

*Dear Friends,*

*What you will find in the following pages is not just a Ministry Plan, it is the very heart and soul of Crossroads Evangelical Free Church. As you read you will discover why we exist, who we are, what we believe, where we are going as a church, and how we intend to get there. In a sense it is a road map detailing God's leading as He guides us into the future.*

*I love Jesus! He died for me, He's forgiven me and He has given me spiritual life. He's done everything for me. I owe Him everything I've got. That's why I love the church. In fact, I've given my life to growing and building up a healthy local church.*

*The church is Jesus' plan to reach the world. Local churches, being obedient to Jesus' call, are literally the hope of the whole world. Because they are God's chosen vehicle to spread the timeless message of hope found in our Great God. That's why I feel so privileged to be a pastor. That's why I take my role so seriously. Heaven and Hell really do hang in the balance. And I relish being right in the middle of the action.*

*I hope you find this booklet informative and clear. I trust God will use it to help you discern where He wants you to play a role in the building of His Church. Perhaps Crossroads is the local church for you. I'd love to have you join the team! Please tell me what you think of this road map. You're input is important to me.*

*Your Servant in Christ,*

*Pastor Glen*

# *Why We Exist*

## **Our Purpose Statement**

*The purpose of Crossroads Evangelical Free Church is to  
prayerfully  
introduce people to Jesus,  
grow them to be like Jesus,  
care for others,  
minister to others  
and to glorify God.*

Every church is driven by something. It might be traditions, or the budget, or programs, or personalities, or events, or seekers or even buildings. But we strive to be driven by God's purposes for the church. One of the first things we did as a church was to study the New Testament asking, "What is God's agenda for the church?" And every day since then we have been trying to align ourselves with God's will for *His* church.

As we looked at God's Word we discovered that His purpose for the church could be summarized quite well in the Great Commission and the Great Commandment.

### **The Great Commission**

*"Therefore go and make disciples of all nations, baptizing them  
in the name of the Father and of the Son and of the Holy Spirit,  
and teaching them to obey everything I have commanded you.  
And surely I am with you always, to the very end of the age."  
Matthew 28:19-20*

**The Great Commandment**

*“Love the Lord your God with all your heart and with all your soul and with all your mind.’ This is the first and greatest commandment.*

*And the second is like it:*

*‘Love your neighbor as yourself.’”*

Matthew 22:37-39

Notice the relationships:

**make disciples** ..... *introduce people to Jesus*

**teach them to obey** ..... *grow them to be like Jesus*

**love your neighbor** ..... *care for others*

**love your neighbor** ..... *minister to others*

**love the Lord** ..... *glorify God*

The power to accomplish God’s plan for the church is provided by God Himself. God gives us the spiritual strength we need to accomplish His plans through the Holy Spirit—our Great Companion for the journey. That’s why we stress the importance of **prayer** in our purpose.

**The Great Companion**

*“But you will receive power when the Holy Spirit comes upon you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the world.”*

Acts 1:8

This is why we often say,

***“A great commitment to the Great Commission and the Great Commandment empowered by the Great Companion will grow a great church!”***

In a sense, this is our church’s motto. It keeps us connected to God’s purposes.

A church not only needs to know why it exists. It also needs to know who it is at its very soul. The deeply held values that hold the church together through thick and thin, through the good and the bad times. These are ideas and principles that define a church. They are the glue that holds us together. At Crossroads we believe so strongly in these core values, we are willing to continue living them out, even if it seems like they aren't working very well. That is because they are core; they are central to who we are. If we cease to hold to these values, we cease to be Crossroads.

