



A GUIDE TO SMALL GROUP LEADERSHIP

CROSSROADS BIBLE CHURCH





A Guide to Small Group Leadership at CBC

Thanks for serving!

Thank you for being a small group leader at Crossroads! We believe growth happens in small groups where you can know others and be known and we want everyone at CBC to be in a small group. Your role as a leader is to facilitate a space where we Follow Jesus and Make Disciples. You are invaluable in this life-changing endeavor!

What's in this document?

This document covers all the foundational beliefs and ideas that make us distinctly Crossroads Bible Church. It details who we are and how we want to do life together as we seek to follow after Jesus. It includes our mission statement, our strategy, our values as well as our doctrinal statement. It also covers our program for discipleship, our relational covenant, leadership expectations and the ways we want our leaders to live above approach in terms of differing political opinions, social media usage, appropriate alcohol consumption, and sexual conduct.

You help communicate the mission of Crossroads

As a leader you are the front line of helping to communicate and spread the mission of the church. All new members who attend CBC 101 go through the majority of this document, but you, by reiterating these values, make the information memorable and important. When you work the mission, strategy, and value statements into the normal conversation of your group, they become our shared direction and goal.

Making the Commitment

We ask that you sign the document to confirm that you agree to abide by these guidelines as a leader. If you find any portion of it that you might disagree with or have questions about, please have a conversation with a member of the staff.

Our Mission

Follow Jesus. Make Disciples.

The mission of Crossroads Bible Church is to follow Jesus and make disciples, just as he told the twelve apostles: "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, and teaching them to observe all that I have commanded you." (Matthew 28:19-20)

Our Strategy

Gather. Grow. Go.

Mission is our big idea, and our strategy is how we plan to do it. At CBC we gather, grow, & go. We gather together in worship, we grow in small groups, and we go into the world to share the love of Jesus.

Our Values

G.R.A.C.E.

Our values are who we are when we are driving towards our mission. They reflect the character of CBC. If mission is the end goal, our values describe the kind of people we want to be while getting there.

- **G**rowing People Change
- **R**edeemed People Can't Keep Quiet
- **A**uthentic Community is Messy
- **C**an't Do Life Alone
- **E**veryone Has a Part to Play

Our values spell out GRACE. Grace is the overarching, driving value at CBC. Basically, grace is the idea that we all need the same amount of Jesus. We are all in the process of being changed, and we know firsthand that life is messy. It's in the messiness that we see God's goodness most clearly. Church isn't somewhere you go when you've got life cleaned up - church exists because we need Jesus to do the cleaning.

Discipleship at Crossroads...

An active process to Know Myself, Know God, & Make Him Known

Knowing God means:

There's more than one way to know something. We can know a phone number, we can get to know a friend, and we can know how to play the piano. Each of these ways of knowing uses different parts of the brain and "knows" different content. One's informational, one's relational, and one's experiential. We want to know God in each of these ways, knowing information about him with our minds, getting to know him relationally in our hearts, and knowing how to follow his ways experientially through our choices. In each of these ways we love God, as Jesus taught us to love God with our minds, hearts, souls, and strength. With all of who we are, we know and love God.

Know Ourselves means:

Just as we want to know God with our minds, hearts, and choices, we want to know ourselves. We seek self-awareness of how we think, feel and act in order to bring ourselves entirely in line with God's truth. Yet sin convinces us to believe lies, it distorts our emotions and it makes us act and react in ways that damage our relationships with God and others. Self-awareness allows us to humbly bring our flaws to God. His Word teaches us how to correct the lies we believe, and it describes practices that God regularly uses to change how we feel. Through learning more truth about ourselves and preparing ourselves for encounters with the Lord, we open ourselves to heart change.

Making God Known means:

We learn to articulate the gospel of Jesus' Kingdom by observing what he did and taught. The disciples heard him teach the principles of his Kingdom, and they saw him rise as King after dying for our sin. Everyone who follows Jesus has the privilege and responsibility to live according to Kingdom principles and to spread God's influence in the world as we wait for Jesus to come back. This requires communicating the gospel message in words and actions. At CBC putting the gospel into action means preserving the unity of the church and pursuing justice and mercy in the world, both locally and globally.

Please check the boxes on the following pages to indicate your agreement to abide by each statement. If there is any statement you don't feel comfortable affirming, please have a conversation with a staff member.

Church Alignment

- ☐ As a leader at Crossroads, I will strive to love Jesus by loving the people of Crossroads.
- ☐ As a leader at Crossroads, I will communicate and promote the mission, strategy, and values of the community.
- ☐ As a leader at Crossroads, I will refrain from leading my group in any way that is contrary to the mission, strategy and values of Crossroads.
- ☐ I will submit to the authority of the elders and staff in matters of my leadership role.
- ☐ As a leader at Crossroads, I will refrain from teaching contrary to the beliefs stated in the Crossroads Doctrinal Statement (see later in this document).

