



**our
vision
story**

The vision story represented here is the result of five months of focused prayer and fact gathering. It is the sum total of many conversations with individuals and families both inside and outside the congregation of Crosspoint. We first set out to listen to what the Holy Spirit was communicating through his people as we sat with the facts for months without offering prescription for what we heard. Instead, we were seeking God's solutions and God's timing. Most recently, our leadership has held multiple strategic meetings in which all the facts gathered were considered.

We set out to answer one crucial question: Based on the information we've heard and the leading of the Spirit, where MUST Crosspoint be in five years? Out of this one question, dozens more were formulated. Prayerfully, we began to put forward answers. Out of those answers, we have compiled our vision story.

To the glory of God alone!

 
Josh Ratliff | Lead Pastor

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VISION

To see a diverse body of leaders made up of men and women, full of the Holy Spirit, who lead us toward our common vision, represent our community and aspirational demographics, and do so with clarity of roles.

To be a church who plants churches who plant churches, helping close the gospel gap in Lynchburg, Central Virginia, the United States, and across the world.

To build a thriving ministry to young disciples from ages 0-18 where children and teens are being taught Scripture, parents are being equipped to disciple them, and community is forming them to be Jesus-centered adults.

To worship and work out of spaces that sufficiently serve the mission and vision of Crosspoint, reflecting the value, "all people matter."

To raise up disciples who are taught the absolute necessity of dependence on the Holy Spirit and deployed as "everyday missionaries" to spread the Gospel in their context through their unique gifts and callings.

To reach individuals and families in our community who are in spiritual oppression with the light of God's shalom.

the path



To see a diverse body of leaders made up of men and women, full of the Holy Spirit, who lead us toward our common vision, represent our community and aspirational demographics, and do so with clarity of roles.

crosspoint brings clarity to leadership roles through an “accountable leadership model.” In short, this model calls for a staff-led, board-governed church. The pastoral staff, in their specific roles, take responsibility for the day-to-day operations of the church, define strategies to accomplish our vision, and lead within the accountability parameters set by the board. This includes a board made up of elders and deacons put forward to the congregation for a vote of affirmation. (Additional documents provided to describe the nominating process in The Discipline of the Wesleyan Church.) While all board members demonstrate spiritual leadership in our church, the elders and deacons take responsibility for varying aspects of our church. The elders take responsibility for overseeing areas of the spiritual health, formation and discipleship of the church while the deacons oversee and govern administrative issues of the church. All do so in total dependence on the Spirit and work together in the innumerable cases where discipleship and administration overlap.

As our church grows and expands into new communities, opportunities for leadership development and fresh voices at the table are prioritized. Each board position (both elders and deacons) carries a three year term (besides Treasurer and Secretary which are elected annually according to The Discipline) making room for up and coming leaders to lend their voices and wisdom to their church’s leadership.

To be a church who plants churches who plant churches, helping close the gospel gap in Lynchburg, Central Virginia, the United States, and across the world.

crosspoint begins to empower our current campuses in Downtown Lynchburg and Altavista to work toward milestones which will establish their local discipleship/ outreach strategies, leadership, and financial independence. As the supporting church, our Timberlake campus continues to provide oversight and leadership until those milestones are reached. When they are achieved, the campuses transition to local churches responsible for their own strategic vision in reaching their communities while remaining in the Crosspoint Network for resourcing, leadership pipelines, and mentorship. At this point, a decisive shift in Crosspoint's multiplication strategy becomes clear.

This decisive shift to a model of church plants in network begins to characterize Crosspoint's multiplication strategy. Crosspoint realizes this by casting a wide net of discipleship across its network of churches. When disciples with clear ministry gifts emerge, Crosspoint offers them tools and opportunities to assess whether and where God is calling them to plant a church. This assessment sometimes leads to further training through tools like serving in a church planting residency after college. Or, it may lead to working within Crosspoint's staff to establish a strategic vision with clear milestones for a new church plant in Central Virginia, the United States, or across the world. The Holy Spirit's working through individuals and their calling is what drives our church planting strategy. Our entire body's radical generosity is how we collectively participate in what God is doing in central Virginia and around the world.

To build a thriving ministry to young disciples from ages 0-18 where children and teens are being taught Scripture, parents are being equipped to disciple them, and community is forming them to be Jesus-centered adults.

crosspoint establishes leadership by hiring for the position(s) of NextGen Ministries leader(s) overseeing the discipleship of children and teens. These positions provide for consistency in leadership so that discipleship relationships between kids/teens and adults can grow stronger while kids/teens learn what it means to serve and love with the compassion of Jesus in their communities.

NextGen ministries begin to move toward the center of everything we do at Crosspoint. Rather than being segmented as a separate ministry, it permeates everything as we always ask, "How will this impact families with kids/teens?" whether that be in areas of outreach, discipleship, worship, facilities, etc. Moving this ministry to the center means that its goals are getting communicated and promoted regularly from the front during our weekend gatherings and our ministries immediately communicate that we value kids/teens.

