



CROSSPOINT

C H U R C H

HANDBOOK

4.20.15

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MISSION, VISION, AND PROCESS

MISSION

The Great Commission

Matthew 28:18-20

18 And Jesus came and said to them, "All authority in heaven and on earth has been given to me. 19 Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age."

To effectively engage today's culture with the Gospel requires the formation of Gospel community that can serve as the visible representation of God's love, a witness to God's work of saving people and transforming lives through Jesus.

Mission is at the heart of what we are called and commissioned, and it is something that we must commit ourselves to pursue with all our abilities.

VISION

Tithe the Community

The vision of CrossPoint Church is to see 10% of people in each one of our communities regularly attending the weekend services. More than a church growth goal, it is a avenue to give Glory to God by bringing into relationship a tithe of those he has entrusted to be cared for by His church! Attendance is not an end, but a start of a process of Christ redemption and restoring us back to himself and a means to worshiping the God who put it all in motion. Salvation is the Lord's, but sharing the gospel is our responsibility!

DISCIPLESHIP PROCESS

LOVE GOD

The most important commandment according to Jesus Christ is from Mark 12:29-30.

29 Jesus answered, "The most important is, 'Hear, O Israel: The Lord our God, the Lord is one. 30 And you shall love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength."

The beginning of any good thing to come into your life has its foundation in not just knowing about, but falling in love with the God of the universe, who knit you together in your mother's womb. That's why the beginning point for us in any endeavor is to come into a significant and life-changing love relationship with God the Father.

GROW UP

Its ultimately important to not become satisfied with the status quo. The old adage is true, if you're not growing you're dying. That's why CrossPoint is all about ministry service opportunities, accountability, Grow Groups and hands-on opportunities to make faith become real in every-day life. Growing into spiritual maturity and relational depth are marks of the life well lived, so, we echo the prayer from the book of Ephesians 3.

14 For this reason I bow my knees before the Father, 15 from whom every family in heaven and on earth is named, 16 that according to the riches of his glory he may grant you to be strengthened with power through his Spirit in your inner being, 17 so that Christ may dwell in your hearts through faith—that you, being rooted and grounded in love, 18 may have strength to comprehend with all the saints what is the breadth and length and height and depth, 19 and to know the love of Christ that surpasses knowledge, that you may be filled with all the fullness of God.

SERVE ALL

The pinnacle of a Godly life is to practice service toward one another as our lives begin to model the life of Jesus Christ. To really become a part of the CrossPoint faith community you will be asked to serve one another in the context of the church, and to lay your life down in acts of service to the world outside the doors of the church.

But whoever would be great among you must be your servant, 44 and whoever would be first among you must be slave of all. 45 For even the Son of Man came not to be served but to serve, and to give his life as a ransom for many."

And as followers of Him... we completely agree!

CONSTANTS

MISSION, VISION, AND VALUES

are agreed upon and championed at every campus.

TEACHING

Series topics and big ideas are generated by the Senior Pastor and Campus Pastors.

- ★ The Campus Pastors and the Executive Team will meet at the end of each year to set the teaching schedule for the upcoming year.
 - ★ A typical weekend will include a message on video recorded from the Hutchinson Campus.
 - ★ The Campus Pastors may preach live 6-8 times each year. It will be pre-determined if they are preaching "in series" or a stand alone sermon.
 - ★ The CrossPoint Hutchinson campus will experience video teaching on Sunday morning at least six times each year, allowing the Lead Pastor to visit but not preach at a different campus.
 - ★ Our discipleship process class (The Journey) will be taught regularly throughout the year and will be promoted as a valued commitment from our people.
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WEEKEND SERVICES

Every service will have worship elements that connect with the unchurched, draw people toward God, and contribute to the message series theme.

- ★ Each campus is responsible for making sure that the message is played or preached at each service.
- ★ Music will be provided by the local campus through live musicians or through video. Worship sets should be planned according to the message theme.
- ★ Music style is not dictated, however excellence is. Whether pop/rock, country, or folk, it should all be leading in admiration and praise for our God.

- ★ The Lord's Supper will be included as an element of worship a minimum of four times a year and in special services (Christmas Eve and Good Friday).
- ★ Every location will receive message notes and additional resources each week and will be responsible for printing and distributing them.

FINANCIAL MODEL

We are one church with one budget.

- ★ For the initial 12 to 24 months of a new campus, the budget will be made and tracked by Central Services
- ★ All cooperative and missions giving will be estimated as a percentage of the overall yearly budget.
- ★ All finances will be tracked individually in each campus (including Central Services), but will always be reported as single report of the whole church.
- ★ Following normal approval processes, the Campus Pastor can manage his own equipment purchases and operating expenses within the budgeted amount for that campus. The campus pastor is responsible for keeping record of the expenses within the campus receipts.
- ★ Campuses will be given a designation of Tier 1, Tier 2, or Tier 3 according to that campus financial health. This will be used for goal setting and evaluation purposes. The goal is to have every campus at Tier 3 in order for the church to thrive.
 - ★ Tier 1 - A campus that is not yet meeting financial goals
 - ★ Tier 2 - A campus that is meeting local financial goals but not in excess
 - ★ Tier 3 - A campus that is meeting financial goals and is producing an excess that is used to support the whole church.
- ★ All commitments for capital purchases, facility expansion, loans, rentals, and all other contracts will need written pre-approval from the Executive Team.

