



# Vision 2021

Developed by the Leadership Team  
Adopted by the Congregation  
Implemented by the Ministry Team

CrossRoads Christian Community – Part of the Anglican Diocese of Sydney



## Contents

<b>Why a Vision?</b> .....	4
<i>CrossRoads CC Core Principles</i> .....	5
<i>Primary Goals</i> .....	5
<b>CrossRoads Christian Community “A tale of two churches”</b> .....	7
CrossRoads Central – A Church of Small Groups .....	8
CrossNet- “Church as we haven’t known it for a society as we haven’t known it” .....	8
Journey of CrossRoads from 2000 to 2016 and toward Vision 2021 .....	9
.....	9
<b>Human Resources</b> .....	11
<b>CrossRoadsCC Ministries</b> .....	12
<b>Appendix</b> .....	14

## Why a Vision?

The need to have a vision at all flows from the fact that God is a God of purpose. In the light of this 'Purposeful' nature of God, it follows that we as people He intends to grow in His image must be a Christian community that is purposeful in all that we do.

We are in a missionary situation where the Bible is unknown to many due to the rapidly changing culture we are currently in. We must seek to be flexible, repeatedly reinvent, and therefore **Re-imagine** what CrossRoads looks like in order to obey God's command to make disciples and become –

***“A Church as we haven't known it for a society as we haven't known it”***

Initiatives have been implemented as a result:

***Naming of CrossRoads*** – A key reason to choose the name CrossRoads Christian Community was to represent **Inclusivity**. For it is our God-given purpose as the body of Christ to be a signpost to all people towards the “good way” mentioned in Jeremiah 6:16, the verse which inspired our name.

***“Stand at the CrossRoads and look;  
Ask for the ancient paths,  
Ask where the good way is, and walk in it,  
and you will find rest for your souls.”  
Jeremiah 6:16***

Since the adoption of our name in 2008, it is clear that there has been a significant broadening of the ethnic, denominational and socio-economic backgrounds of CrossRoads membership.

***Governance Model 2010*** - This leadership model is intended to provide the church-elected leadership, the **Leadership Team**, with the ability to lead CrossRoads by setting the directions and guidelines (Policies) for the operation of the church. This non-hands on model allows those who have responsibility for day to day ministry decisions, the **Ministry Team** and other ministry leaders, to have the **freedom** and **flexibility** to operate as they consider appropriate, while still maintaining accountability, through the Senior Minister, to the policies set by the Leadership Team.

***CrossNet*** – strives to meet our vision to be “A Church as we haven't known it for a society as we haven't known it”. It is a Network church that is able to ‘flow’ into any shape required at any time in order to be seen by, and engage with, the non-Christian community on a regular basis.

## ***CrossRoads CC Core Principles***

Since the first Vision in 2001 CrossRoads has core principles upon which the church of God must be built:

- The Rock**                    The foundation of a true church is always the crucified and resurrected Jesus Christ. (1 Corinthians 3:11)
- God's Grace**                The true church is only built when God builds it (Psalm 127:1) through the power of His Spirit. We must be careful that it is God's church we are building, not ours.
- Word Shaped**              It must be the 'Revealed Word of God' (Christ) through the 'revealed word of God' (the Bible) who guides (2 Timothy 3:16,17) our plans for life and ministry. Thus learning from the Bible must be a major characteristic of CrossRoads life.
- Prayer**                        We are dependent upon the power of God to be effective for and pleasing to him. We must therefore develop a strong culture of prayer. (Acts 2:42) (1 Thessalonians 5:17)
- God's Passion**              God is passionately concerned for the lost, and so CrossRoads must be strongly missional. (Matthew 28:19, 20).

