the Great Commission that He gave to us to make disciples of all nations (Matthew 28:18-20). Our desire is that the information in these pages defining the Crossway Network would reflect this heart, passion, and commitment.

## OUR MISSION IS

*“To plant and support healthy, reproducing churches and regional networks of churches throughout the world for the glory of God.”*

## OUR HISTORY

The Crossway Network of Churches began with a desire to see churches born that would make a genuine difference in the hearts of people throughout the world for the glory of God. The journey began when Tom and Dawn Harcus, full of expectancy, vision, and trepidation, packed all their belongings into a moving truck and moved from Chicago, Illinois to Fort Collins, Colorado to plant the first Crossway Network Church.

To the praise of God, on Easter morning, April 12, 1993, Mountain View Community Church had its grand opening service, beginning a work that continues to grow and multiply today. This was the first church launched in what has now become the Crossway Network of Churches.

The Network continues to grow as more like-minded churches are planted and adopted. By God’s grace and the continued faithfulness of the people the Lord has gathered, we will continue to see new churches born, he will be glorified, and more and more people will enter into a growing relationship with Jesus Christ. See a listing of churches and more of what God is doing at [www.CrosswayNetwork.org](http://www.CrosswayNetwork.org).

## WHO WE ARE

Crossway is a Network of relationally connected, likeminded, interdependent churches who operate as a family with a common mission *to plant and support healthy, reproducing churches and regional networks of churches throughout the world for the glory of God*. To accomplish this, we choose to love one another, to support one another, and to share our resources.

## 1 – SHARED COMMITMENTS

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All churches in the Crossway Network are bound together by the gospel and in partnership for the purpose of reaching the world with the good news of Jesus Christ. We believe that we can do more together for the kingdom than we can as individual churches.

As a Network we are committed to identify and train church planting leaders and teams. We will provide ongoing support and equipping among pastors and other leaders. We will provide funding for church plants, individuals, strategic projects, and facilities. As a practical reflection of this cooperative passion, each church is committed to:

- Sacrificially set aside financial resources for church planting and missions (see details on pages 12 and 13).
- Raise up leaders from within for ministry multiplication and church planting.
- Strive to plant a church every 5 years.
- Support the other churches in their regional “network” through at least quarterly meetings with the network pastors and emerging leaders, pooling financial and ministry resources (people, experience, ministry tools, and materials) for collaborative church planting efforts.

## **2 – COMMON DNA**

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As we seek to faithfully undertake this incredible mission, there is a diversity of ministry approaches among the growing number of local churches within the Crossway Network. We celebrate the variety of ways each church carries out the Great Commission. However, there are three central elements of ministry shared by all Crossway churches, which create a common ministry culture and DNA throughout the Network:

**BIBLICAL CONVICTIONS** - *Our shared biblical positions*

**MINISTRY PHILOSOPHY** - *Our shared philosophy of ministry*

**LEADERSHIP CULTURE** - *Our shared leadership values*

*Note: All Crossway Network leaders are trained through a Common DNA Curriculum with 24 areas of focus (8 per section) summarized below.*

<h3><b>BIBLICAL CONVICTIONS</b></h3>
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Crossway is committed to the foundational truths of historical Orthodox Christianity as reflected in the Nicene and Apostle's Creeds. In addition to our foundational Statement of Faith (see page 24), the family of churches in the Crossway Network are committed to the following biblical positions:

#### **GOD'S WORD – OUR AUTHORITY FOR LIFE AND MINISTRY**

The Bible, as God's Word, is the ultimate authority over humanity and we embrace it as our final authority for life and ministry. It is the only infallible, inspired without error, word of God. It speaks to every issue of life for God's people (1 Timothy 3:16-17, Hebrews 4:12).

#### **SALVATION – GOD, THE AUTHOR FROM START TO FINISH**

Salvation is a work of God, received by grace (unearned favor) through faith. Through believing and receiving Jesus' life, death, and resurrection in our place, we are saved and sustained unto eternal life. Because of the sinful condition of man's heart, God has to initiate, accomplish and sustain the salvation of individuals (Ephesians 2:1-10, John 6:44). We hold to a Reformed view of God's sovereignty in salvation.

## **SANCTIFICATION – THE FRUIT OF TRANSFORMING GRACE**

The life that is genuinely transformed by the gospel will show the growing fruit of obedience empowered by the Holy Spirit as he permanently indwells Jesus' followers. Because God saves us apart from any works (Titus 3:5), and because of the promises in Scripture regarding God's character, we believe once a person is truly born again, he is eternally secure (John 10:26-30, Romans 8:29-39). The reality of a person's salvation will be shown through the progressive transformation of their lives into greater likeness to Jesus (Galatians 5:16-25, 1 John 2:3-4).

## **THE LOCAL CHURCH - A COMMUNITY ON MISSION**

God's design is for local communities of growing believers to be intimately involved in one another's lives as they intentionally live out the mission of Christ. The local church is the biblical context for the Great Commission of Matthew 28. The New Testament demonstrates God's strategy for evangelizing the world is to empower individuals in the local church to live on mission and multiply churches. The local church is the primary community through which God accomplishes His plan on earth (Matthew 9:37-38; 16:13-18; 28:18-20; Luke 10:1-3; Acts 1:8; 2:41-43; 8:1-3; 11:22-26; 13:1-3; 14:21-28; 15:2-4, 22-36; 18:22; 20:17, 28, 32; 21:18-19; Philippians 1:27; 2:12-16).

## **THE LOCAL CHURCH - PLURALITY IN LEADERSHIP**

God's design for leadership in any local church is a plurality of biblically qualified (in character and competence), mutually accountable men who shepherd, equip, and oversee the spiritual health of the body (Acts 14:23; 20:17, 28; Ephesians 4:11-13; Titus 1:5). These men understand they are simply under-shepherds of the Chief Shepherd, Jesus Christ (1 Peter 5:1-5).

## **SPIRITUAL GIFTS - SPIRIT EMPOWERED AND BIBLICALLY GROUNDED**

The scriptures teach the Spirit gives every believer supernatural gifts for the purpose of building up his church and expanding his kingdom (1 Corinthians 12:27). God demonstrates his supernatural power through imparting spiritual gifts for the purpose of putting his glory and grace on display in advancing and affirming the gospel message and messenger. (Matthew 19:23-26; James 5:13-18; Romans 8:28; 12:3-8). Spiritual gifts are not for self-edification or self-expression but for the edification of others (1 Corinthians 12:7; 14:3, 12, 17, 20-25, 26, 31) and much of the misuse and confusion surrounding "sign" oriented gifts is based upon a wrong view that spiritual gifts are for performance, when in reality they exist for service (1 Peter 4:10-11). While we do not believe supernatural gifts have ceased, we do believe their prominence in the New Testament was due to the unique role they played in authenticating the gospel message being handed down by the apostles (2 Corinthians 12:12, Hebrews 2:3-4).