## ***We Are CROSSROADS*** **Our Core Values**

### **Caring Relationships**

We hold that it is God's intention for his people to live together in caring community. Therefore we seek to foster life-enhancing, Christ-honoring relationships among the people of Crossroads.  
(Matthew 22:39; John 13:34-35; Romans 12:10,13; Galatians 6:10)

### **Relevance in Ministry**

We hold that effective ministry needs to be culturally relevant. Therefore we strive to use relevant methods to meet the changing needs of people with the unchanging truth of God.  
(1 Corinthians 9:19-23; Matthew 9:16-17)

### **Outreach to Unchurched**

We hold that each person is valuable in God's eyes. Therefore we desire to reach out to our friends, neighbors, co-workers and the world with the love of Jesus Christ and his message of forgiveness and salvation.  
(Matthew 5:13-16; 28:18-20; 2 Corinthians 5:20)

### **Scriptural Authority**

We hold that the Bible is God's revealed truth and relevant for our day-to-day living as individuals and as a church. Therefore we seek to do everything in line with Scripture's teaching.  
(2 Timothy 3:16-17; Deuteronomy 29:29; Joshua 1:8-9)

## **Spiritual Maturity**

We hold that God's desire is for each believer to be mature in Christ. Therefore we provide opportunities for children, youth and adults to grow in their spiritual lives.

(Matthew 28:18-20; Ephesians 4:11-14; Colossians 1:28-29)

## **Reliance Upon God**

We hold that we are absolutely dependent, as individuals and as a church, upon God for direction, strength and blessing. Therefore we encourage the people of Crossroads to seek God in prayer.

(Matthew 6:9-13; John 15:7; Philippians 4:6)

## **Organized Ministry**

We hold that God has given every believer at least one special ability or gift to be used to help build up the local church body. Therefore it is our intention to help each believer discover and utilize his or her spiritual giftedness.

(1 Corinthians 12, 14; 1 Peter 4:10-11)

## **Affirming Leadership**

We hold that God gives leaders to the church. Therefore we attempt to identify and develop leaders believing that effective ministry springs from passionate, skilled, servant leadership.

(Matthew 20:25-28; Nehemiah 1-2; Philippians 2:1-11)

## **Dynamic Worship**

We hold that God is worthy of our worship. Therefore we strive to create an atmosphere where fully engaged hearts can recognize and respond to the majesty and glory of God.

(Psalm 95; Psalm 100; Matthew 22:37-38; John 4:23-24)

## **Strategic Structure**

We hold that our structure should help the church focus on living out its purpose. Therefore we do everything we can to streamline Crossroads' structure to maximize *purpose-driven* ministry while providing the accountability needed to keep each ministry on target.

(Acts 6:1-7; Ephesians 4:7-13)

Crossroads, like every other Evangelical Free Church in America, has a short list of beliefs that are essential. They are Biblical truths upon which our church, and the movement of churches to which we belong, are built.

## *What We Believe*

### **Our Statement of Faith**

1. We believe the Scriptures, both Old and New Testaments, to be the inspired Word of God, without error in the original writings, the complete revelation of His will for the salvation of men, and the Divine and final authority for all Christian faith and life.  
(2 Tim. 3:16; 2 Peter 1: 20-21)
2. We believe in one God, Creator of all things, infinitely perfect and eternally existing in three persons: Father, Son and Holy Spirit.  
(Gen. 1:1; 2 Cor. 13:14; Col. 2:9)
3. We believe that Jesus Christ is true God and true man, having been conceived of the Holy Spirit and born of the Virgin Mary. He died on the cross a sacrifice for our sins, according to the Scriptures. Further, He rose bodily from the dead, ascended into heaven, where at the right hand of the Majesty on High, He now is our High Priest and Advocate.  
(1 Cor. 15:3-4; 1 John 2:1)
4. We believe that the ministry of the Holy Spirit is to glorify the Lord Jesus Christ and during this age to convict men, regenerate the believing sinner, indwell, guide, instruct, and empower the believer for godly living and service.  
(John 15:26; John 16:7-14)
5. We believe that man was created in the image of God but fell into sin and is therefore lost and only through regeneration by the Holy Spirit can salvation and spiritual life be obtained.  
(Gen. 1:27; Rom. 3:23; John 3:3)