### ***Primary Goals***

The primary Goals of CrossRoads are stated as the Global Mission policies developed by the *Leadership Team* and are:

- i.            To Bring glory to God, the Owner of the church.
- ii.          To proclaim the gospel of Christ in word and deed in order to bring people in the community and beyond into a relationship with Christ.
- iii.        To nurture members' growth in Christian maturity.
- iv.         To equip members for ministry and mission in the building of God's kingdom.
- v.          To put into practice the Vision God has given us.

With these principles and goals in mind, CrossRoads will continue to seek to develop as a church that is:

### ***Engaged in Kingdom Mission***

The topic that Jesus spoke about most often was the Kingdom of God. Thus every group, fellowship and ministry of CrossRoads must reflect Jesus' passion by working for the establishment of (i.e. by being agents of) the Kingdom. This means-

- Being ***“all things to all people”*** in order to win the lost (1 Corinthians 9:22). This means being passionate about making and growing disciples of Jesus Christ and helping people mature as citizens of God's kingdom.
- Maximizing the use of resources to bring Kingdom healing to a broken society.

### ***Culturally Aware***

We live in a society made up of many world views and many 'tribes' (groups). Each of these is defined by a set of particular characteristics - ethnic background, socio-economic status, language, religion, education level, generation etc. CrossRoads will continue to strive to reflect this in our strategies and structures.

### ***Marked by Variety***

In order to reach *for God* a number of the Tribes which make up our community, one of the major characteristics of CrossRoads needs to be **variety** – a 'one size fits all' approach to engaging the community will be of very limited effect.

### ***Flexible***

The constant and rapid change in the environment in which we are called to serve God means that we need to be a ***'Becoming Church'***, constantly becoming the church God wants us to be so we are effective in an ever changing society. For this to happen, **flexibility** in our attitudes, structures and ministries needs to be a hallmark of CrossRoads.

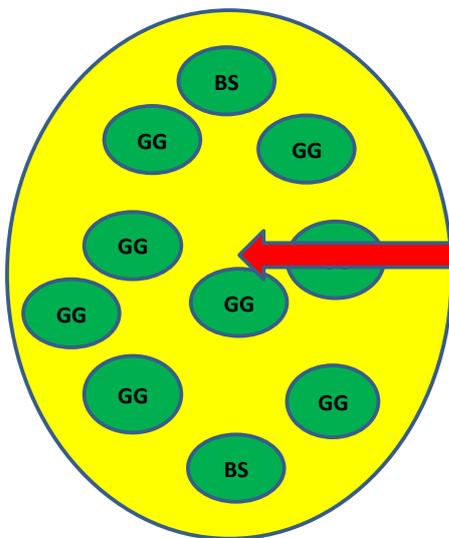
## CrossRoads Christian Community “A tale of two churches”

CrossRoads Christian Community is comprised of two different forms of (Anglican) church operating in parallel with each other:

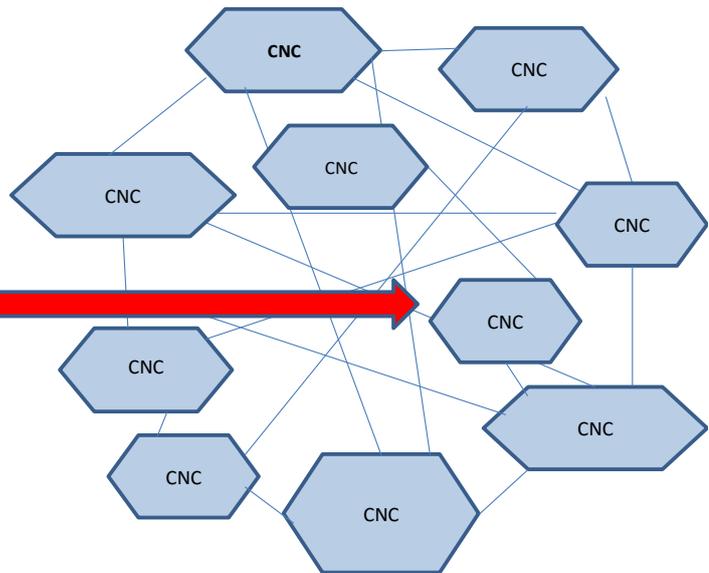
1. A standard (Christendom form of) Anglican parish church – CrossRoads Central.
2. A network of small community based churches - CrossNet

This decision to try new ways of doing church was in part driven by the 2013 review of the Diocesan Mission, revealing that a standard model is not attracting new members, whereby in the past this was the norm. Network churches however are increasingly being seen around the western world as effective mission and CrossNet is a current model that CrossRoads is seeking to further develop.