## **COMPLEMENTARY DESIGN OF MEN & WOMEN – EQUAL IN VALUE, DISTINCT IN ROLES**

God has created men and women equal in value yet complementary in design. This complementary design is beautiful and should be celebrated. However, because of the sinfulness of mankind, God's design has been perverted and used to justify abuse throughout history. The church should be a place where the wonder of his design is rediscovered, enjoyed, and put on display to the watching world. God's created design is articulated at the dawn of creation in the first two chapters of Genesis before the fall of mankind into sin.

Complementary design of roles starts with God creating men and women equal (Genesis 1:27) but with different roles (Genesis 2:18). Men and women are equally, wonderfully, and uniquely gifted by God for

His glory through the church, including areas of leadership and teaching. We champion women's ministry where mature, gifted, and qualified women are leading and teaching other women, children and in other areas of significant influence for the glory of God (1 Corinthians 12:4-7; Titus 2:3-5).

Our commitment to biblical complementary design recognizes that God has made men and women different and distinct for his glorious kingdom purposes. A man is called to intentionally embrace biblical headship in his home through sacrificial leadership that guides in God-glorifying direction (1 Corinthians 11:3, 8-12, 1 Corinthians 14:33-40; Ephesians 5:22-23; Colossians 3:18-19; 1 Peter 3:1-7). In addition, leadership over the church family as a whole is to be led by men who are gifted, qualified, and called to be the church's pastors (1 Timothy 2:18-25, 3:1-2, Titus 1:5-6).

## **CHURCH DISCIPLINE - PROTECTION AND RESTORATION**

God has provided instructions for church restoration to lovingly keep individual believers from being ensnared by Satan and to maintain the purity of Jesus' Church. The Bible teaches that church discipline is to be used as a process to carefully and lovingly shepherd individuals who are stuck in unrepentant sin (Matthew 18:15-18). The goal of church discipline is two-fold. First, it aims to restore the individual who persists in unrepentant sin. Second, it protects the church family (1 Corinthians 5:1-8, Galatians 6:1, Hebrews 3:12-13).

## **MINISTRY PHILOSOPHY**

Crossway Network churches are free to have unique expressions of ministry as they seek to be faithful to the Great Commission in their communities. Along with the unique qualities of each local church, every church in the Network is also committed to the following values for mission and ministry:

### **GLORY TO GOD - DOING ALL FOR THE SAKE OF HIS NAME**

God is supreme (Isaiah 46:9-10). He deserves our entire focus. He alone is worthy of all praise and honor. He is the reason the church exists. We seek to lift up the greatness and glory of God in all that we do (Romans 11:33-36) without compromise (Genesis 1:1; Isaiah 40:6-8, 12-17, 21-26; 51:6-7; Psalm 8; 1 Corinthians 3:18-23; 10:31).

### **GOSPEL CENTRALITY - KEEPING THE GOSPEL FIRST**

There is only one gospel (Galatians 1:8) and it is central to all of life and ministry. It is *the* matter of first importance (1 Corinthians 15:3). The message of the gospel is timeless and unchanging. It is the focus of our daily lives and is the only message of hope for the world (Romans 1:16-17, 5:1-2, 6-11; 8:28-38; 1 Corinthians 1:18-30; 15:1-5; 2 Timothy 1:14).

### **INTENTIONAL DISCIPLESHIP - MAKING, MATURING, & MULTIPLYING DISCIPLES**

We know the church is growing when we see people meeting Jesus Christ and growing in their discipleship. Reaching, leading, and helping people follow Jesus is the heart of the Great Commission (Matthew 28:18-20). As a result, our focus is on reaching people with the good news of the gospel. We desire church growth through people experiencing genuine conversion as new creations in Jesus Christ. Our churches do not seek the kind of growth that happens when people simply transfer from another church. We realize that God, in his sovereignty, may call other Christians to leave their existing church and begin serving and growing in a Crossway Network church. We welcome these people as their hearts resonate with our vision and if they have sought to preserve the unity of the church they came from

(Matthew 4:19; Luke 19:10; John 17:18; Acts 2:39-42; 1 Corinthians 9:19-22; 2 Corinthians 5:18-22; Colossians 1:3-6; 1 Thessalonians 1:8).

## **EVERYDAY MISSION - REACHING YOUR WORLD**

The gospel message calls people to repent and be reconciled to God (Matthew 4:17, 2 Corinthians 5:17-21). As we seek to proclaim it through our lives and our words (1 Thessalonians 2:8) we need to be wise in our approach (Colossians 4:5). We long to bring it into the world around us with clarity and power. This requires us to understand the cultures in which we live, and to seek to communicate the gospel in a way that connects with the people around us (1 Corinthians 9:19-22). We believe every follower of Jesus should be equipped to actively live out the mission to share the gospel and lead people to Christ. This is often best accomplished when small groups of believers work together to pray and engage those in their spheres of influence (Matthew 4:19; 9:37-10:42; 28:18-20; Luke 10:1-24; Colossians 4:2-6; 1 Peter 1:13-16).

## **BIBLICAL COMMUNITY - LIVING OUT THE "ONE ANOTHERS"**

We were created for relationships with both God and one another (Matthew 22:36-40). We believe every Christian needs to experience genuine relationships with others in the body of Christ as a way of life (Acts 2:42-47). These relationships are the primary context in which the "one-anothers" of scripture are experienced. Through these relationships, we learn to become more like Christ through serving others and being served in times of need. This is the true outworking of the New Commandment of Jesus in John 13:34-35. As we love one another, we show the world we are Jesus' disciples, which allows us to effectively reach others for Christ. The world should be attracted to the love and joy that God's people have amongst themselves. We are committed to foster these relationships through small group communities (John 13:34-35; 17:13-21; Acts 2:41-47; 1 Corinthians 5:5-6; 12:12-31; Ephesians 2:19; 4:25-32; James 5:16; Hebrews 3:13-14; 10:19-25).

## **TEAM LEADERSHIP - SERVING TOGETHER IN PLURALITY**

We believe each church is to be led by a plurality of godly men who function as pastors (Acts 14:23; Titus 1:5-9). We believe the role of pastor to be one and the same with the biblical terms overseer, elder, and bishop (see interchanging use of these terms to refer to a single role in Acts 20:28, 29 and 1 Peter 5:1-4). Among the plurality of pastors, there is recognition of differing giftedness and abilities in leadership that may set some apart from others in function, but not in authority. This may manifest itself, for example, in a "lead pastor" or some other specifically designated "leader among leaders" role (Acts 1:15; 15:13-22; Galatians 2:9; Ephesians 4:11-13; 1 Thessalonians 5:12-13; 1 Timothy 3; 5:19; Titus 1:5-9; Hebrews 13:17).