A Relational Covenant

Jesus Christ, the head of the body, calls his disciples to love one another as he has loved us. This Biblical covenant for living together in Christian community is designed to give practical guidelines to build godly relationships with one another and maintain the unity of the body.

1. Pursue reconciliation in my conflict with others, seeking and offering forgiveness, and whenever possible, resolving the issues that caused our conflict.

- ☐ I will do everything in my power to heal broken relationships and keep short accounts with others. Matthew 5:23–24; Matthew 6:14; Luke 6:37; 1 Corinthians 1:10; Ephesians 4:32; Colossians 3:12–13

2. Practice forbearance and overlook minor offenses.

- ☐ I will patiently hang in there with other people and let the small stuff slide. Proverbs 17:9; Proverbs 19:11; Romans 15:7; Ephesians 4:2–3; Colossians 3:13

3. Talk directly with each other rather than talking about one another. This means I will not share with others that which I should say directly to another person.

- ☐ I will be open and honest in my relationships. I will shoot straight with other people and not go behind another person's back. Leviticus 19:16; Proverbs 26:20–22; Matthew 18:15–16; 2 Corinthians 12:20; James 4:1–2

4. Build up the body and other people in my words and conversations.

- ☐ I will build others up and not tear others down. Romans 14:19; Romans 15:2; 1 Corinthians 13:4–7; Ephesians 4:29; James 5:9
- ☐ By God's grace, I agree to practice these principles in my relationships with the people of Crossroads Bible Church. I want others to encourage and support me in living these commitments, and I will do the same for them.

Living Above Reproach

Social media:

- ☐ I agree to be a good reflection of Christ and of Crossroads Bible Church in the way I engage on social media. While social media has become a significant environment for expressing opinions, I recognize that it may not be the best medium for dialogue. I will be very careful not to intentionally or unintentionally cause division or disunity in the way I use social media. I will use social media with humility and with awareness of the threats of both comparison and self-promotion.

Politics:

- ☐ I recognize that Crossroads Bible Church is non-partisan in its ministry and does not endorse any party or candidate. At the same time, CBC values those who are called to public service. While we as Christ-followers have individual political views and are called to be part of the political process, we recognize that we are part of a larger Kingdom. As a representative of Christ, and in a commitment to Christian unity, I agree to be sensitive and use wisdom in how I express my political views. I agree to refrain from political endorsements while leading my group, and I agree to gently redirect harmful and divisive political discussions that arise back toward Christian unity and love.

Alcohol:

- ☐ I recognize that there are many different views on alcohol and that it is a point of temptation for many people. Biblical instruction directs that deference to others is a requirement for Christian leadership. When appropriate, in the small group context, I will refrain from consuming alcohol to honor those who consciously abstain or those who struggle. If it is appropriate to consume alcohol within my group, I will ensure we do so within biblical guidance and avoid drunkenness (Ephesians 5:18).

Relational Boundaries:

- ☐ I recognize CBC's teaching that marriage is a sacred covenant between one man and one woman, and that God designed sex to be enjoyed exclusively within marriage. I will uphold this standard and encourage the members of my group to do the same. Also, I agree to treat every person with dignity and to extend grace to those who believe or act contrary to CBC's position.
- ☐ I recognize my responsibility to look out for those who can't look out for themselves and to report any abuse to children or senior citizens. All adults in the state of Texas are required by law to report abuse. "Anyone who has a reasonable cause to believe a child, or person 65 years or older, or an adult with disabilities is being abused, neglected, or exploited must report it to DFPS according to Texas laws. A person who reports abuse in good faith is immune from civil or criminal liability." You can learn more at https://www.dfps.state.tx.us/contact_us/report_abuse.asp (Texas Abuse Hotline: 1-800-252-5400)

We don't want to put you in a position where you feel pressure to teach, represent, or appear to give assent to a view on one of these subjects that you do not personally embrace. If you have any questions about your ability to communicate and model these issues, please speak with an elder or staff member.

Leader Expectations

Attendance:

- We expect you to be present to your group.
- We expect you to regularly attend CBC on Sunday mornings or serve in children's ministry. We expect you to refrain from regularly attending church somewhere else, and refrain from promoting participation in groups at other churches. We expect you to meet with your group at a time that does not conflict with Sunday mornings services.
- We expect you to attend Lead meetings. We expect you to watch the small group leader training videos.

Group Interaction:

- We expect you to regularly communicate to your small group the mission, strategy, values, and model of discipleship at CBC.
- We expect you to strive to embody our vision for leadership: welcome others, ask good questions, listen well, and point people to Jesus.
- We expect you to regularly promote participation in church-wide events and service projects.
- We expect you to encourage serving. For every spot you take, provide a spot for someone else.
- If you lead a home group, we expect you to read the "First Four Weeks" leader guide. This guide can be found on our website and is for both new and existing groups.
- If your group is an open group, we expect you to promote growth in your group by inviting others to join. We also expect you to have a plan for how your group will multiply and select new leaders, if your group grows too large to meet in one place.

