

STRATEGIC PLAN

TWENTY EIGHTEEN TO TWENTY TWENTY THREE



Our vision

We want to see the news of Jesus producing more and more life-long disciples, who together see the gospel reach further and deeper into Canberra and beyond.

Who we are?

On one level, we are a loving multi-site church with three congregations meeting across three different sites with approximately 700 weekly attenders, consisting over 500 Adults and 200 children and youth who also engage in a variety of mid-week ministries.

At a deeper level, we are a diverse family of needy, but thankful people brought together in Canberra by the saving and transforming power of the Gospel. Workers, students, unemployed, single, married, divorced, unified by the call that God has placed on our lives.

God's love for us drove him all the way to us, all the way to death, so that we might belong to him, forgiven and free forever. As a result, we long to trust his Word and be used for his will.

We are all called into ministry, that is, to serve the gospel and one another in faithfulness and love wherever God has placed us, with the gifts he has given us, in the power of his Spirit.

We want to be a people characterized and shaped by Christ's love.

Under God, what do we want to see Crossroads doing?

Crossroads will continue to run, grow and start ministries that are designed to achieve the vision of our Church. Key areas of Ministries include; Church gathering, Children's and Youth Ministries, Outreach and Connect Ministries, Growth Groups, Crosscare, Ministries to internationals, Women' and Men's Ministries as well as supporting a range of other Ministries that members of Crossroads are involved in.

The growth and encouragement of Lay leadership is a foundational strategy to take our church forward, and see God's vision realised. We already have over 150 involved in leadership in Growth Groups, Youth & Children's Ministries, Crosscare and other ministry areas. We want to see that number grow. For those in such ministries we wish to see them continue to mature and encourage others.

Underpinning our strategies is also a desire for Crossroads to be a welcoming family where genuine relationships can grow and we can love one another deeply from the heart.

Objective 1: Grow a loving multi-site church

Under God, we will continue to grow and develop a loving and effective multi-site church in Canberra that loves the Lord and delights in sharing the gospel.

In order to meet this, Crossroads will pursue a range of Ministries (as outlined above) that, while each may have a different focus, will be unified through a set of strategies that are designed to flow through them all. This approach creates a matrix of ministries and strategic themes. Our key strategies to achieve this are grouped under four key themes:

Reach - as a people committed to growing followers of Jesus we seek to extend our Gospel reach in evangelism and open our hearts in welcoming new disciples into our fellowship. We want to:

- Pray faithfully and compassionately for the lost.
- Faithfully present the Word in ways that the hearer can understand.
- Equip and support individuals as they witness in their context.
- Run specific evangelistic events and missions.
- Resource programs to support and nourish new Christians and those exploring Christianity.
- Ensure our church gatherings run in a manner that is friendly to non-Christians and new Christians.

Connect - We are called to be characterized by love: to love and care for the lost and to support and encourage our brothers and sisters in Christ. We want Crossroads to be a welcoming family where people can integrate quickly and effectively. As such we'll want to:

- Encourage participation of all members in Growth groups.

- Ensure our gatherings are rich in God's Word and prayer.
- Equip those involved in serving up front.
- Run congregational leadership teams.
- Undertake appropriate follow up activities.
- Run connection teams to assist newcomers find fellowship.
- Encourage and support the growth of genuine deep relationships within the Crossroads community.

Grow - God's desire is to see our church family grow deeper in love and maturity and in terms of our mission. We want to:

- Pray faithfully for all our ministries that encourage growth.
- Ensure growth is driven by a commitment to the Scriptures.
- Promote participation in Growth Groups.
- Train and mentor future leaders.
- Support, encourage and care for existing leaders.
- Equip people for the mature expression of their faith.
- Encourage individuals to personally engage in the Word and in prayer to grow as effective disciples.

Serve - We seek to do all we can to ensure believers have the encouragement and opportunity to be involved in serving God and His purposes in our church. We want to:

- Pray faithfully for our church family to humbly use their gifts to serve our Lord Jesus.
- Create opportunities for people to serve within the church.
- Encourage and equip people to lead and serve in Crossroads Ministries.
- Encourage people who are involved in ministries outside Crossroads.
- Make ministry opportunities visible, and provide support to sustain and grow these ministries.

Objective 2: Plant congregations and support new churches in our region

Under God, we will grow gospel-minded churches through the planting of congregations and/or supporting new churches in our region.

This will involve:

- Praying for more leaders who will be suitably equipped to start and serve new congregations and churches in our region.
- Continuing to be open to opportunities for planting congregations at new sites in our region.
- Maintaining dialogue with other like-minded churches and church leaders to continue to explore opportunities to plant churches in our region.

Objective 3: Invest in local university ministry

Under God, we will continue to support and invest in university ministry in Canberra

Our strategy is to:

- Pray for our students and partner with/support FOCUS workers on campus.
- Continue our ongoing support for the FOCUS work.
- Maintain and develop our Evening Church presence at the ANU.
- Maintain growth groups on campuses, including those serving the residential colleges.
- Train and mentor future leaders.

Objective 4: Pursue God's global mission

Under God, we will support the global mission of the church through partnering with other like-minded organisations, and, raising up more godly leaders who will serve in Christ's mission.

Our strategy is to:

- Pray for our global partners regularly in church meetings and Growth Groups and encourage individual members to support them, pray for them and consider becoming them.
- Maintain strong partnerships with missionary organisations.
- Support and promote Compassion, particularly encouraging individuals to adopt children as they're able.
- Train and mentor future leaders, including through MTS apprenticeships.
- Maintain links to faithful theological training centres so as to encourage training for those who wish to prepare for vocational ministry in the future.
- Continue our partnership and support of the FIEC.