CENTRAL SERVICES

Central Services is made up of the Executive Team, central services staff, and ministry teams. For the highest efficiency and best use of our resources, all business services happen at one location. This includes banking, staffing, payroll, benefits, capital projects, lease agreements, data management (Church Management Software), website development, content distribution, ministry software solutions, and more.

- ★ The ministry teams will be the pacesetters for all campuses in a specific area of ministry (i.e. CP Kids, Grow, Worship). Ministry teams will have the responsibility of recommending curriculum, methods, and policies for their specific ministry. However, this team are not responsible for supervising campus leaders for their specific ministry.
- ★ The ministry teams should do everything possible to plan and implement their content so it is scalable and can be easily implemented at the local campuses by volunteer teams.
- ★ A list of policies, values, and standards will be provided from each ministry team.
- ★ The campus pastor initiates the hiring process by notifying the Executive Team of the need. Hiring decisions are a collaborative effort of the Executive Pastor of Strategic Development, the Campus Pastor, and a team of his choice.

BRANDING

For the clearest communication to our congregation, we use the same language and visual identity to refer to those areas most recognized as whole-church ministries.

- ★ This may include, but is not limited to: "Crossfire Student Ministries", "CrossPoint Kids," "Grow Groups," "CrossPoint Missions," "CrossTraining," Message Series Themes, Love God-Grow up-Serve All.
- ★ Every campus will be called "CrossPoint (geographical reference)" to keep uniformity and branding consistency.
- ★ Each campus needs to be allowed to maintain a personality of its own while still offering the CrossPoint brand.
- ★ Every campus should run branding change requests through Central Services. They will then collaborate with the Campus Pastor on what needs to be consistent across all campuses and what can be customized.

INTERGENERATIONAL

To ensure that everything we do and say is understandable and transferred to all generations, we will create a culture of building the church up *together* as a priority.

- ★ "Grow Groups" will not be separated by age or stage of life but instead will be diversified in order to have each generation teaching and discipling each other.
- ★ We do not encourage "stand-alone" ministries that pull the family apart. Our desire is for the family to grow up together at CrossPoint.

VALUES

	Required for Launch	Within the first 12 months	Optional	Not a fan
Worship	Worship Leader on site; leader may be artist or line-up artist for worship; video is OK	Worship team or band; All on a local level	Paid Worship Leader who directs volunteers	
Media	Create Team handles all projects; local campus is responsible for printing	Keep eye out for local talent to contribute to Create Team		Create identities or promotions at a local campus level that would compete with central ministries
Tech	Projector; Screen; Sound system; High Speed Internet; See Worship Arts Pastor for help with this	Staging; Lighting; Upgrades to make the service seamless; Volunteer staffed	Lead out in innovation and technology to make all campuses better	
Staff	Campus Pastor; Worship Pastor; Children's Director; Full-time, part-time, and some volunteer		Add most needed peripheral pastor positions (Grow, Serve, Assistants)	
Assimilation	Welcome Center; Coffee; Guest cards	Move from Coffee to Cafe; Develop a team to greet and follow-up	Use a volunteer to head up all welcome team tasks	
Grow Groups	Start at least one small group with the Campus Pastor as the lead	Develop leaders from original group and start multiple small groups		Separate out groups by age or stage of life; Engage in topical studies outside of suggested material

	Required for Launch	Within the first 12 months	Optional	Not a fan
CrossPoint Kids	Clean and safe childcare for whatever ages of children attending; Background checks and child check-in; Curriculum determined by The Hub	Expand classes and volunteer base as needed for quality childcare		Use Children's teaching material outside of the provided curriculum
CrossFire Student Ministry	None	Develop quality meeting times for 7th through 12th grade students		Meet in any time slot that would compete with regular Worship Services
Missions	Get involved with All-Church planned missions	Look for opportunities and needs in your community and meet them	Partner with already successful ministries in town who are meeting a need; Plan your own global mission trip after the first year	Promoting individual mission fundraising outside of CP trip/events
Volunteers	None	Recruit volunteer teams for local campus	Make known local opportunities to serve in the community	Promote community serving over local campus serving
Facilities	Provide a meeting place with adequate seating and parking		Find office space	
Budget	The campus will be in charge of budget for the first 12 to 24 months	Keep track of all spending locally in order to plan for the next year		Keep local monies set aside from The Hub
Events	Consider your weekend services your primary event; Participate in already established events at other campuses		Offer men's and women's ministry, VBS, collegiate ministry, and Celebrate Recovery	Become event driven

	Required for Launch	Within the first 12 months	Optional	Not a fan
CrossTraining	Offer a Journey class and add new members	Set aside a time each week that you could provide a Bible study or training under the banner of CrossTraining		Having high resource and people draining programming (i.e. Awana)