## **EXPOSITIONAL PREACHING - PROCLAIMING THE WORD OF GOD**

We believe that God's word is the best and greatest gift that we have to offer people. We are committed to sound doctrine (1 Timothy 3:15). For this reason, we are committed to primarily preach expository sermons through entire books of the Bible. At the same time, the local pastors will take seasons to address the needs of their body through topical sermons from time to time. As we preach, we believe the Word of God is for our transformation, not simply our information, and as such we will strive for application and life-change (Ezra 7:9-10; 2 Timothy 4:1-6; 1 Peter 1:23-25; 2:1-2, Hebrews 4:12)

## **VIBRANT WORSHIP - STIRRING OUR AFFECTION FOR GOD**

We were created to worship God in spirit and truth (John 4:23), which means worship is a way of life for the Christian and involves everything about us (Romans 12:1). As a significant part of this life of worship, our churches are committed to providing gathered worship settings and congregational singing where God's people praise Him in spirit and in truth.

**IN SPIRIT:** By cultivating a freedom of expression as God's Spirit engages the hearts of His people and empowers them to use their gifts and voices to worship Him with excellence (John 4:23-24; 1 Corinthians 14:15; Ephesians 5:18-20).

**IN TRUTH:** By singing songs that celebrate and declare gospel truths and promote a high view of God and His glory (Psalm 9:2; 95:1; 100:1-2; 150:1-6; Romans 15:9, 1 Corinthians 15:1-5; Hebrews 2:12; Revelation 5:6-10)

## **LEADERSHIP CULTURE**

The Crossway Network is dependent on the Lord Jesus to create a unique culture within its fellowship of leaders on every level. As we trust and surrender to the empowering work of the Holy Spirit, we believe our abiding relationship with Jesus must make an obvious difference in the way we relate and function in leadership. As a result, the family of churches in the Crossway Network are committed to creating a leadership culture that characteristically reflects the following values:

### **GLORY TO GOD – LEADING AND LIVING FOR AN AUDIENCE OF ONE**

Worship fuels our leadership. We desire for our leaders and influencers to be motivated by an "Audience of One." Do they seek God's glory alone? Do they reflect John the Baptist's heart when he said, "He (Jesus) must increase and I must decrease" (John 3:30)? We want to avoid the hazards that come with self-importance and the need for personal recognition. No individual is irreplaceable. The church should not be enamored by the personalities of its leaders, instead we are in awe of the person of Jesus Christ (1 Corinthians 3:1-9; 2 Corinthians 5:15). See also Galatians 1:10, 6:12, Colossians 3:23; Hebrews 1:2; Revelation 5:11-14.

### **GENUINE LOVE - ENCOURAGING ONE ANOTHER**

We aim to demonstrate encouragement and love toward one another. We are committed to live out the New Commandment to love one another as we have been loved (John 13:34-35) so that all men will know we are his disciples. The greatest demonstration of true gospel faithfulness and obedience is to love our God with all our hearts, our souls, our minds, and all our strength; and to love our neighbor as ourselves (Matthew 22:37-40; Mark 12:30-31). This love is clearly seen and described by Paul in 1 Corinthians 13:1-7 and it is evident in every true believer's life (1 John 3:11-18; 4:7-21).

### **HUMILITY IN LEADING - EXCELLING AS SERVANTS**

We strive for selflessness. God has given us the life and ministry of Jesus Christ to prove to us that he does not want us to think more highly of ourselves than we ought. He wants us to give preference to one another in honor (Romans 12:3, 10, 16). A couple of catch phrases that have emerged within the Crossway



Network that illustrate this value are, “we are all in process”, and “we have the ability to speak into one another’s lives.” The true essence of humility is not thinking less of yourself, but rather not thinking of yourself at all (Mark 10:41-45; John 3:30; 15:5; 1 Corinthians 3:1-7; 2 Corinthians 5:15; Philippians 2:1-4; 1 Peter 2:21-23; 3:9; 5:1-4).

## **UNITY – MOVING FORWARD TOGETHER**

We are eager for harmony among leaders. Leaders within the Crossway Network understand and embrace principles of unity. They must honor one another in speech and be quick to forgive (Ephesians 4:29; 1 Timothy 5:19). With the scripture and its gospel message as the foundation, leaders and ministry teams must seek God’s wisdom in a spirit of love and deference when needed (Acts 15, Philippians 2:1-4; Acts 10; 13:1-4, 15; 1 Corinthians 13:4-8a; Ephesians 4:1-3, 29, 32; Romans 12:10).

## **PURPOSEFUL INVESTMENT - DEVELOPING LEADERS**

We develop passionate leaders. Just as Jesus chose and trained leaders to carry on the work of the gospel after his life on earth (Matthew 4:18-22; 5:1-7:29; 10:1-42; 23:1-25:46; Mark 1:16-20; 2:14; 3:13-19; 6:6-13; 13:1-37; Luke 5:1-11; 6:17-49; John 1:35-51; 13:1-17; 14:1-17:26) so we seek to raise up passionate leaders who desire to follow hard after Jesus. Paul chose men to come alongside him (Silas, John Mark, Timothy, Luke, and Titus) and he taught them, trained them, and sent them out to serve and lead churches (1 Timothy 1:18-19; 2 Timothy 1:6-14; 2:1-2).

## **MUTUALLY EMPOWERING - HONORING EACH OTHER’S GIFTS**

We seek to honor each other in the use of our spiritual gifts as we serve God, his people, and the lost. Leaders are empowered and released for service with a dependent but “can-do mentality.” We must strive to spur one another on as Crossway Network leaders are unleashed for service within their areas of giftedness and passion (1 Corinthians 12:7, 11; Ephesians 4:11-13). There is a never ending commitment to develop more leaders to replace those who depart or are sent out (John 15:5, 16; Acts 8:1-4; 13:1-4; Romans 12:3-8; 2 Corinthians 5:18-20; Ephesians 2:10; 2 Timothy 2:2; 1 Peter 2:9-10).

## **MISSIONAL LIVING - LEADING BY EXAMPLE**

We lead passionately as shepherds after God’s own heart. We are passionate about living our lives for the mission of God and about training others to that end. We want our leaders to live like they truly believe that God’s heart is for none to-perish, but that all would come to repentance (2 Peter 3:9). Jesus, Paul, and the twelve Apostles are our examples. As Crossway leaders, we will dependently seek to more faithfully follow their examples. We long to live out and impart their passion and faithfulness as well as God’s heart to all those under our care. We are committed to this value expecting that it will involve hardship and suffering (2 Timothy 2:10). We are also convinced of the urgency of the mission we are called to serve (Mark 13:32-37; John 4:34-36; 9:4; 17:4). See also Matthew 9:37-10:42; Luke 9:1-6; 10:1-24; John 4:1-42; Acts 2:1-40; 10:23-48; 19:1-7.

## **MULTIPLICATION - CHURCH PLANTING CHURCHES**

We are dedicated to starting new churches. As leaders on Jesus’ mission to make disciples we believe the best way the church fulfills this mission is through intentionally sending teams and starting new churches.

