

Table of Contents

1. Mission, Vision, M.A.P., Values,
4. Online Tools
5. Ridiculously Responsive Times
6. Financial Management Strategy/Policy
7. Crosspointe Curse Words
8. Meeting Schedule
9. Staff Hire Checklist

Appendix A: Staff Policies and Procedures

Appendix B: Constitution and Articles of Faith

Appendix C: Playbook

Appendix D: *The First 90 Days* Summary

Appendix E: *Simple Church* Summary

Appendix F: *Next Generation Leader* Summary

Appendix G: *Leading at a Higher Level* Summary

Appendix: H: *7 Practices of Effective Ministry* Summary

Schedule:

30 Minutes: Mission, Vision, M.A.P., and Core Values

45 Minutes: Tests and Assessments

15 Minutes: Break

60 Minutes: Online Tools, Ridiculously Responsive Times,
Financial Management, Dictionary, Meeting Schedule,

15 Minutes: Break

60 Minutes: Staff Hire Checklist



CROSSPOINTE CHURCH

Mission Statement:

To lead people to find and follow Jesus

Vision:

We desire to see 10,000 people in Southern California finding and following Jesus on a weekend among all of our campuses.

M.A.P. (Massive Action Plan)

Upward in Worship

Matthew 22:37-39 Jesus replied, “‘You must love the Lord your God with all your heart, all your soul, and all your mind.’ This is the first and greatest commandment. A second is equally important: ‘Love your neighbor as yourself.’

- Corporate Worship

Hebrews 10:25 And let us not neglect our meeting together, as some people do, but encourage one another, especially now that the day of his return is drawing near.

Our goal as a staff is to create and contribute to relevant environments that lead people to worship Jesus.

- Personal Worship

Joshua 1:8 Study this Book of Instruction continually. Meditate on it day and night so you will be sure to obey everything written in it. Only then will you prosper and succeed in all you do.

Our goal as a staff is to personally worship Jesus daily and reflect him to others

Inward in Growth

- Relationships - Groups: Growth Groups, C.R. Step Studies, re|engage closed groups, Radical Mentoring, etc.

Groups typically consist of 8-18 people that get together each week to grow spiritually through Bible study, prayer, have fun, and meet new people.

Acts 2:46-47 They worshiped together at the Temple each day, met in homes for the Lord's Supper, and shared their meals with great joy and generosity— 47 all the while praising God and enjoying the goodwill of all the people. And each day the Lord added to their fellowship those who were being saved.

- Responsibilities - Starting Pointe

- Resources - Honoring God with your finances

Automate the Important through Pushpay

Malachi 3:10 Bring all the tithes into the storehouse so there will be enough food in my Temple. If you do," says the Lord of Heaven's Armies, "I will open the windows of heaven for you. I will pour out a blessing so great you won't have enough room to take it in! Try it! Put me to the test!

Outward in Compassion

- Global Compassion

Acts 1:8 But you will receive power when the Holy Spirit comes upon you. And you will be my witnesses, telling people about me everywhere—in Jerusalem, throughout Judea, in Samaria, and to the ends of the earth."

We have a partnership with Manna Worldwide in The Philippines, Guatemala, Mexico, and someday Africa. With this partnership, we offer trips to our feeding centers and orphanages multiple times throughout the year. We also support individual missionaries and their church planting efforts.

- Local Compassion

We currently engage in local compassion through Compassion Week in our Growth Groups and finding great local organizations and charities.

Values:

Specific Examples of How Crosspointe Staff Demonstrates Core Values are in italics.

- Courageous Faith — We are faith filled, big thinking, bet the farm risk takers. We will never insult God with small thinking and safe living. (Hebrews 11:6) Question: Will this involve trusting God so much that I will fail without him?

Staff demonstrates the value of "Faith" by being outrageously positive.

- Extravagant Generosity — We give up the things we love for the things we love even more. It's an honor to sacrifice for Christ and His Church. (Acts 20:35) Question: Will this require a sacrifice?
- Unconditional Love — We believe God so loved the world so we refuse any form of prejudice. We love freely and frequently with no strings attached. (1 Corinthians 13:8) Question: Who do you love that someone may find unlovely?

Staff demonstrates the value of "Love" by being ridiculously responsive to others.

Staff demonstrates the value of "Love" by Focusing more on others than ourselves.