6. We believe that the shed blood of Jesus Christ and His resurrection provide the only ground for justification and salvation for all who believe, and only such as receive Jesus Christ are born of the Holy Spirit, and thus become children of God.  
(Heb. 9:22; Heb. 7:25; Rom. 5:1; John 3:16)
7. We believe that water baptism and the Lord's Supper are ordinances to be observed by the Church during the present age. They are, however, not to be regarded as means of salvation.  
(Matt. 28:19-20; 1 Cor. 11:23-26)
8. We believe that the true Church is composed of all such persons who through saving faith in Jesus Christ have been regenerated by the Holy Spirit and are united together in the body of Christ of which He is the head.  
(Eph. 4:1-6; 1 Cor. 12:13)
9. We believe that only those who are thus members of the true Church shall be eligible for membership in the local church.  
(Acts 2:47)
10. We believe that Jesus Christ is the Lord and Head of the Church, and that every local church has the right under Christ to decide and govern its own affairs.  
(Eph. 1:22; Col. 1:18)
11. We believe in the personal and premillennial and imminent coming of our Lord Jesus Christ and that this "Blessed Hope" has a vital bearing on the personal life and service of the believer.  
(1 Thess. 4:14-16; Acts 1:11; 1 John 3:1-3)
12. We believe in the bodily resurrection of the dead; of the believer to everlasting blessedness and joy with the Lord, of the unbeliever to judgment and everlasting conscious punishment.  
(2 Cor. 5:10; 1 Cor. 15:50-56; 2 Thess. 1:7-9; Rev. 20:15)

## *Where We Are Going* **Our Vision Statement**

We envision that in the next ten years Crossroads will be a vibrant, growing, healthy and welcoming congregation of 1,000 people who love to worship God together. It will be a church known for its friendliness, for its creative and inspiring worship services, for its excellent and exciting ministries to people of all ages and for its relevant ministries to both the unchurched and churched people of the Albert Lea area. It will also be involved in planting another church.

We envision Crossroads will be a prayer-center for our area. It will effectively, regularly and intentionally encourage its members to be people of prayer as individuals and corporately for the accomplishment of God's will for our church. There will be special seasons of prayer woven into the life of the church. There will be a team of Prayer Ministers who faithfully pray with and for the people of Crossroads, as well as pastor's prayer partners who lift up the pastoral staff in regular, specific prayer.

We envision that Crossroads will be a place where many people would enter into a personal relationship with Jesus on a regular basis. Every member will have the opportunity to learn how to effectively reach out to his or her friends and family with the Gospel of Jesus Christ. The church will plan and host outreach events. These events will appeal to non-Christians and will give them opportunity to either meet Christians, have fun, meet a specific need or be introduced to Jesus. Crossroads will have developed a culture where each member seeks to enter into friendships with spiritually seeking people and prays for opportunities to point them to Jesus Christ. It will be a church that is also actively engaged in furthering the Kingdom of God locally with other area churches and parachurch ministries and worldwide by developing a partnership with missionaries in specific parts of the world where we regularly send short-term and career missionaries.

We envision that Crossroads will be a spiritually alive church where people are constantly growing to be more and more like Jesus in the way they think, act and feel because they cultivate a daily, personal relationship with Jesus. It will provide opportunities for spiritual growth for people at each stage of spiritual development, from new believers to life-long followers of Jesus. It will be a church that produces sincere and excited followers of Jesus Christ who are obedient in responding to God's call on their lives.

We envision that Crossroads will be a caring community of friends and families. It will have a vibrant small group ministry that has over seventy-five percent of its regularly attending adults actively involved in a nurturing, accepting and life-enhancing small group. These will be places where people are free to be themselves, share their greatest joys and deepest fears, develop real friends and honestly and openly share life together. There will be Christian counseling available to people with special hurts and needs, and various Christian support groups to help those recovering from damaging relationships and lifestyles.