Every individual church, and local region of churches, seeks to plant new churches through sending teams of diversely gifted and tested leaders who have a heart to see many come to faith and healthy churches established (Exodus 18:17-27; Joshua 1:1-9; Matthew 4:18-22; 28:18-20; Mark 3:14; Acts 15:36-41; 20:17-24).

### 3 – NETWORK STRUCTURE

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By God’s grace as churches multiply, we believe that the best way to accomplish our mission is through regional networks of geographically and relationally connected churches. We believe that empowering separate and distinct regional networks is the best way to see the most rapid multiplication.

Once there are 3 churches in geographical proximity to one another, those churches are then encouraged to organize into a distinct region of churches for the sake of doing more together for the gospel.

Currently the Network is organized into 2 larger national regions: **Western United States** (West of the Mississippi River to the West Coast), **Eastern United States** (East of the Mississippi River to the East Coast), and 2 international regions in the Czech Republic and Nepal. As churches are established in other regions of the world, we will initiate appropriate levels of organization to fuel healthy growth.

#### PRIORITIZING FINANCIAL RESOURCES-TWO KEY INVESTMENTS

##### (1) Investment in Church Planting – 10% of General Giving

Each Crossway Network Church will allocate a **minimum** of 10% of their general giving specifically for missions. Five percent will be set aside for Crossway church planting in their current region and an additional 5% for church planting and missions at large. The 5% designated for regional church planting will be pooled together in a common account. Always assuming the best of one another, the pastors in each regional network will work together through prayer, flexibility, and unity to decide how to allocate these funds for the purpose of church planting. The remaining 5% minimum for the mission at large is managed locally within each local church’s individual budget. A new church plant will begin with an understanding that by its first birthday it will financially prioritize this within its budget as it enters its second year. Money follows values. This commitment from the start will help maintain the desire that every church plant is a church planting church.

##### (2) Investment in the Crossway Network – Attendance Based Annual Contribution

There will be additional expenses for the Network as a whole which will include a website, printed materials, communication platforms, travel expenses, new planters, and ongoing Servant Team meetings. For these financial needs, we have established a Network Budget that is supplied through contributions by each church based on regular attendance within the year for which they are contributing.

500 + in attendance - \$2,000.00 per year  
200+ in attendance - \$1,250.00 per year  
100+ in attendance - \$1,000.00 per year  
Less than 100 in attendance \$250.00 per year

Each church will receive a yearly reminder during the first quarter. The annual contribution will be due by the Crossway Network Huddle each year. As the need arises through the growth of the Network, there will be open discussion and evaluation among all Network Pastors regarding an annual contribution increase to meet the needs of a growing budget.

International church plants and partnerships are not expected to send this annual contribution. As new international regions develop, their church leaders will decide on their own structures for collecting and managing collaborative funds.

## REGIONAL NETWORKS SHARING RESOURCES

Where there is more than one church in a geographic location, they are encouraged to gather together for events and share resources. The heart here is holding our people, creative materials, sermons, pulpits, time, etc. loosely and openly with one another. There is no need to reinvent the wheel with all the godly and talented saints in the Network.

For example, men's, women's and youth retreats, regional network celebrations, leadership training, worship, pastor's institutes, etc. are all great opportunities to expose the churches to one another. When a region grows to 3-4 churches, there is a strong recommendation that the pastors within that region gather on a quarterly basis for sharing, prayer, encouragement, and networking.

## 4 – LEADERSHIP STRUCTURE

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Every organization needs leadership to serve the whole by keeping things moving forward with vision, administration, direction, and function. The Crossway Network needs leadership that represents our value of plurality, has representation from multiple churches, and seeks input from all the pastors in the Network.

### CROSSWAY SERVANT TEAM

The Crossway Network Servant Team is a plurality of pastors from the Crossway Network of churches that facilitates our vision *to plant and support healthy, reproducing churches and regional networks of churches throughout the world for the glory of God*. The Servant Team will champion and steward our values, DNA, and vision while guiding the Network forward. To accomplish this, the team should possess a variety of gifts and operate in plurality to complement and “balance” one another in fulfilling the vision.

The Servant Team will continually seek the input and counsel from the “Lead Pastors” as representatives of all the churches in Network. Conversation is wholeheartedly encouraged from all pastors in the Network but for broad based communication the team will rely primarily on that lead representative. The Servant Team will seek to maintain a proper representation of churches in the entire Network based on gifting, desire for diversity on the team (age, background, etc.), and regional representation. Because the leadership and vision for each church is carried out by a qualified team of pastors locally, it will always be the desire, focus, and role of the Servant Team to serve and build up churches and regions of churches as they move forward in the mission.

To serve the Network of churches best, the team will help cast vision, maintain and protect Crossway's DNA, and help keep a caring pulse on the spiritual health of the churches through Crossway's various regions. Based on the team's assessment of needs and the direction of the Network pastors, the Servant Team will organize and empower teams of gifted leaders to accomplish specific tasks that are needed for the advancement of our mission. It is not the role of the Servant Team to accomplish every detailed administrative task for the Network. Members of the Servant Team will often be on the various teams accomplishing the tasks but with roles that provide more broad vision or oversight.

**Commitment** - Each Servant Team member will be asked to provide 10% of their time (tithed by the church the team member is coming from), averaging 4 to 5 hours per week. The team will meet monthly including 2x per year in person for prayer, planning, and advancing the current initiatives for the Network. You can find details on Crossway's current Servant Team at [www.crosswaynetwork.org](http://www.crosswaynetwork.org).

**Selection and Affirmation Process** - Every 3 years at the beginning of the calendar year, the existing Servant Team will propose the next season's Servant Team. Selection will be based on the needs and goals of the Network, current team makeup, and input from among lead pastors as representatives of their churches

Prior to the proposal of the next season's Servant Team, a survey with at least the following questions will be sent to the lead pastors of the Crossway Network:

- *How has the Servant Team served the churches and the Network this past season?*
- *What do you view as the most significant needs of the Network for the next 3 years?*
- *Is there anyone you feel would be a good addition to the Servant Team?*

A report will be sent indicating what strategic initiatives have been accomplished and which ones will need to continue into the next season. Once input is received, the current Servant Team will pursue new team members and propose the next team to the lead pastors. When a new team member is added, he is being asked to invest for at least a 3-year commitment.

In the Crossway Network, we do not view this Servant Team as a rotating board following a more corporate model, but as a team functioning similar to the way our local church pastor teams function. We believe it is best to have consistency on the team but with an organic (but regular) rotating of new members on and off as the Lord leads and enables.

The lead pastors will be asked to discuss the proposed team with their fellow pastors for input, questions, concerns, and ultimately – affirmation. Again, this will look similar to what we do when bringing someone on to a local church pastor team.

The next season's Servant Team will then be recognized at the Huddle to serve for the next 3 years provided the appropriate affirmation has been received.