- Uncommon Unity — Jesus prayed for it,

Online Tools

Planning Center // [Planning.Center](#)

Purpose: Plan your volunteer experiences and automate your scheduling and reminders.

Website Back Pages // [CrosspointeEssentials.com](#)

Purpose: To get official core documents and frequently used resources. Also, give your team of volunteers a central site to access all links, resources, and information.

Redbooth // [Redbooth.com](#)

Purpose: Manage your tasks and collaborate with others to get things done.

Slack //

PEX //

Purpose: Track your expenses and budget with your phone. Scan your receipts and submit for approval.

Drive // [Drive.Google.com](#)

Purpose: Cloud storage for all your documents. Use the google apps for collaborative documents, like keeping your budget's spreadsheet.

Gmail // [Gmail.com](#)

Purpose: This is our email system.

Ridiculously Responsive Times:

Slack — Respond within 1 hour (work days only)

Email — Respond within 24 hours

Texts — Respond within 12 hours

Phone Calls — Respond immediately



CROSSPOINTE CHURCH

Financial Management for Crosspointe Staff

Step 1: Start with your ministerial budget.

- Your supervisor will communicate your budget for the fiscal year.

Step 2: Use PEX for purchases.

- If you need access to PEX see your supervisor.
- Scan your receipts using the PEX app. **If you have a receipt in your email for a digital purchase, you can forward it to receipts@expensify.com.*
- Using expensify, categorize your spending with the right budget code. **Do not spend out of someone else's budget without prior approval.*

Step 3: Run a report of your spending on Expensify.

- Each expense *must* be categorized.
- Download the .PDF. Keep a copy for yourself. Later you will send copies to your supervisor and Carl.
- **An expense cannot be reported twice. If you run a report midway through the month and then decide to run a report again at the end of the month, you would need to delete the first report to run a report with ALL your expenses.* Otherwise, you need to plan to submit two reports.

Step 4: Email your Expensify .PDF Report to your supervisor and CFO.

- In the body of the email announce the report is ready for approval.
- Carl will not cut a check until your supervisor gives the greenlight.
- Your supervisor will not give the greenlight until your ministerial budget is updated in drive.
- If you need fast approval communicate with your supervisor.

Other Notes

- Checks are normally cut on Sunday mornings.
- If you spend outside of your approved pastoral reimbursement amount, you're subject to having that amount deducted from your ministerial budget.
- Whatever amount you don't spend in your pastoral reimbursement does not carry over to the next month
- Large purchases of items totaling \$500 or more must receive approval from your supervisor.

Curse Words	Approved Words
Sanctuary, Big Church, Auditorium, Adult Church	Worship Center
Bulletins, handouts, notebook	Programs
Kids ministry, ikids, childrens church, daycare, childcare	Kidpointe/Family Ministry
Information Center, Next steps, Visitor Center, Customer service	Guest Services
Praise Band, Praise Team	Worship Team
First Impressions, Greeting team, Greeters, Welcome Team	Host Team
Home Groups, Small Groups, Connect Groups, Life Groups	Growth Groups
Student Ministries: mentors, door holders, guiders	Student Ministry: Leaders
Leader, Guide, Captain	Coach
Wingman, Goose, Partner, Co-leader	Assistant Coach
Visitors, non-regular attenders	Guest
<i>Take</i> the offering	Receive the offering
Capture Team, Connection Team	Storytellers
Powerpoint	ProPresenter
Assimilation	Guest Follow Up
Officers	Ninjas
Computer team	Tech Team
Youth Room, CR Room, Re-engage Room, Multi purpose Room	Hope Center
Food station, Donut bar, drinks and food	Refreshment Center
Pre-service meeting	Production Meeting
Celebrate Recovery Local Compassion	Crosspointe Local Compassion

CROSSPOINTE MEETING SCHEDULE

Meeting	Day/Frequency	Time	Location	Staff
Chapel	Tuesdays (As scheduled)	10:00am		All Staff
Lunch and Learn	Tuesday (As Scheduled)			All Staff
All Staff	Thursday/Weekly	1:30pm	The Pit/ Upstairs	All Staff
WIG (Wildly Important Goals)	Wednesday/Weekly	1:30pm	The Pit/ Upstairs	
Weekly Check-In	TBA	TBA	Conference Room	
SALT Team MEETING (Soul'd Out Advanced Leadership Team)	Sunday/ Three Times/ Year	TBA	Hope Center	All Staff + SALT Team Leaders