We envision that Crossroads will be a ministering church where every Christian is given opportunities to make a special impact in an area of ministry where he or she is particularly suited to serve. Everyone will have the opportunity to discover the spiritual gifts God has given him or her. There will be a team of ministry coordinators who are able to match people with ministry positions for which God has uniquely designed them. These people will have opportunities to receive hands-on training and specific feedback.

We envision that Crossroads will be a dynamic focal point for genuine, heartfelt worship of the living God. It will be a place where the Spirit of God is welcomed to minister powerfully in the worship service in a way that inspires everyone who attends to draw closer to God. The church will be known for its uplifting singing and music, for its creative use of drama and the arts and for penetrating, practical and God-centered biblical preaching.

We envision that Crossroads will be a regional ministry center. The church will have a well-used, attractive facility on at least 10 acres of land in a good location. The facility will be a place well-suited for worshipping God, teaching the Bible, caring for infants and children, visiting with other people, recreation and effective administration of church ministry. The building will be used by the community for various, regular reasons and non-churched people will feel comfortable coming and going. There will be activities which use the building during the week and give us continual exposure to many families in the area.

We envision Crossroads to be a church with four full-time pastors, and adequate support staff. We will have staffed our church in line with our purpose: A senior pastor who provides over-all leadership to the church staff and works closely with the Growing Commission; a youth pastor who ministers to the Jr. High and Sr. High youth and their parents; a pastor of worship and evangelism who works closely with the Glorifying and Introducing Commissions; a pastor of care and ministry who works closely with the Caring and Ministering Commissions. This team of godly pastors will work together to equip the people of Crossroads for the ministry He is calling them to fulfill.

As you can see, our purpose, core values and statement of faith have come together to form an inspiring and compelling vision for the future. Crossroads Evangelical Free Church is being led by God to pursue this vision for the glory of God. It is a clear picture of what we believe God wants Crossroads to be doing in the future. And with God's help we resolve to move forward into the future to see this vision become a reality; to reach our full redemptive potential for Christ.

In order for this vision to become a reality in the future, it is necessary for the leadership of Crossroads to set strategic short-term goals on a yearly basis. The first set of goals was born out of much prayer, reflection and discussion by many leaders. These goals continue to be the focal points of our energy, prayer and efforts in 2004. As a result we have also implemented a process to help people at each stage of spiritual development to grow to be more like Jesus.

# *How Will We Get There?*

## **Our Five-Year Strategic Ministry Plan**

ALL GOALS TO BE ACCOMPLISHED BY SEPTEMBER 30, 2008

### **“INTRODUCE PEOPLE TO JESUS”**

**300 OF CROSSROADS REGULAR ATTENDERS WILL BE NEW CHRISTIANS**

- 100 children coming to Christ
- 50 students coming to Christ
- 150 adults coming to Christ in the next five years.

### **“GROW THEM TO BE LIKE JESUS”**

**750 OF CROSSROADS REGULAR ATTENDERS WILL BE IN A SMALL GROUP COMMITTED TO THE SPIRITUAL GROWTH OF ITS GROUP MEMBERS.**

- 160 children in these small groups
- 145 students in these small groups
- 445 adults in these small groups in the next five years

### **“CARE FOR OTHERS”**

**750 OF CROSSROADS REGULAR ATTENDERS WILL BE IN A SMALL GROUP COMMITTED TO CARING FOR ITS GROUP MEMBERS AND EVERY GROUP WILL HAVE A LAY PASTOR.**

- 160 children in these small groups
- 145 students in these small groups
- 445 adults in these small groups in the next five year

### **“MINISTER TO OTHERS”**

**450 OF CROSSROADS REGULAR ATTENDERS WILL KNOW AND BE USING THEIR SPIRITUAL GIFTS AND 300 PEOPLE IN MINISTRY WILL HAVE AN APPRENTICE.**

- 90 students know their spiritual gifts and are using them and using them and 45 have apprentices
- 360 adults know their spiritual gifts and are using them and 255 have apprentices in the next five years.