All of the above will be Crossway's normal best practices. However, if there are circumstances that lead to a pastor needing to step off the Servant Team in the middle of a three-year cycle or the need for the addition of a team member for a given season, we always look to function with Spirit-filled wisdom and flexibility. Based on need, availability, growing initiatives, and the relational nature of our Network there may be exceptions to the timing and parameters listed here. We will seek to create room for organic decisions within the organized structure. In each of these cases, the Servant Team will communicate with the rest of the Network pastors and explain the unique circumstances asking for affirmation of the decision at hand.

**Servant Team Roles** - The role of the Servant Team together is to champion Crossway values and DNA. The team provides visionary leadership and mobilization of pastors throughout the Network to accomplish tasks that will serve the mission as we seek to do more as a Network family than we are able to as individual churches. The team will provide Network level shepherding, care, oversight, and encouragement and engage in active and regular prayer support. The Servant Team will facilitate fundraising for Network efforts as needed.

There are currently two specific roles defined on the Team for moving things forward effectively. The details of these two roles are somewhat fluid and will form more concretely as the Servant Team continues to function together. Both of these roles will include minimal stipend level compensation as God provides the resources in the Crossway Network budget.

### **Servant Team Leader**

- Oversight of Servant Team including but not limited to follow up, communication, planning, and facilitation of action initiatives.
- Managing the ongoing Servant Team agenda and leading Servant Team Meetings
- Crossway Network budget oversight (planning, vision, and keeping on track).
- Annual Huddle vision planning, and oversight.
- Oversight of Church Adoption/Church Planting process

### **Servant Team Administrator**

- Financial Administration (collection of annual contributions, budgeting, reporting).
- Minutes and communication to all churches.
- Interface with church admin pastors and teams for items like a Church Planting Toolkits, best practices, and a growing list of resources for ministry and church planting.
- Administrate Crossway's Licensing Process (Admin support for the Licensing Team)
- Manage internal communication tool for Crossway for things like sharing resources, staying in touch, praying for one another, interacting on ministry topics across the Network, and managing Crossway wide events such as our annual Huddle.
- Manage external communication through an updated website, social media presence, and other resources online and in print.

Every leader within the Crossway Network of churches is obviously deeply engaged in the mission at the local level. Busy ministry lives will always compete for attention given to a larger Network focus. For this reason, we will invest a small amount of resources toward these two positions in order to push the ministry forward. We will pay these two leaders a small stipend to create a deeper sense of ownership and provide greater accountability for the work to be done well. The job scope for these positions will be accomplished with extra time invested above and beyond a pastor's full-time role.

The remaining members of the Servant Team will have specific leadership roles for a variety of initiatives based on their gifting and passions. While the growth of the Network may require more specifically defined roles in the future, currently the roles of the rest of the Servant Team will remain more "initiative based" for the specific tasks.

## **REGIONAL DIRECTORS**

Another role within the larger Network of Churches is the Regional Director. Each Regional Director serves the local region of churches by facilitating and encouraging the pastors in that region toward the Crossway Network purpose of multiplying healthy reproducing churches and regions of churches throughout the world for the glory of God. This includes but may not be limited to strategically mobilizing the churches to share resources (finances, people, and events) for the purpose of making disciples in and through that region. Each Regional Director will be appointed by licensed Crossway pastors in the region and affirmed by the Crossway Network Servant Team.

## 5 – ADVANCING THE NETWORK

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As a Network of churches, there is a need to provide key structures that will help us accomplish our mission to plant and support healthy reproducing churches and regional networks of churches throughout the world for the glory of God. These structures are broken down into three key areas that support this mission:

**Church Health** – *Healthy Sending Church, Healthy Church Plants*

**Reproduction** – *Birthing Churches through Church planting*

**Parenting** – *Resourcing Churches to be Effective Parents*

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The Servant Team will invest time and energy in developing, promoting and maintaining these key structures and/or partnering with those who already provide adequate solutions. There are two key communication vehicles that will serve these three functions: *The Huddle and our Online Community & Network Website*.

**The Huddle** - Our Network is based on relationships and a commitment to one another as family. Therefore, ongoing connection is very important. Each year all of the pastors and their wives across the Network gather in one location for challenge, encouragement, and relational growth. This annual “Huddle” will continue to provide our key connecting point as a Network of churches. It also serves as a time of significant celebration for what God is accomplishing through the ministries he’s given us. Each pastor in the Network is asked to prioritize this yearly gathering.

**Online Community & Network Website** - The need to stay connected and share resources is what the Network is all about. Technology can be a wonderful mechanism for facilitating community. We will use a proven and high-quality platform to create a forum for sharing needs, seeking input, sharing prayer requests, and sharing resources. Additionally, we will continually improve and maintain a website that is primarily outward facing.

## 6 – CHURCH HEALTH

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Healthy families tend to reproduce well-rounded, healthy children. One of the greatest ways to have a sustainable church planting Network is to encourage, equip and empower individual churches and regions of churches to invest critical time and resources into pastoral care and encouragement, shared resources, and the development of a leadership farm system.

**Pastoral Care, Encouragement & Development** - It is critical that existing pastors and planters feel the needed care and encouragement as those who are laboring and fighting the good fight. The key to this is in relationships and in time spent with other pastors in their region. There will be a concerted effort to make sure every pastor is cared for by providing:

- *Opportunities for relationships* – Through the Huddle, cross-pollinating, regional gatherings, and online communities.
- *Specialized care during crisis situations* – When a pastor is going through particular hard trials, others in the region will move strategically to support them.

- *Coaching unique to the ministry life stage* – Church planters are not the only ones who need coaching. Established churches need help breaking through key barriers and specific ministry situations.
- *Leadership learning communities* – Churches in similar situations and ministry life stage can be gathered together in a learning community with others who are experiencing similar challenges (church plants, newer churches, recent sending churches, etc.)

**Shared Resources** - The desire is to share resources among all the churches so as to keep each church from having to spend time recreating what is already available. These pooled resources are packaged in such a way that they are transferable and may be used in any church context. Resources to be shared will include:

- Discipleship & basic follow up material – transferable material that anyone in the church can use to ground a new believer in the faith.
- Crossway DNA Materials (Three Modules: Biblical Convictions, Ministry Philosophy, Leadership Culture)
- Small Group training materials
- Ministry Leader resourcing (deacons, ministry coordinators, etc.)
- Pastoral Process
- Deacon Process
- Pastor Leadership Institute Curriculum
- Missions philosophy and documents
- Sharing of mission’s opportunities
- Worship Arts Resources
- Student Ministry Resources
- Children’s Resources

**Leadership Farm System** - It is rare that a church is randomly planted. Therefore, there needs to be special attention given to establishing a leadership farm system within a greater culture of reproduction and expansion. A leadership farm system is a proactive and purposeful mechanism to make sure that leaders are being developed at all levels. Once a person comes to faith, this would include a conscious process to be building them up in the faith, training in leadership development, exposure to church planting, introduction to pastoral training, and preparation in church planting.