In any Crosspoint church, the curriculum and worship times are carefully thought-out and selected to provide education in the content of our faith and engagement in the mission of our church. There is a clear and celebrated progression from kid's ministry into youth, and all kids proceed to that next stage knowing that their community of faith is joyfully supporting them. Children leave this stage knowing core Scriptural themes, hungry to learn and apply more as they grow. As a church family, we all take responsibility to raise kids and teens who will be active disciples where they live, work, and play.

To worship and work out of spaces that sufficiently serve the mission and vision of Crosspoint reflecting the value, "All people matter."

crosspoint views our building and facilities as tools to serve our mission and as a rallying point for God's people to go on mission. Rather than a "build-to-attract" model, we "build-to-serve" and assess whether our facilities are helping or hindering our ability to make disciples and serve our communities.

In assessment of our current properties, it is determined that the Timberlake campus is the least sufficient in serving that mission. A board-appointed working group is led by the Lead Pastor to create a plan for addressing the facility needs of Crosspoint Timberlake with the goal of expanding and remaining on Timberlake Rd. Listening to and responding to God's direction and provision is key as this team works toward the goal with consideration given to safety, space, and mission. Specific items of concern are addressed (space needed for our NextGen Ministry to grow, worship space that helps build community, space to train future leaders and church planters, and room enough to reflect our generosity toward potential partners).

As our current churches grow and our future church planting efforts increase, we assess regularly whether the tool and rallying point (facilities) is adequately doing the job. Each church adapts accordingly with consideration given to safety, space, and mission in their locality.

To raise up disciples who are taught the absolute necessity of dependence on the Holy Spirit and deployed as “everyday missionaries” to spread the Gospel in their context through their unique gifts and callings.

crosspoint begins to strategize for discipleship based on a three-part path: Connecting, Developing, and Deploying. Connecting on the path emphasizes that every first-time guest can easily discover how to plug into this community and path. We have the trained volunteers to help them join this community and walk along this path.

Developing on the path emphasizes that we curate discipleship in large gatherings, small groups, and discipleship bands. Each successive level funnels to the tightest and most focused level of discipleship. In the large gatherings of corporate worship and classes, we focus on teaching people the content of the faith (expository preaching, Biblical literacy, etc.) and curate an atmosphere where people meet and relationships can form. In our small groups, we curate an atmosphere of connection and forming deeper relationship from which discipleship bands can form. In the level of discipleship bands, real life transformation happens through Word-focused, prayer-filled relationships. These are organic and not managed by any of the pastoral staff, but they are supported through regular trainings on how to get started and a bank of resources, covering a wide range of issues relevant to growth in Christ.

Deploying on the path emphasizes that we offer our members opportunities to give to God their time, talent, and treasure. Members can serve as volunteers in our ministries, serve with our outside partners, and serve as everyday missionaries in their three places where they live, work, and play. Every person who comes to us interested in going deeper or serving further will be encouraged to discover what this deployment looks like for them. Volunteering and service are now birthed out of this kind of community where regular opportunities are provided to gather and pray corporately to practice Holy Spirit dependency. At every point on the path, our disciples are taught the absolute necessity of dependence on the Holy Spirit individually and in community with Crosspoint regularly providing opportunities to gather, pray corporately, and practice this dependency.

To reach individuals and families in our community who are in spiritual oppression with the light of God's shalom.

Jesus' radical hospitality for the lost and the hurt is a defining aspect of His Kingdom ministry. During our regular worship gatherings, we operate under the assumption that radical hospitality is outreach. We plan ahead with our guests in mind, and we seek to create experiences that will draw them into community, present a clear Gospel message, and simply offer them Jesus. Because of this, Crosspoint regularly experiences new believers confessing faith in Christ and following him in baptism. One of our greatest joys becomes seeing those who have been hurt by the church find a redeeming experience within Crosspoint.

Jesus' active compassion for the lost and the hurt is a defining aspect of His Kingdom ministry. As we deploy people into their three places, we also provide specific opportunities for them to serve with our strategic partners. Driven by Jesus-centered compassion, we work with those community partners to ensure that every child in the greater Lynchburg area is living in a safe environment with meaningful transformative relationships. Using tools like CarePortal and Safe Families through Patrick Henry Family Services, we form relationships with families in our community who are experiencing times of crisis. By serving them, we close the relational gaps and, when given the opportunity, call them into a life-changing encounter with Jesus. As our hospitality, care, and compassion ministry grows, Crosspoint develops counseling ministries and resources to further support the holistic care of families and individuals moving from oppression to shalom within our church and our communities.