### **“GLORIFY GOD”**

**CROSSROADS WILL AVERAGE 1,000 PEOPLE IN ATTENDANCE AT ITS WEEKEND SERVICES.**

- 70 infants and toddlers in the Nursery
- 200 children in Promiseland
- 180 students in Student Impact
- 550 adults in weekend worship services in the next five years

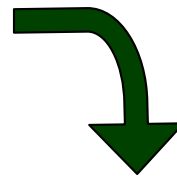
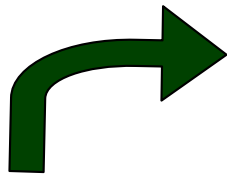
### **“PRAYERFULLY”**

**750 OF CROSSROADS REGULAR ATTENDERS WILL BE IN A SMALL GROUP COMMITTED TO PRAYING FOR ITS GROUP MEMBERS.**

- 160 children in these small groups
- 145 students in these small groups
- 445 adults in these small groups in the next five years

# Our Spiritual Growth Process

## *The Front Door*



*The Back Yard*

*The Living Room*

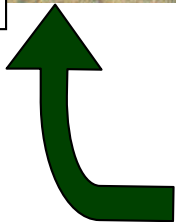


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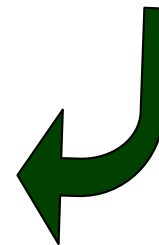
*The Work Room*

*The Kitchen*



**CLASS 301**

**CLASS 201**



Our goal is to partner with the people of Crossroads to help them grow spiritually. We do this by creating rooms, or environments, where those who want to follow Jesus can get involved with people and apply the Biblical truths that will help them grow to be more like Jesus. Our strategy is to use five “rooms” to describe how this is possible.

If the church is like a house, most people first come into the church through “The Front Door”, at Crossroads that is our Sunday morning service. But that alone won’t produce the spiritual growth we need. So we encourage every person attending our Sunday morning services to move from the Front Door into “The Living Room” where they can get to know others and make some friends. Every month we offer Fellowship Groups for people at a similar stage in life and this is our main Living Room Environment. We not only want people to get to the Living Room, from there the next crucial step in spiritual maturity is to get involved in a small group focused on growing spiritually. This is “The Kitchen”. We believe that involvement in a focused small group is the absolutely best place for followers of Jesus to grow to be more like him. From the Kitchen we encourage the people of Crossroads to put their spiritual gifts into play for the benefit of the church in “The Work Room”. The next step is to receive the training and take advantage of the opportunities available to us in “The Back Yard”, the place where we interact with our neighbors to introduce them to Jesus and invite them to come visit our church by entering the Front Door.

So our goal is not only to encourage everybody who’s a part of Crossroads enter the Front Door, but to proceed to the Living Room, move on to the Kitchen, advance to the Work Room and then utilize their Back Yard for Christ. We expect each person at Crossroads to personally encourage as many others as they possibly can to also move through the house as well!

A key component to each room is that we offer anyone who enters that room something to be committed to that will spur them on to spiritual growth.

<u>The Room</u>	<u>What We Offer</u>	<u>Commitment Made</u>
<i>The Front Door</i>	<i>Jesus Christ</i>	<i>...to Jesus (trust &amp; worship)</i>
<i>The Living Room</i>	<i>CLASS 101</i>	<i>...to membership</i>
<i>The Kitchen</i>	<i>CLASS 201</i>	<i>...to maturity</i>
<i>The Work Room</i>	<i>CLASS 301</i>	<i>...to ministry</i>
<i>The Back Yard</i>	<i>CLASS 401</i>	<i>...to mission</i>

We believe it’s true that you become what you are committed to. When someone makes the above commitments, they are well on their way to becoming a fully devoted follower of Jesus Christ!

To God be the glory!