## 7 – REPRODUCING

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The backbone of the Crossway Network is helping to establish healthy churches who reproduce healthy churches and who in turn reproduce healthy churches. When a church is planted, this is a critical phase that needs a lot of attention and resourcing from the Network.

**Assessment** - Various assessments for church planters and church planting teams are wonderful tools to help ensure the success of a plant. This process will bring to light strengths and expose weaknesses or deficiencies in the planter and/or planting team. Planters will be affirmed in strengths and encouraged to compensate for any obvious weaknesses. In some cases, it may even be recommended that the planter and his team wait upon the Lord for a season while He grows the planter and/or brings body parts to compensate for weaknesses or deficiencies. The ultimate decision for evaluating an assessment and moving forward with a planter and planting team is in the hands of the local church and region it operates in. However, in order for the church to become a Crossway Network Church, the church will need to follow the guidelines for joining Crossway. See Section 9, “How to Join Crossway” below.

**Project Support** – Financial support will come primarily from the sending church and through regional funding. The goal of each Regional Network pooling resources is to help bless and provide needed finances for a church plant. This is one of the biggest blessings possible for a new church plant. Each region is encouraged to put a funding strategy in place that helps determine how much funding is needed and when that funding would best serve the plant. We highly encourage complete financial transparency and accountability by the church plant to the supporting churches and region. Therefore, financial disclosure of expenses, budget, and salaries are needed in order to properly evaluate the needs and bring a level of protection and accountability. All of this will be managed at the regional level as described in the Network Structure section above.

**Licensing** - We trust that each local church will train and ordain their own pastors. However, for a church plant to become a Crossway Network plant, the lead pastor will need to go through Crossway’s licensing process which is detailed in Crossway’s Licensing Application. In addition, any Crossway pastor ordained by their local church may be licensed as a “minister” through Crossway Network IRS 501(c)(3). This licensing gives extra credibility to a church planter as well as non-pastoral ministers and provides an extra layer of formality for the IRS. Along with the licensing process, we can share resources on how to properly ordain a pastor to meet IRS requirements, etc.

**Church Planting Internships** - Internships can be a great way to expose future planters and pastors to ministry at the local level while assessing their strengths and seeking areas of needed improvement. In this way, the training and equipping of future planters and pastors may be accelerated.

**Immersion** - One of the best ways to learn about church planting is seeing the functioning of a church plant up close and personal. Future church planters are encouraged to spend time with and even serve in a church plant where they can learn by doing.

**Fishing Ponds** - Crossway has a core value of holding our people and resources with an open hand. Once a church planting team is formed, there will be a strong commitment to do all we can as a Network of churches to raise up the key body parts and team members from our existing churches. This will allow the church plant to be launched with strength. Ministry areas where support is needed might include leading or participating in worship, children’s, youth, and college teams. These “people resources” can make a huge difference in the early successes of a church plant.

**Church Planting Boot Camps** - Once a church planting team is formed, a church planting “boot camp” can serve them well. These intense training weekends will help the team form their identity and think through key strategies and plans for when they launch the church plant.

**Coaching and Mentoring** - Each church plant needs a consistent coach who will meet with the planting team, keep them on track, and give them valuable insight. It is ideal that this relationship will grow beyond coaching to a mentoring relationship where care for the planter and the team is most effectively realized.

**Church Planting Catalyst** - Periodic meetings with Crossway pastors and potential church planters are an essential forum to expose many to church planting, prepare planters, and cross-pollinate ideas and strategies among those involved in church planting. The goal of The Catalyst is to foster excitement for church planting, provide practical training and connect key people with current teams and church plants.

**Church Planting Toolkit** - To avoid having to recreate resources that are already available and to encourage the planter to focus time and energy on the mission, we should provide key resources that will assist in fostering a church plant. A toolkit will be provided to a church planting team that contains information about how to:



Develop a church budget, register with the IRS, use Crossway's 501(c)(3), institute financial accountability and procedures, obtain the appropriate insurance, legally establish the church, set up banking for the church, EIN, market the new church, set up websites and information systems, develop checklists, etc. This documentation would serve as a policy and procedures manual for the church planter. A portion of this toolkit will include a comprehensive list of best practices in key areas of ministry and administration.

**Marketing Tools** - We will provide the new church plant with the ability to leverage websites, brochures, and logos to add a level of credibility.

## 8 – PARENTING

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Once a church has been launched, the sending church and local region of churches will have to fight hard to stay connected. It is very important that they continue to care for the new plant and place a high value on their relationships. There is a significant correlation between the success rate of a church plant and the close connectivity to a strong supporting organization. Ongoing encouragement needs to be expressed for the new church plant until it is healthy enough to reproduce itself by leading a church plant of its own. As the different Crossway Regions work together to start new churches, they are committed to helping develop a healthy dynamic between sending churches and church plants.

The following is a list of ways we may encourage these important relationships:

**Shepherding & Mentoring** - As the church planting team goes out and experiences the God-ordained challenges of ministry, they need to be served, encouraged, and prayed for. This is made keenly apparent in crisis situations.

**Prayer Teams** - Those who gather consistently to pray and send encouragement to the church plant team.

**Connection to and voice in the Region** - Encourage "lead" planter to participate in monthly "lead pastor" gatherings where there is mutual encouragement, prayer and dialogue on how to serve one another. Encourage all pastors to participate in quarterly pastor/leader gatherings.

**Financial Accountability, Disclosure & Counseling** - Finances within the church can lead to many stresses, accusations, and changes in ministry philosophy. The church plant should continually seek advice from and disclose financial information to the sending church that is investing heavily in the plant. This should be always followed as a principle of accountability (from both a personal and church standpoint).

**Speaking (sharing pulpits)** - Trading pulpits, having the planter speak at the sending church, sending church pastors to speak at the church plant, and asking other Crossway pastors to speak at the plant are great ways to foster an ongoing familial relationship, as well as to keep people in the sending church connected to the plant.

**Summer Projects** - Sending teams representing various Crossway churches can serve to expose emerging leaders to church planting and can provide some great encouragement to the new plant.

**Sending of People** - As the plant gets going, sending key "people resources" at strategic times can help a plant tremendously in navigating uncharted waters. There is a great precedence set in the book of Acts for this (i.e., Paul joining Barnabas in Antioch, Acts 11:22-26). Key body parts at key moments can yield incredible fruit.

# 9 - HOW TO JOIN CROSSWAY: PLANTING AND ADOPTION

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The mission of the Crossway Network of Churches is to *plant and support healthy, reproducing churches and regional networks of churches throughout the world for the glory of God*. Even though we as a Network of churches are passionately committed to raising up our planters and pastors from within, we joyfully welcome those God leads to join us in furthering the fame of our great Lord and Savior! God has brought many gifted leaders to Crossway who have added much to our fellowship and influence for the glory of God. You will find our church planting and adoption pathways. If you are interested in this partnership through either pathway, please contact us at [info@CrosswayNetwork.org](mailto:info@CrosswayNetwork.org).

