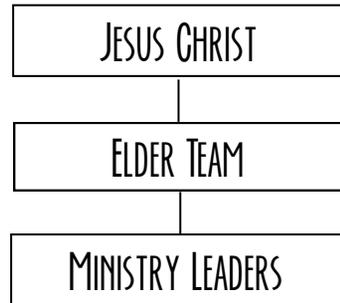


## A PICTURE OF OUR LEADERSHIP STRUCTURE



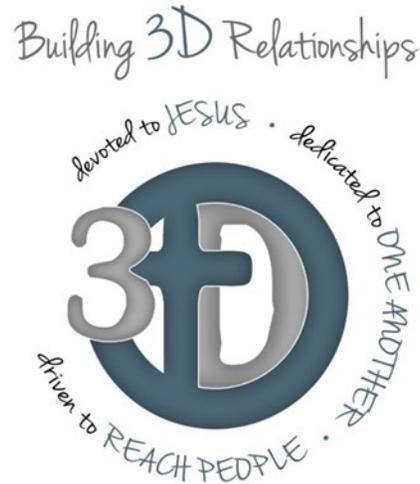
### WHAT IS THE ROLE OF MINISTRY LEADERS AT CROSSPOINT?

We believe that God has called every believer to serve (Eph. 2:10) and that the church is most effective and healthy when each member of the Body is engaged in ministry and mission. Elders are to prepare God's people for works of service, so that the body of Christ may be built up (Eph. 4:12). Elders empower believers to lead ministries under the authority and care of the elder team. These ministry leaders help to fulfill the mission and vision of Crosspoint through their particular ministry (ie: children, students, worship, finances, community groups, missions, building, etc.). Crosspoint's ministry leaders and staff are called to the qualifications given in 1 Timothy 3:8-12 and charged with the role of carrying out the day-to-day operations of the church's ministry.

### FOR FURTHER STUDY ON ELDERSHIP:

1 Timothy 3:1-7, 4:11-13, 5:17; 2 Timothy 2:2, 3:16-17; Titus 1:5-2:1, 5:22; Acts 20:17-38; 1 Peter 5:1-11; James 5:13-16; Hebrews 13:17, 20; Ephesians 1:22-23.

## OUR VISION



If you have questions about the leadership structure at Crosspoint, we encourage you to talk to a member of the Elder Team.

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## THE ROLE AND STRUCTURE OF BIBLICAL ELDERSHIP

AT CROSSPOINT COMMUNITY CHURCH

*Crosspoint Community Church is led by a team of elders. We believe this is in harmony with the New Testament instructions regarding church leadership and that the church be led by a plurality of qualified elders. The Bible instructs the elders to oversee and shepherd the church in a way that will lead to the health of the church and the glory of God. Ultimately, Jesus Christ is the head of the church, so the essence of the elders' role is to seek His direction and wisdom.*

## WHAT ARE THE QUALIFICATIONS OF AN ELDER?

The qualifications for eldership are laid out in 1 Timothy 3 and Titus 1. In short, they are Godly men whose character is above reproach, who love the Lord and people, who hold fast to the Gospel, and who desire to serve willingly and faithfully. They are to be models of what it looks like to follow Christ as a way of life.

## WHAT DOES THE ELDER SELECTION PROCESS LOOK LIKE?

As the Holy Spirit leads and it becomes necessary and healthy to add elder(s) to the team, the existing elder team will enter a time of focused prayer asking for the Lord's wisdom. After a season of prayer that has led to a unified list of possible elders, the elder team will then approach those men. They are then asked to pray and consider entering the elder selection process. Those who desire to will then enter an extended time of prayer, study, interviewing, and mentoring. After that period of time, the elder nominees are announced to the church for affirmation. Members of Crosspoint then have the opportunity (2-3 weeks) to affirm and/or express any Biblical concerns they have regarding the man/men who have been presented. Concerns are to be expressed to a member of the elder team. Affirmed nominees are then publicly commissioned and prayed over by the elder team in a Crosspoint Sunday service. Overall, this is a 4-6 month long process (1 Tim. 5:22a).

## WHAT ARE THE RESPONSIBILITIES OF THE ELDER TEAM?

In Scripture, we see elders serving as 'local leadership' to the church Body. They are men who own the oversight and leadership responsibility for the local church. They are called to pastor/shepherd and serve the church family, and by doing so, demonstrate their deep love for God and for people. Elders are called to equip the believers for ministry and insure the church teaches sound doctrine. In short, they lead the church to fulfill its mission to make disciples for the glory of God.

## HOW IS AN ELDER LED CHURCH DIFFERENT?

An "elder led" church is different than some other forms of church government. We are not a pastor-led church, meaning that we are not led by one person, but by a plurality of leaders. Our Lead Pastor is one of the elders and works with the rest of the team to lead the church. We are also not a congregationally led church, which is why we do not have business meetings during which the congregation votes on directional issues. Certainly, the elders seek input from the church family, especially our church's ministry leaders, but the elders have the authority to make overall directional decisions.

## WHAT ARE THE ADVANTAGES OF AN ELDER LED CHURCH?

The advantages are many. Accountability is provided within the team format. Leadership is given through men with a variety of spiritual gifts and decisions are stronger through the wisdom of multiple people. An elder-led church also escapes the political environment that often happens in a congregationally-ruled church, where churches are often split by voting blocks and church politics. Another advantage is that they are able to make decisions in a timely manner to ensure the ongoing health of the church.

## WHAT IS THE ROLE OF LEAD PASTOR ON THE ELDER TEAM?

The role of the Lead Pastor is two-fold on the elder team. He is among the team members peer to peer, as well as, submitted to the elder team in specific cases, such his personal way of life, his doctrine, and his performance as Lead Pastor.

## HOW MANY ELDERS CAN SERVE?

The number of elders who serve is determined by the leading and guidance of the Holy Spirit. Through the elder team, the Holy Spirit will guide and direct as to how many elders are needed to best shepherd, care for, and oversee the church (John 14:26, 16:13).

## HOW DO THE ELDERS MAKE DECISIONS?

The elders make decisions based on the authority and sufficiency of God's Word and the leading of the Holy Spirit. They do not operate by voting; rather they seek to be in consensus and unity in all decisions. (Psalm 133:1, Eph. 4:3)

## HOW LONG DO ELDERS SERVE?

An elder serves because of God's calling on his life. That calling may be for a season or a lifetime. In the New Testament, you don't find a directive for terms or a set period of years. Elders serve to shepherd God's people and when this begins and ends is ultimately up to the Lord. Just as God calls an elder into service, He can call an elder out of service. An elder may voluntarily step off of the team for an extended time of rest or focus on other matters (i.e.: family). The elder team operates in an atmosphere of mutual accountability, as well as, living life among the Crosspoint family. An elder may be asked to step down from the team if their character, doctrine, or way of life becomes contrary to the qualifications of Scripture. For an example, an elder is to not serve begrudgingly, domineeringly, or in a proud manner (1 Peter 5:1-5). For an elder that continues in a pattern of sin, following calls to repent, the team and church will follow the principles laid out in Matthew 18:15-17 and 1 Timothy 5:19-20.

## WHO IS THE CHIEF SHEPHERD OF CROSSPOINT?

Ultimately, Jesus Christ is the true leader and Chief Shepherd of Crosspoint. As outlined in Scripture (Matt. 16:18, Eph. 1:22-23, 5:23, Col. 1:18), the church is built on Jesus Christ, and as an elder team and a church, we submit to the authority of His Word in the life and ministry of Crosspoint. The role of an elder team is to serve as under-shepherds of the Chief Shepherd, Jesus Christ.