**critical
goals**



GOALS

GOALS FOR 2020-2021

THESE GOALS REFLECT INITIAL PROGRESS IN 2020-2021 THAT LAY KEY FOUNDATIONS FOR OUR FIVE YEAR VISION STORY.

To restructure leadership: establish a revised structure for board and elders; clarify all staff roles, and develop the pipeline framework for leadership multiplication that will supply new leaders into the future.

To serve our expanding ministries: establish a board-appointed working group to serve the facilities needs of Crosspoint Timberlake; Lead Pastor leads team to create a plan that honors our new emphasis on families and maintains our goal of expanding and remaining on Timberlake Rd.

To reproduce disciples that will carry the next years of vision: launch the new pathway for discipleship; see fifty percent of Crosspoint actively involved in discipleship bands, in or out of Crosspoint Church.



appendix

ATTENDANCE TRENDS

ANNUAL | ALL CAMPUSES

1,000

900

800

700

600

500

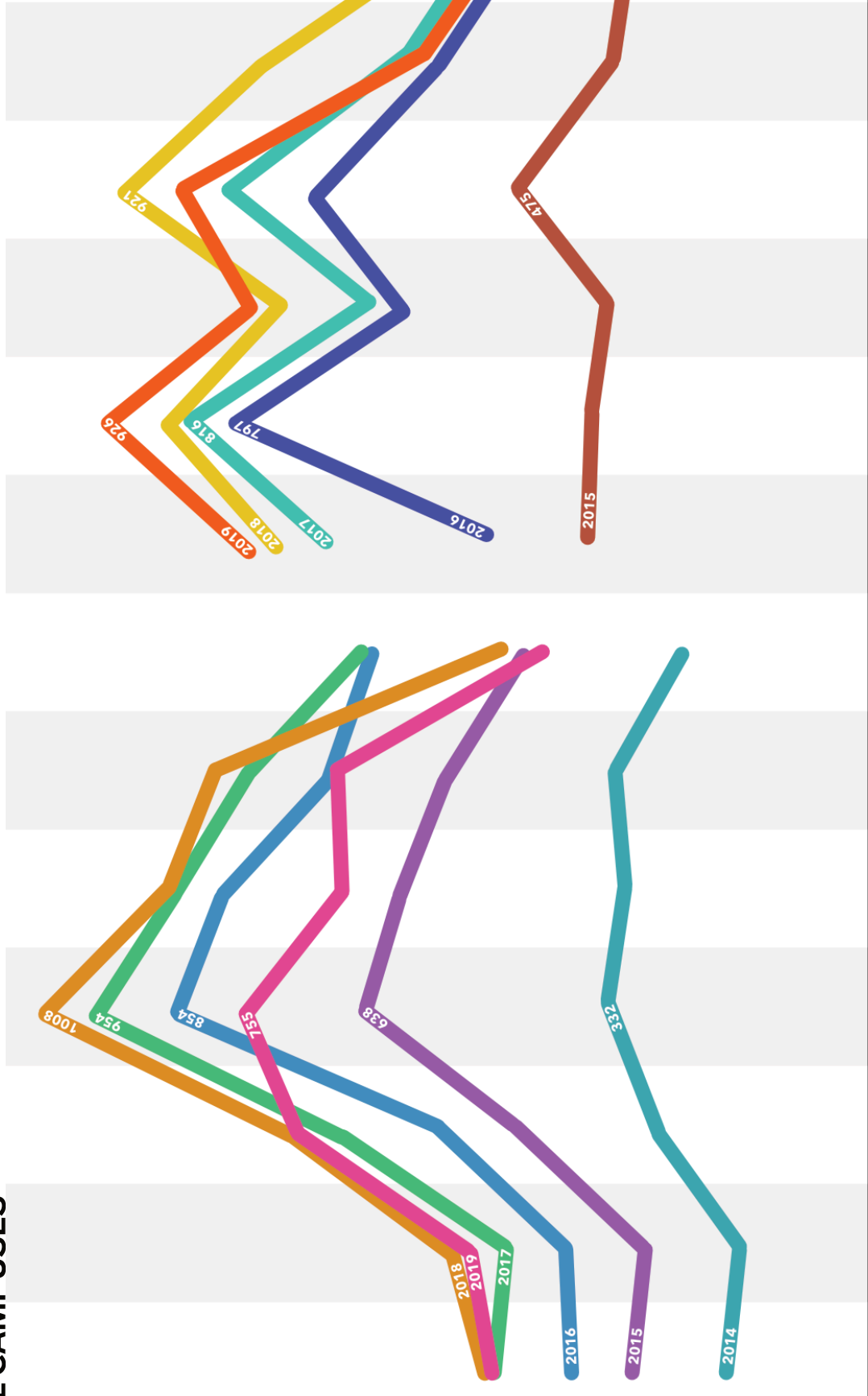
400

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AUGUST JANUARY MAY



REVISION

MARCH 7-8, 2020