## CHURCH PLANTING PATHWAY

### PHASE 1: PREPARE

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#### 1. CROSSWAY NETWORK ALIGNMENT

- The church planter must be known and in relationship with an existing Crossway Network local church pastor team for a period of one to two years. In some cases, this relationship will be in the context of a church planting residency. Information on Church Plant Residencies can be found at [CrosswayNetwork.org](http://CrosswayNetwork.org).
- Completion and affirmation of Crossway's DNA Studies (Biblical Convictions, Ministry Philosophy, and Leadership Culture) with existing Crossway leadership.
- Attend a Crossway Network Leadership Huddle.
- There must be a clear biblical sending relationship with the sending church that reflects Crossway's leadership culture.
- Clear communication one year in advance of launch with the sending church pastor team with agreed upon timeline, general plan, and recruitment strategy.

#### 2. CHURCH PLANT ASSESSMENT

- A favorable Crossway Network Church Plant Assessment. For interest in starting Crossway's "in house" assessment process, please email [adminhelp@crosswaynetwork.org](mailto:adminhelp@crosswaynetwork.org)
- Or a favorable church plant assessment by an approved assessor.
- This should include discussion and understanding of the need for complementary team members.

#### 3. CROSSWAY NETWORK LICENSING

- Lead pastor licensed with Crossway.
- We encourage others on the pastor team (initial plurality and ongoing) to pursue licensing as well.
- For the licensing process and application please email [adminhelp@crosswaynetwork.org](mailto:adminhelp@crosswaynetwork.org)

#### 4. ASSEMBLE CORE TEAM

- Establish a dedicated prayer team to share the ongoing needs and celebrations of the new church.
- Recruit core team members from your sending church and collaborate with other Crossway Network pastor teams in order to recruit from their existing churches as well.
- Demonstrate the presence of a functioning plurality. If there are not 2 or more pastors from the beginning, there should be a close relationship with and "remaining under" the sending church pastors until a local a plurality is raised up.
- Establish a Crossway Church Plant Coaching relationship. See Phase 2 "Pre-Launch" below. To make the connection with a church planting coach please email [adminhelp@crosswaynetwork.org](mailto:adminhelp@crosswaynetwork.org)
- At a minimum, Crossway recommends a healthy core team of 6 adults that God has clearly called to build the church from the "ground up."

## 5. CHURCH PLANT BOOTCAMP

- Core team participation in a Crossway Network Church Plant Bootcamp
- To start process of planning a Church Plant Bootcamp with please email [adminhelp@crosswaynetwork.org](mailto:adminhelp@crosswaynetwork.org).

## 6. CHURCH PLANT PROPOSAL

- Complete a church plant proposal that includes strategy, target group, demographic research, timeline, accountability, funding sources and budget, and other key items in Crossway's Template.
- To work through the Church Plant Proposal Template please email [adminhelp@crosswaynetwork.org](mailto:adminhelp@crosswaynetwork.org)
- Present the Church Plant Proposal to the sending church and the region for approval and funding.

## 7. CHURCH PLANT APPROVAL

- Leadership affirmation and approval by the sending church. The sending church will provide a recommendation letter to the Region.
- Proposal, budget, and recommendation letter sent to the Region.
- Unanimous regional approval of the church plant (all lead pastors in the Region) affirming and celebrating the launch of this new Crossway Network Church.
- Specific Regional funding (amount and timeframe) will be decided by Regional lead pastor team.
- Crossway Network Servant Team confirmation of the process.<sup>1</sup>
- There is freedom to approach other Crossway Network Churches for funding.

## PHASE 2: PLANT

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### 1. PRE-LAUNCH

- Start regular communication including monthly meetings with your church plant coach.
- Execute, model, and create culture around the vision, mission, and values in your Church Plant Proposal.
- Establish and multiply small groups.
- Focus on community engagement and outreach.
- Establish clear plan and structure for assimilating new people.
- Recruit and develop a launch team of ministry partners with complementing gifting and maturity. This includes roles like worship leaders, small group leaders, deacons, a finance team, and others.
- Crossway recommends waiting on a public launch until a launch team of 30 adults has come together.

### 2. PUBLIC LAUNCH

- Soft Launch - Monthly or quarterly preview services.
- Hard Launch - Established weekly gatherings for the church and community
- As these gatherings develop, continue to emphasize establishing and multiplying small groups.

### 3. HEALTHY CHURCH GROWTH

- The church continues to grow through conversions and matures as a body while it stays on course with the mission, vision and values.
- The focus is not just on crafting good Sunday services but being on mission and reaching the community.

### 4. FINANCIALLY SELF SUSTAINING AND MULTIPLYING HEALTHY CHURCH PLANTS

- The new church becomes financially independent (self-sustaining).
- The new church continues the mission of healthy church planting through their own planning, budgeting, training, and multiplication of leaders and teams.
- A good benchmark for the heart of Crossway Church Planting is one church every 5 years.

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<sup>1</sup> In both the Church Planting and Adoption Pathway, the role of the Crossway Network Servant Team is to confirm that the process has taken place but approval and funding decisions rest with the sending or sponsoring church and the region.

## **5. FAITHFULLY EMBRACE CROSSWAY'S ONGOING COMMITMENTS AND EXPECTATIONS (see below)**

### **ADOPTION PATHWAY**

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In order to join Crossway through adoption, the following items need to be fulfilled:

#### **1. CROSSWAY NETWORK ALIGNMENT**

- At least one pastor must be known and in relationship with an existing Crossway Network local church pastor team for a period of one to two years. The existing Crossway Church will become the “sponsoring church.”
- Completion and affirmation of Crossway’s DNA Studies (Biblical Convictions, Ministry Philosophy, and Leadership Culture) with existing Crossway leadership.
- Attend a Crossway Network Leadership Huddle. Completion of the adoption pathway by the 2<sup>nd</sup> Huddle attended (exceptions will be graciously evaluated on a case by case basis).
- There must be a functioning plurality of pastors that reflects Crossway’s leadership culture. If you are currently the only pastor/elder leading your church, we anticipate partnering together to help establish a plurality with you.
- Lead pastor licensed with Crossway (see licensing application).
- Six months of participating in regional pastor gatherings in person if possible, or via video (“lead” pastors meet monthly and all pastors/elders meet quarterly).
- Depending on the health and clarity of vision in the church, consider a church leadership coaching relationship with one of Crossway’s trained Next Tier Coaches.
- A recommendation letter from the sponsoring church to the team of regional pastors affirming the adopted church’s alignment with Crossway.

#### **2. ADOPTION APPROVAL**

- Unanimous approval of the church adoption by all regional lead pastors.
- Crossway Network Servant Team confirmation of process and input back to the region and local (sponsoring) church.

