

## How Are We Governed?

### Serving In Unity

What makes Crossroads work smoothly is the humble, servant-like spirit of its leaders. Our leaders do not see it as their role to "lord it over" those in their charge, but desire to serve the body with their gifts and to build the Kingdom rather than an "empire." All of our leaders will one day be required to give an accounting to the Lord for how sincerely and effectively they have followed the Lord's direction for our church. For this reason, all our leaders humbly acknowledge their dependence upon the Lord to fulfill their leadership role. The members of the church sense this servanthood in action, and in turn esteem and respect those in leadership. Whether as a leader or a follower, everyone in the church is submitted to Jesus Christ, and we all consider others as more important than ourselves (Philippians 2:3). This spirit of cooperation and appreciation is one of the remarkable features of Crossroads and is one of God's greatest blessings to our body. It is a fragile gift, however, and any person desiring to become a participating member should value and protect it.

Our Leadership Team is comprised of a majority of elders. The Bible charges the elders of a church with the responsibility of governing the body well. The role of "pastor" is an extension of the Biblical role of "elder." To this end our pastors are elders and are treated as such. The senior pastor is not in complete control, but is charged with the ultimate responsibility to lead the church in accordance with the teaching of the Bible and the direction of the Holy Spirit. To this end, the senior pastor is "chief among equals" among the elders.

We believe that God has chosen and appointed the elders to oversee and guide this church. In every area of the ministry of Crossroads, they are responsible to be prayerfully in tune with God's direction for our church. What they discern to be God's direction, is the direction we go — as gladness and gratitude fill our servants' hearts! We include members at large in the leadership process who are elected from within the membership, and who accept the spiritual responsibility and accountability that is part of Biblical leadership. Every member of the Leadership Team has a clear voice in the decision making process.

Our ministry is divided into five areas, or fractals, each corresponding to one of the five purposes of our church. [worship, evangelism, ministry, community, maturity] Each fractal is overseen by a ministry director. They are empowered to lead within their area according to their job description within the budget and guidelines the Leadership Team has established. Specific ministries within each area are lead by what we call a point person.

At Crossroads, ministry equals participation. Those who make the decisions about the nuts-and-bolts of a ministry are those who are involved in its operation. They do come under the authority of the leadership team, but they are empowered to do ministry without being micro-managed so long as the process remains healthy. Most decisions are made by the people involved in that ministry. Whenever necessary, questions and discussions are brought to the Leadership Team or to the Elders. We like to affirm and trust the people who serve. We believe this is the way it should be!