Contact:

- We expect you to serve as the main point of contact between your group and CBC staff. We want you to feel empowered to handle most situations in your groups without having to check with us. At the same time, we want to hear from you when you have questions or need help. Some good reasons to email a staff member include: a group member is hospitalized; you want to schedule a room at the church; you have a question about a Bible passage.
- We expect you to contact the CBC staff for help if you encounter a crisis/emergency involving members of your group.

Doctrinal Statement

The Scriptures

We believe the Bible to be the verbally, plenary inspired Word of God, without error in the original writings, and the supreme and final authority in doctrine and practice. (2 Timothy 3:16-17; 2 Peter 1:20-21; Isaiah 55:8-10; John 17:17; Matthew 5:17-18; 1 Peter 1:23-25; Hebrews 4:12; John 14:25-26, 16:12-15; Galatians 1:11-12; 2 Peter 3:15-16)

The Godhead

We believe in one God eternally existing in three persons – Father, Son, and Holy Spirit, who have the same nature and attributes but who are distinct in office and activity. (Matthew 28:19; 2 Corinthians 13:14; Ephesians 2:18; Hebrews 9:14; 1 Peter 1:2)

The Person and Work of Christ

We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived of the Holy Spirit and born of the virgin Mary, in order that He might reveal God and redeem sinful man. We believe that He accomplished our redemption through His death on the cross as a substitutionary sacrifice. We believe that our redemption and salvation is guaranteed by His literal physical resurrection from the dead. (1 Corinthians 15:1-9; John 1:1-3, 14-18; Luke 1:35; Philippians 2:5-8; Matthew 11:27-30; John 5:16-29, 8:54-58, 10:27-30; Matthew 20:28; John 3:16; Romans 3:23-26, 4:25, 5:6-10)

We believe that the Lord Jesus Christ is now in heaven, exalted to the right hand of God, where as High Priest He fulfills the ministry of intercession and advocacy for His people. (Philippians 2:9-11; Romans 8:34; Hebrews 1:3, 3:1, 2:14-18, 4:15, 7:23-25; 1 John 2:1-2)

The Person and Work of the Holy Spirit

We believe that God the Holy Spirit is a Person who restrains evil in the world and convicts men of sin. He regenerates those who receive Christ as Savior, baptizes them into the Church, the Body of Christ, indwells them permanently, seals them unto the day of redemption, bestows spiritual gifts on each one and fills those yielded to Him. (John 16:7-11, 3:8; 1 Corinthians 12:4-11; John 14:16, 17; Ephesians 1:13, 14; 4:30; 5:18)

We believe that some gifts of the Holy Spirit, such as speaking in tongues and miraculous healings, were given as authenticating signs to the early church, were therefore temporary, and are not to be expected as the norm for the Church in all ages. All believers receive the gift of the Holy Spirit, but receive spiritual gifts that differ, according to the will of God, to be used for the common good. (1 Corinthians 12:4-18, 13:29-31, 14:21-23; 2 Corinthians 12:12; Hebrews 2:2-4)

We affirm that God answers prayer for the sick in accordance with His will, and commit to pray for one another in time of need. (1 John 5:14-15; Luke 22:41-42; James 5:13-16)

Angels - Fallen and Unfallen

We believe that angels are spiritual beings who were created as sinless personalities and that they occupied different orders and ranks. They presently exist in both fallen and unfallen states, the former including Satan and his angels. (Hebrews 1:13-14; 2 Peter 2:4; Revelation 7:11,12)

We believe that Satan, by his own choice is the enemy of God and of the people of God, and is the originator of sin, that he led our first parents into sin and now rules as the god of this world. We believe that he was judged at the cross and that ultimately he will be cast into the Lake of Fire. (Isaiah 14:12-14; Genesis 3:1-19; John 12:31,14:30; 2 Corinthians 4:3-4; Hebrews 2:14; Revelation 20:10)

Creation

We believe all things in heaven and earth were created by God and exist by His power. (Genesis 1:1; John 1:1-3; Colossians 1:15-17; Hebrews 1:1-2; 2 Peter 3:5)

Salvation

We believe that salvation is a gift of God and is received by man through personal faith in Jesus Christ and His sacrifice for sin. We believe that man is justified by grace through faith apart from works. (John 3:16-18, 5:24; Acts 13:38-39, 16:29-31; Romans 3:21-24, 3:28, 4:1-8, 5:1, 6:23, 8:1; Ephesians 2:8-9; Titus 3:4-7)

We believe that all true believers, once saved, are kept secure in Christ forever.