#### **3. FAITHFULLY EMBRACE CROSSWAY'S ONGOING COMMITMENTS AND EXPECTATIONS (see below)**

## CROSSWAY COMMITMENTS AND EXPECTATIONS

*The following are ongoing commitments and expectations for all churches in the Crossway Network.*

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1. Participation in the annual Crossway Network Huddle.
2. Participating in regional pastor gatherings in person if possible, or via video (“lead” pastors’ meet monthly and all pastors/elders meet quarterly).
3. Participation in the new region when 3-4 Crossway Network churches are in relationship by being birthed or adopted in relatively close geographical proximity to one another.
4. Set aside 10% of all general giving for church planting – 5% (can include other missions efforts outside of Crossway Church Planting) and 5% specifically to Crossway regional church planting. The second 5% listed will be sent monthly to a collective regional account. The regional lead pastors decide in plurality (including new church plants and those adopted in) how this collaborative fund is spent on church planting according to guidelines each region sets up independently. While this value and practice is recommended from the time contributions to the church begin, a new church plant is expected to commit to it beginning at the start of their second official fiscal year. Adopted churches will begin contributing as soon as possible in their adoption pathway.
5. Annual Crossway Network contribution. This ranges between \$250-\$2,000 each depending on the size of the church.
6. For a new church plant - Quarterly updates by a church plant team to sending church and regional churches for prayer and support.
7. For a new church plant and in some cases for adopted churches - Reports 2 times per year from the church planting and leadership coach to the sending/sponsoring church and Regional Coordinator.

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*For more information on the Crossway Network Planting or Adoption Pathways - please go to [www.crosswaynetwork.org](http://www.crosswaynetwork.org) or email [info@crosswaynetwork.org](mailto:info@crosswaynetwork.org)*

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# 10 – CROSSWAY STATEMENT OF FAITH

## ***The Word of God***

We believe that the Bible (both Old and New Testaments) is the Word of God, fully inspired by Him and without error in the original manuscripts. The Scriptures contain the complete revelation of His will and plan for salvation. They are intended to teach, guide, correct, and nourish the believer, and are the final, divine authority for all matters of Christian faith and life.

*2 Timothy 3:16; 1 Peter 2:1-2; 2 Peter 1:20-21*

## ***The Godhead***

We believe in one living and true God, creator of all things, perfect in every way, without beginning or end, and eternally existing in three persons - Father, Son and Holy Spirit – and that these are equal in every divine attribute and perfection.

*Genesis 1:1, 26; Psalm 90:1-2; Isaiah 45:5-6, 21-22; Acts 17:24-28; 2 Corinthians 13:14*

## ***Jesus Christ***

We believe that Jesus Christ is true God and true man, having been conceived of the Holy Spirit and born of the Virgin Mary. We believe in His sinless life, miracles, and teachings. We believe in His substitutionary and atoning death on the cross, His bodily resurrection from the dead, His ascension into heaven where He is now exalted at the right hand of God and intercedes for His people as our High Priest, and His personal visible return to earth as promised in the Scriptures.

*John 1:1-3, 14; Luke 1:26-37; Romans 3:21-25, 6:23; 1 Corinthians 15:3-4, 20-24; 1 Timothy 2:5; Hebrews 4:14-16*

## ***The Holy Spirit***

We believe that the Holy Spirit is a person who convicts the world of sin, righteousness and judgment, regenerates the believer into new life in Christ at the moment of salvation, sanctifies the believer in Christlikeness, and seals the believer unto the day of redemption. We believe that the Holy Spirit indwells every believer in Christ, and that He guides, instructs and empowers them for godly living and service.

*John 14:16, 26; Acts 1:8, Romans 8:16, 26-27; 1 Corinthians 2:4, 10-16; 1 Corinthians 3:16; 1 Corinthians 6:19-20; 1 Corinthians 12; Ephesians 1:13-14, Titus 3:5-6*

## ***Man***

We believe that man was created in the image and likeness of God, but that through Adam's sin man fell, and thereby incurred physical, spiritual, and eternal death. As a result, all human beings are born with a sin nature and are under the just condemnation of God. Because of sin man is alienated and separated from God and unable to remedy his lost condition.

*Genesis 1:26; Genesis 3; Romans 5:12-19; 1 Corinthians 15:22; Ephesians 2:1-10*

## ***Salvation***

We believe that salvation is the gift of God brought to man by grace and received through personal faith in Jesus Christ, whose blood was shed on the cross for the forgiveness of our sins. We believe that those who repent and forsake sin and trust Jesus Christ as Savior are regenerated by the Holy Spirit, become new creatures in Christ, are freed from condemnation, and receive eternal life as God's children.

*John 1:12-13, 3:3-6, 3:16, 14:6; Romans 10:9-13; 2 Corinthians 5:17-21; Ephesians 2:8-10*

## ***Ordinances***

We believe that baptism and the Lord's Supper are ordinances to be observed by the church. We believe that water baptism is an outward expression and a celebration of a person's new life in Christ. We believe that the biblical

pattern for baptism is by immersion in water in the name of the triune God. We believe that the Lord's Supper was instituted by Christ for the remembrance of His death and for the proclamation of His death until He comes again.

*Matthew 28:18-20; Acts 2:38-41, 8:12-13, 10:47; Matthew 26:26-29; 1 Corinthians 11:23-26*

### **The Church**

We believe in the universal church, which is a living, spiritual body of Christ made up of all persons who have been regenerated and baptized by the Holy Spirit through saving faith in Jesus Christ, of which Christ is the head. We believe in the establishment of local churches as the pattern of the New Testament clearly defines. We believe in the autonomy of each local church under the headship of Christ to decide and govern its own affairs. We believe that God has given the local church the primary task of taking the good news of Jesus Christ to the world and helping believers grow and glorify the Lord.

*1 Corinthians 12:12-14; Ephesians 1:22, 2:19-22, 4:14-16; Acts 1:8; 1 Peter 2:9-10; Matthew 28:18-20; Ephesians 4:15-16*

### **Last Things**

We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body and in the final judgment: of the believer to everlasting blessedness and joy with the Lord, and of the unbeliever to everlasting conscious punishment and suffering.

*Matthew 16:27, 24:4-31; John 14:3; 1 Corinthians 15:40-58; Philippians 1:23; 1 Thessalonians 1:10, 4:13-18, 5:1-11; Titus 2:13; Revelation 20:4-6, 11-15*

### **Marriage and Sexuality**

We believe that 'marriage' means only a legal union between one man and one woman as husband and wife, and the word 'spouse' refers only to a person of the opposite sex who is a husband or a wife. We do not affirm, support or advocate two people of the same sex getting married and thus would not allow for a same sex marriage to be performed on our church premises and/or by one of our pastor's. We affirm that the Bible teaches that a person's gender is determined by God through his grace and beautiful creative design in the womb before birth.

*Genesis 1:27; 2:7, 18-25, Deuteronomy 22:5, Job 31:15, Psalm 119:73, 139:13-16, Isaiah 49:1, Jeremiah 1:5, Acts 17:25, Rom. 1:20-32, 1 Corinthians 7:1-4, 11:9, 1 Timothy 1:9-11*