### Central



### CrossNet



BS – Bible Study  
GG – Growth Group  
CNC – CrossNet Communities

## **CrossRoads Central – A Church of Small Groups**

Additional to Sunday meetings, an integral part of Crossroads vision is to be a church OF small groups rather than be a church WITH small groups. The purposes of Growth Groups are:

- To Foster Spiritual Growth – through Bible study
- To be a Pastoral Cell – support and care for one another
- To Reflect God’s Passion – seek to add new members
- To be a Ministry Cell – contribute to the ministry needs of CrossRoads
- To be a place for Worship – prayer and praise
- To Help Develop Gifts – recognize and development of gifts for the building of the congregation

### **CrossNet- “Church as we haven’t known it for a society as we haven’t known it”**

The only essential principles the New Testament gives for a Christian Community are limited to a group of followers of Jesus who meet in the name of Christ and participate in:

- studying the Bible
- praying
- being mutually supportive and encouraging each other
- seeking to establish God’s Kingdom, by engaging the lost with the Gospel
- Communion and Baptism

**CrossNet** is a developing model of a network of missional Christian communities. CrossNet communities are governed by the same guiding policies as CrossRoads Central. These communities are intended to be observed by non-Christian people in the community as “the body of Christ” in action and to engage non-church people by being a regular presence. CrossNet groups are intended to be adaptable, variable and flexible so that they can be easily changed and moved as needs arise. They are intended to connect with many of the cultures that make up modern day Australian society, gather people to these communities, disciple members and multiply to form new communities.

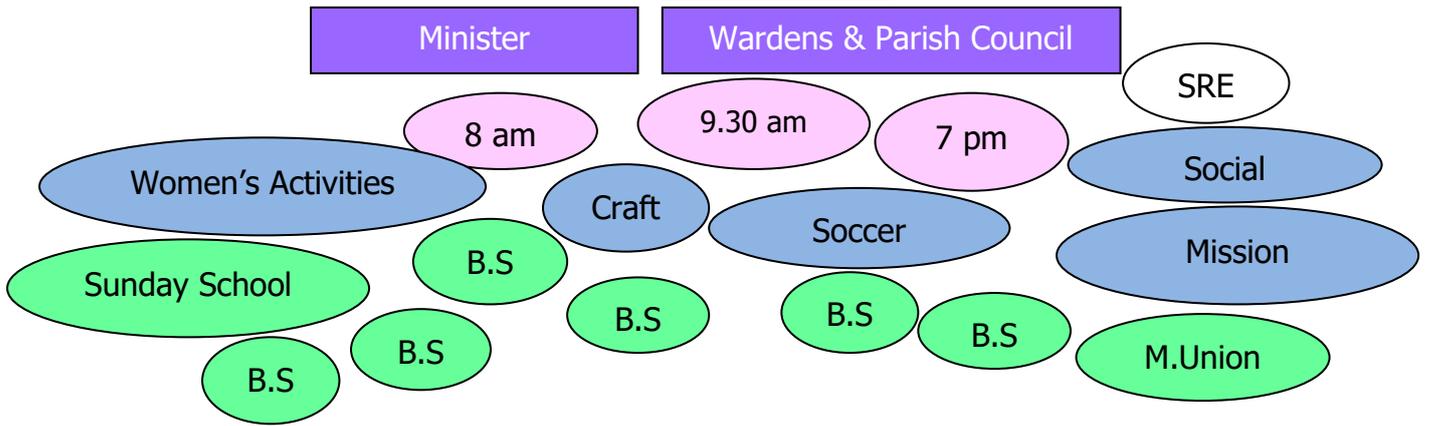
To date, CrossNet groups are engaging with more people from the wider section of the community and has been used as an example of an alternative form of Anglican ministry being investigated by the Sydney Anglican Diocese.

