

Crossway '29

a discipling, evangelizing, multiethnic community for us all



Summary: The Vision for 2029

As we step into our second decade, the "Crossway '29" vision is an exciting invitation for our whole church family. Following our tenth anniversary, we aren't only looking back with thanks; we are looking forward with a clear purpose.

We believe that God has called our church to be a discipling, evangelizing, multiethnic community for His glory. We have seen Him work among us in these dimensions, and for the coming three years, we want to take intentional steps to grow more and more in this call. So we want to **Go Deep**, **Reach Out**, and **Live Radiantly**, and we want to do all of this **Together**, with an ever-increasing diverse unity.

To be more concrete and practical, we have set clear goals in these dimensions for us to arrive at, by God's grace, in 2029:

- Grow Deep** 70% of our regular attenders will be growing through our church's discipleship pathway
All of our ministries will be connected to this discipleship pathway.
- Reach Out** 10% of our congregation will be new believers every year
Evangelism will be integrated in our ministries and our discipleship pathway
- Live Radiantly** An active leadership pipeline will be in place so that our leaders reflect the many cultures and backgrounds of our church
We will have regular opportunities to grow in biblical and practical actions for diverse unity.
- Together** Annual ministry reviews will ensure that every part of our church is accessible for all of us, regardless of our many differences.

That's the big picture, and we are passionate for it! We long to see God help us grow in these dimensions for His glory!

What follows is a bit more of the story as well as a richer explanation of the plan.

Our Story: From 2014 to the Radiant Church

Our church began with our first meetings in a home in 2014, which soon took us into our current meeting space. Over these ten years, we have walked through seasons of great joy as well as challenges. We've seen people come to faith, and we have sent people out to ministry around the world. In 2024, we celebrated ten years of God's faithfulness. This milestone led us into a season of prayerful planning to ask, "Now what?" And we were challenged by the call in Ephesians 5:16: "Make the most of every opportunity." We wondered, what are the opportunities for us, and how can we make the most of them?

These questions prompted us to pursue "Spirit-led strategic planning." In other words, we want to walk by faith in the Spirit, discerning His leading and wisely looking at how He has formed us and where He has put us in time and community. Through this process, in 2025, we focused on becoming a "Radiant Church", prompted by this description of Jesus' work for the church:

"Christ loved the church and gave himself up for her to make her holy, cleansing her by the washing with water through the word, and **to present her to himself as a radiant church**, without stain or wrinkle or any other blemish, but holy and blameless." (from Ephesians 5:25-27)

We set our four goals for the summer 2025 through the summer of 2026:

- Walk** Growing as disciples and caring for one another, including the development of a clear, shared, flexible discipleship pathway.
- Lead** Building up new leaders and empowering our teams.
- Talk** Stepping into meaningful, complex conversations. We want Crossway to be a place where we can have these hard talks in a way that builds us up and together rather than tearing us down and apart.
- Plan** Designing a three-year strategy to grow further into God's call for us.

This final goal, Plan, has brought us to this **Crossway '29 Vision**. By listening to our congregation, through our experiences of pursuing our 12-month goals, and through prayer and discernment of the Spirit's leading, we have identified these four dimensions of the Crossway '29 vision as we seek to take hold of that for which Christ Jesus has called us.

Grow Deep

A Discipling Community

The first dimension is to be a community that disciples one another. We want to see everyone become "fully mature in Christ" (see Colossians 1:28). This expresses our desire for a culture where ***we all help each other grow***.



Our elders are designing a **discipleship pathway** to guide our shared work of growing in Christ. This pathway will help clarify the goal, the settings, and the practices that will lead us toward greater maturity in Christ.

Our specific "Grow Deep" goals are:

1. **Engagement:** 70% of regular attenders choose to grow together through the discipleship pathway.
2. **Connection:** 100% of our ministries connect their work to this pathway.
3. **Review:** A yearly check by our pastors/leaders to find and remove barriers that hinder people from growing.
4. **Prompts:** In our care for each other, we will intentionally spur each other on to grow in our discipleship pathway.