(John 5:24, 6:37-40, 10:27-30; Romans 8:1, 8:38-39; Philippians 1:6; 1 Thessalonians 5:23-24; 1 John 5:11-13; Jude 1:24,25)

Sanctification

We believe that sanctification, which is a setting apart unto God, is positional, progressive, and ultimate. Positionally it is already complete since the believer is in Christ and is set apart unto God as Christ is set apart unto God. (1 Corinthians 1:2;6:11; Hebrews 10:10)

Since he retains his sinful nature, however, there is need for progressive sanctification whereby the Christian grows in grace by the power of the Spirit. (John 17:17; Romans 6:19-22; 12:1; 1 Corinthians 6:19-20; 1 Thessalonians 5:23; 2 Timothy 2:20-22; Hebrews 12:14; 1 Peter 2:1-2; 2 Peter 3:18)

Ultimately, the child of God will be set apart from sin in his practice as he is now in his position in Christ when he is taken to be with Christ and shall be like Him. (Romans 8:20-23; 8:29-30; 1 Corinthians 15:50-54; 1 John 3:1-2)

The Church

We believe that the Church, the Body and Bride of Christ, is a spiritual organism made up of all born-again persons of this present age. We believe that the Church began at Pentecost and that a believer is placed into the Church by the baptizing work of the Holy Spirit. We believe that the Church is distinct from Israel. (Matthew 16:18; 1 Corinthians 10:32; 12:13; Ephesians 1:22-23; 2:11-22; 3:1-7)

We believe that the local church is an assembly of professed believers in Jesus Christ who are voluntarily joined together in one locality for the purposes of worship, study of the Word of God, observance of the ordinances, Christian fellowship, and to be equipped for Christian service. (Acts 2:42-47; 1 Corinthians 1:1-2; Romans 15:5-7, 14; Ephesians 4:11-16; Hebrews 10:24-25)

The Ordinances of Baptism and the Lord's Supper and the Practice of Marriage

The Ordinances of Baptism and the Lord's Supper

We believe that Christ instituted the ordinances of water baptism and the Lord's Supper. We believe that by water baptism a believer is publicly identified with his Savior; that the mode should be a matter of the individual's choice. Since Jesus Christ issued the commission to "baptize" His disciples (Mat. 28:19), we believe that baptism is a duty for those who identify themselves as Christians, and a matter of obedience to His command. Because salvation comes through an individual's personal faith in Jesus Christ as Savior, we believe that baptism is to be reserved for those who can exercise that faith. Thus, infants of believing parents may be dedicated to the Lord but not baptized. (Matthew 28:18-20; Acts 2:41; Ephesians 4:4-6)

We believe that the Lord's Supper is a memorial of Christ's death, the elements being symbols of His body and the blood, to be observed until Christ returns. We believe that communion is open to all believers in Jesus Christ, apart from membership at Crossroads or any other local congregation, and that participation should be preceded by solemn self-examination and reflection on the meaning of the ordinance. (Matthew 26:26-29; Acts 2:42-47; 1 Corinthians 11:23-34)

The Practice of Marriage

We believe the biblical understanding of marriage is a sacred covenant between one man and one woman. This conviction shapes all CBC marital practices, including weddings hosted at the church or officiated by any CBC staff or leaders. (Genesis 2:20-25; Matthew 19:4-6)

The Second Coming of Christ

We believe in the personal, imminent coming of the Lord Jesus Christ for the Church and His subsequent return to earth in power and glory to set up His Messianic, millennial kingdom. (John 14:1-3; Acts 1:9-11; 3:19-21; 15:14-18; 1 Corinthians 15:50-54; Revelation 19:11-16; 20:4-6; 22:20)

The Eternal State

We believe that the souls of believers in Jesus do at death immediately pass into His presence, and there remain in conscious bliss until the resurrection of the body at His coming for the Church, when soul and body reunited shall be associated with Him forever in glory. We believe that the souls of unbelievers remain after death in conscious misery in Hades until the final judgment of the Great White Throne at the close of the millennium when soul and body reunited shall be cast into the Lake of Fire, not to be annihilated, but to be punished with everlasting separation from the presence of the Lord. (Luke 16:19-26; 23:43; John 5:25-29; 2 Corinthians 5:8; Philippians 1:21-24; 1 Thessalonians 4:13-17; 2 Thessalonians 1:7-9; Revelation 20:11-15)



Crossroads Leadership Covenant

I understand and embrace the mission, strategy, and values of Crossroads Bible Church.

I will support the leadership and ministry activities of Crossroads through giving of my time, serving the body and praying for the church.

I commit to grow as a disciple and make disciples.

I will abide by the Crossroads Relational Covenant.

I have read the Doctrinal Statement and agree to refrain from contradicting it in any of my teaching.

Name

Signature

Date