A comparison of CrossNet and Standard church characteristics can be seen in the Appendix.

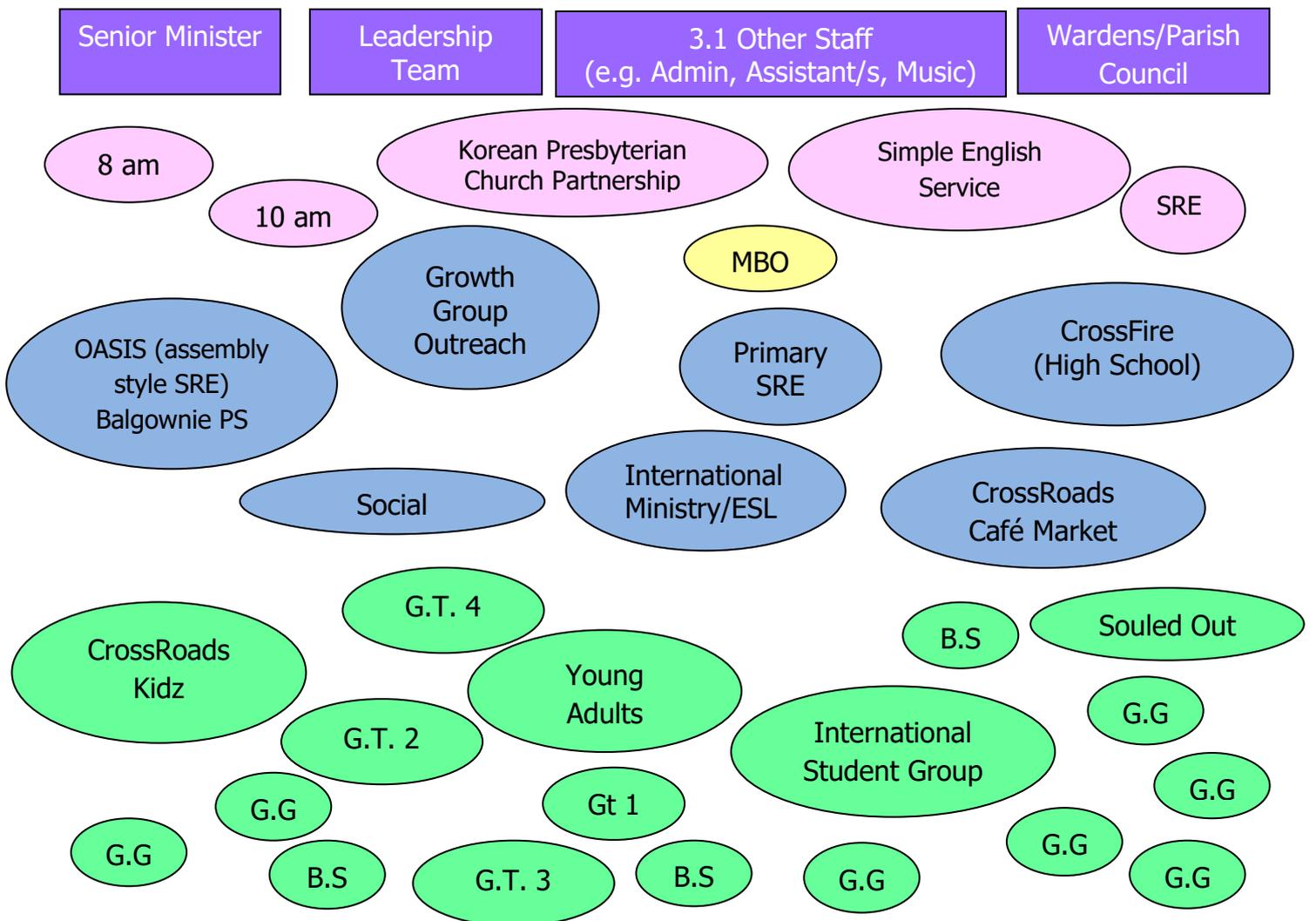
The changes of CrossRoads CC since the implementation of the first vision can clearly be seen in the diagram on the next page.

