

# Pantano Christian Church PLAYBOOK

Updated: January 10, 2023

Our “playbook” captures the clarity of who we are, what we value and where we are going. It is a tool to help create alignment and consistency. Our leadership uses it to inform the planning, strategy, hiring, decisions, and direction of Pantano. This playbook should be looked at, referred to and used often.

**Vision: *Our vision is to be a catalytic force to bring God’s influence to Southern Arizona and strategic places in the world.***

*I have a vision of seeing authentic, healthy communities of Christ followers throughout our city, Southern Arizona, and the world. We will do this by each person focusing on “ONE” person at a time with the intent of showing them Jesus. I see our campuses, homes, and online spaces existing to bring revolutionary grace and love to the world around them. I see them becoming epicenters of difference makers changing the lives of others. We will continue to be a church that makes every community we are in better than the way we found it. We will continue to impact where people are, instead of asking them to just come to us first. We will partner with local entities to serve our communities well. We will be in as many schools as we possibly can, knowing that if we change a kid, we change the world. We want to make all our communities better places to live and grow. All of our impact zones will be places that will lead people to a relationship with Jesus, that will change people for eternity. We will live out Jude 23 daily, “Rescue others by snatching them from the flames of Judgement.” In other words, we will smell like smoke daily as we snatch people from hell and give them heaven. -Trevor DeVage-*

## **Ends - How We Fulfill Our Vision:**

To accomplish our vision we focus on these ends or key pathways:

1. Discipleship: Every participant following Jesus well
2. Evangelism: Reaching people who are not currently connected to God or a church community
3. Church Planting/Online/Pantano Anywhere: Multiplying healthy life-giving churches. Leaning into an engaging and life changing online campus. Launching micro-sites in homes, bars, businesses etc., with the intent of meeting people where they are.
4. Community Development: Developing healthy communities within neighborhoods and villages.

**Mission - What We Do:** Loving people to Jesus, launching passionate difference makers.

## **Church Core Values:**

*Jesus forms who we are and how we live...*

*We are unapologetic grace givers.*

*We are all broken, incomplete people in need of God’s grace. We meet people where they are and generously give away the grace we’ve freely received.*

What matters most is loving people to Jesus.

Loving God = Loving People. **Everyone** has value and matters to God. We pursue those who don't know Jesus to help them write a new life story with him.

Kingdom first.

Being kingdom first drives us beyond our own church community. We strive to join God wherever He is at work. Church is who we are wherever we are.

Radical generosity reshapes our world.

As a kingdom-first church, we share our resources and people selflessly.

The Bible transforms how we live and who we become.

The Bible is our primary source for transformation. We move beyond information to practical and relevant application.

Changed people are connected people.

Community is essential to connect with God and others in order to be transformed.

## 1. Why do we exist?

We exist to proclaim and advance the Kingdom of God.

## 2. What do we believe?

See our Statement of Faith and Core Beliefs - <https://pantano.church/about/>

## 3. How do we behave?

**a. Frugal:** In Pantano's culture, frugal means that we do things with excellence in a simple, economical and prudent manner. We recognize that people are our greatest resource to accomplish a mission. Therefore, we don't look to money as our first and primary solution. Frugality is not the same thing as cheap or stingy; rather it enhances our ability to be generous.

**b. Collaborative:** Collaboration begins before the plans have begun. We discover what to do and how to do it together and invite others to help us come up with a better plan. We all own where we are going and we are all responsible for getting there. We actively seek to collaborate as a staff as well as with other churches and organizations. We ask **The 4**

**Questions for Collaboration:**

1. Is the potential action or decision congruent with our Playbook?
2. Who should I/we process this with **BEFORE** a decision or plan is made and implemented?
3. Who (individuals and groups) will be affected by the action or decision? When and how will they be affected?
4. What needs to be communicated to whom and when?

**c. Grace Giving:** Grace giving means that we are for each other and assume the best in each other. Grace must always be paired with accountability, and resists using shame or punishment. Grace recognizes that we are all broken, incomplete people so it willingly offers what is needed even if it is not deserved or expected.

**d. Welcoming:** We are focused on reaching those who do not yet follow Jesus. They matter greatly to God and matter to us. It's a priority to create environments that help those not

connected to God or a church feel welcome and included. To create a welcoming environment, we are intentional about the language we use to speak to those who are yet to enter the journey of faith. We are careful to not use “insider” or “churchy” language they might not understand. We seek to remove anything that might hinder a person from finding Jesus and making a commitment in faith while remaining faithful to God and the Bible.

#### **4. What do we do?**

We provide environments, tools, resources, and opportunities to help people connect with God, the Bible and each other in order to grow, serve and share Jesus with others.

#### **5. How will we succeed (Our 3 Strategic Anchors)?**

- We will take risks to reach the emerging generations in culturally relevant ways.
- We focus ministry with excellence to younger couples and families.
- We are externally focused. We are not church-centric, but kingdom-centric.

#### **6. What is most Important, right Now (A Collaborative WIN)?**

A WIN is the focus of importance now that will be implemented in a collaborative way over a period of 3 months to a year. We focus on one WIN at a time and utilize the four disciplines of execution.

#### **7. What do we value in our staff?**

- Pray Big, Risk Boldly
- Be Real, Lead with Integrity
- We Over Me
- Care Deeply, Create Intentionally
- Stay Humble, Have Fun

(See our [staff core values](#) for definition detail)