# Journey of CrossRoads from 2000 to 2016 and toward Vision 2021

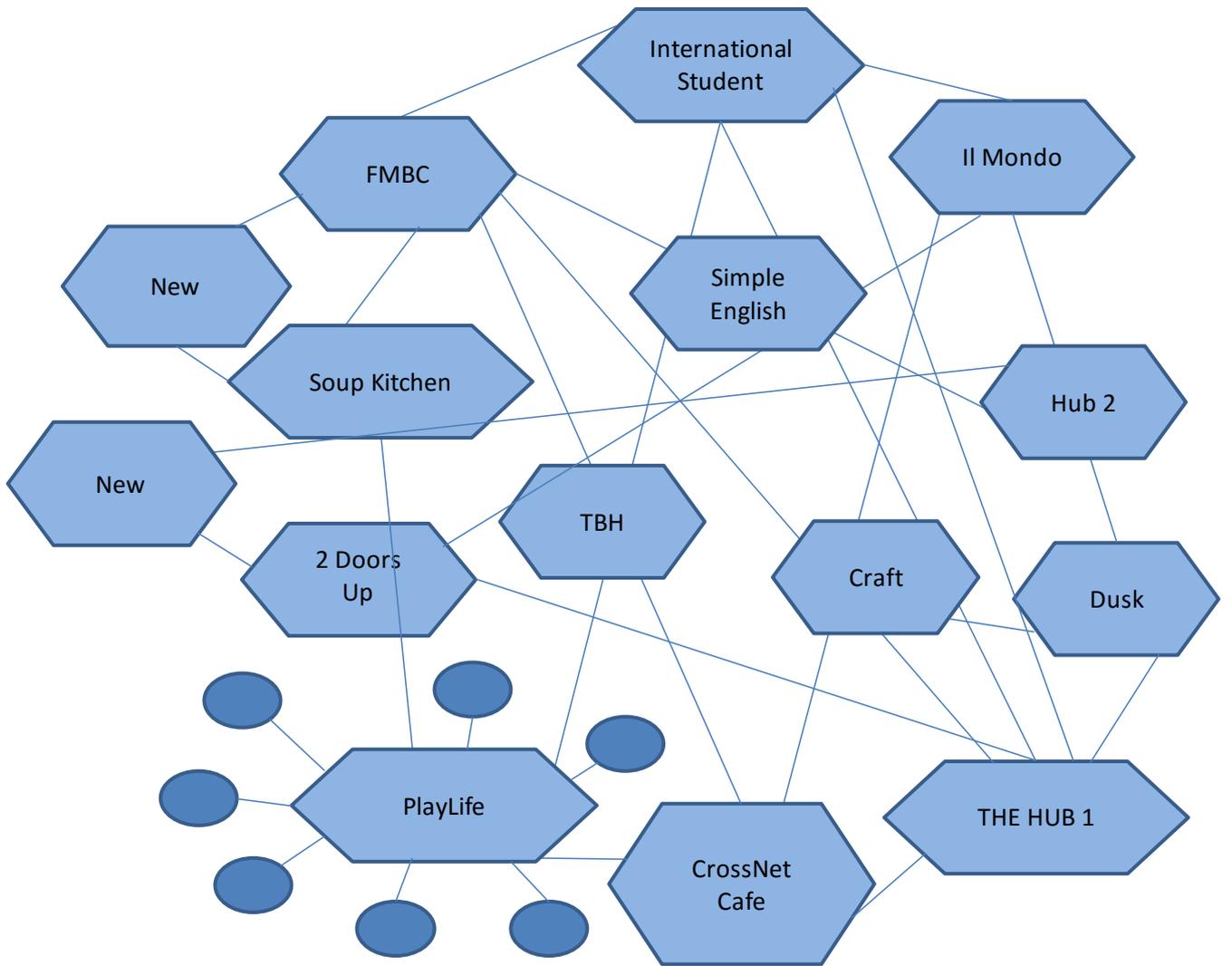
## FMAC 2000



## CrossRoads Central 2016-2021

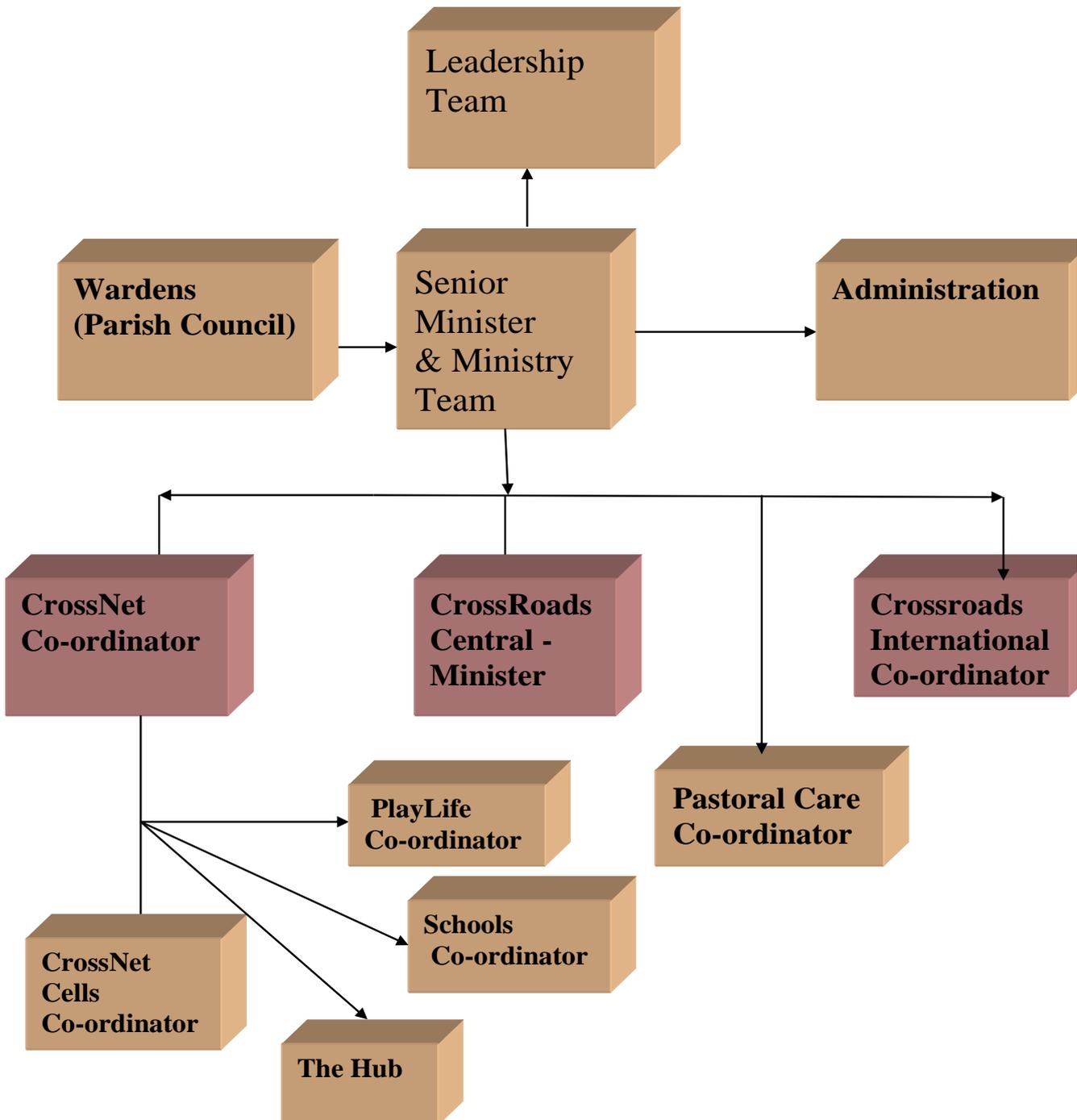


**Crossnet 2016-2021**



## Human Resources

*This diagram indicates the structure required to be necessary by 2021 in order to operate CrossRoads as envisaged by Vision 2021.*



## **CrossRoadsCC Ministries**

Set out below are the major ministry areas for CrossRoads that should be in place in order to facilitate the spiritual health of members and the fruitfulness of our mission. The limit to implementing these will be lack of resources.

### **PRAYER BASE**

CrossNet cells and Growth Groups  
Prayer Meetings  
Sunday Services

### **TEACHING MINISTRIES**

CrossRoads Centre Preaching  
Small group inductive learning  
Specialist Bible Studies  
Growth Tracks

- Basic Christianity course
- CrossRoads Unpacked – An Introduction to CrossRoads
- How Do I Fit? – Finding communities, gifts & ministries

Hub Congregation(s)  
PlayLife  
Young Adults

### **CHILDREN'S MINISTRIES**

CrossRoads Kids@10  
OASIS Sunday Kids Church and Oasis Assembly Style SRE  
Hub  
SRE

Sunday Gatherings (Jardine street)

8am  
10am  
7pm (CrossNet Café)

### **CROSSROADS INTERNATIONAL**

Korean Presbyterian Church Partnership  
International Ministry  
CrossNet international groups

## TRAINING

- Group Leadership
- Pastoral Care
- Sharing faith
- CrossNet facilitation

## PASTORAL CARE

- Growth Groups, CrossNet cells, groups and fellowships
- Safety Net for Non-Small Group Members

## SERVING THE COMMUNITY

- PlayLife
- Café Market

## MINISTRY BEYOND OURSELVES (M.B.O.)

- Mission Agency Support
- Gospel-Related Aid Projects

## Appendix

### CrossNet and Standard Church Characteristic Comparison

<i>Characteristic</i>	<i>CrossNet</i>	<i>Standard Church</i>	
Place	Anywhere	Fixed	
Time	Anytime	Scheduled*	Still mostly on weekends.
Set	Centred (No walls)	Bounded (Walls)*	**"Members" are those who come through the door
Style	As required	Relatively fixed	
Flexibility	High (Amoeba)*	Low (Skeleton)	*Mission Fluid
Cultural Accessibility	High	*Low	* A Parallel alien cultural Universe
Mindset	Post Modern-21stC*	Modern-20thC	*'Humpty Dumpty' mindset i.e. A word means what I say it means!
Mobility	High (Guerrilla Units)	Low (Standing Army)	
Adaptability	High (Chameleon)	Low	
Change Readiness	Very high	Very limited	
Mission DNA	Missional	Church with Mission 'Add-ons' *	*Usually called Outreach activities
Mission Strategy	Community Presence Relational Dispersed God's Trojans Kingdom focus	'In-Drag'- Programs Events Campaigns Church centre focus	
Leadership	Star Trek (Entrepreneurial)	Pastoral/Maintenance*	*Focus on Members
Nature (Ontology)	An Organic Movement	An Institution	