Reach Out

An Evangelizing Community

The second dimension is our commitment to be an evangelizing community. This is God's heart—He "wants all people to be saved" (see 1 Timothy 2:4).

We are aiming for 10% of our congregation to be new believers every year. This isn't just a number; it represents **roughly one baptism each month**. We know the journey to saving faith is complex, and we never want anyone to feel like a "project." We love everyone exactly where they are—whether you have been a Christian for years or you are just starting to explore who Jesus is. And we want to love people closer to Jesus!



This dimension is intended to develop a culture where the whole body is involved. Each person and each ministry team plays a different role, yet we will all work together with the longing that more and more people find new life from God in Jesus.

Our plan is to integrate our Grow Deep and Reach Out dimensions by integrating discipleship and evangelism. We want to ensure that a new believer's baptism is a wonderful milestone in a lifelong journey deeper into God's love, and we want all of us to grow in sharing that love with others.

For both Grow Deep and Reach Out, our commitment is **to love people closer to Jesus**. We want to help each other grow to know Him more. That desire includes both those who don't yet know Him in a saving way as well as those who do. We want all our people to be loving each other as well as people beyond us, and the greatest good we can want for each other is that we would grow closer to Jesus.

Live Radiantly

A Multiethnic Community

Our third dimension is the call to live as a vibrant multiethnic family. This is a picture of heaven, where people from every nation, tribe, and language stand together before God, giving praise to Him (see Revelation 7:9).

To live this out, we have two specific goals:

- **Leadership Pipeline:** Intentionally find and grow leaders who represent the full diversity of our church.
- **Biblical Formation:** Provide yearly learning times to help us all grow in understanding and living into the diverse unity that Christ intends for His Church (see Ephesians 2:11-22).



Together

For Us All

Our fourth dimension is that our church and all of our ministries would demonstrate value for every one of us. Like the early church in Acts 6, which made changes when Greek-speaking members were overlooked, we will conduct an **Annual Ministry Review**. We will look at who is participating and who might be left out.



Then we will **make adjustments** so that all benefit together—removing barriers based on differences among us like someone's job or life responsibilities, education level, family situation, ethnic background, language, and so on.

Enabling the Vision: Staffing and Coordination

This Crossway '29 vision is big—it is more than we can do on our own and it is more than we can do now. It requires us to build our capacity, and one key way we envision is **by increasing our paid staff**. We currently have a full-time pastor and a quarter-time administrator. We believe we should aim to have 2.5 full-time staff members by 2029 (which could be 2 full-time staff members plus a half-time staff member, or perhaps additional people at part time levels). Staff are not here to do the work *for* us, but to *facilitate* the ministry of the whole body.

In Year 1, we are proposing two strategic roles:

- **Quarter-time Youth Ministry Director:** This role is strategic for being “For Us All” since currently we have a critical gap for our middle and high schoolers. To be a growing church for all generations, we must invest in our youth and our growing families.
- **Adding a Quarter-time Executive Administrative Assistant:** This role is vital for living out the vision. It will help implement the administration and structures (such as communication, reviews, schedules, and coordination between ministries) that will enable more people to focus on the work of loving each other closer to Jesus.

We will also start **monthly ministry leader meetings**. These gatherings will be spaces for leaders to pray for one another, collaborate, and care for those who might be at risk of burning out. And we will craft a **communication plan** to help us all stay informed and to help us collaborate effectively while also inviting other people to explore Crossway.

Our Shared Invitation: Next Steps and Participation

Crossway '29 belongs to all of us. As we read in Ephesians 4:16, “From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, **as each part does its work**.” Here’s what it might look like for us to live out this vision:

Area	Who will work on this?
Discipleship Pathway	All attenders, ministry leaders, Board, Elders, Pastor
Evangelism Integration	All attenders, ministry leaders and teams
Leadership Pipeline	Board and Elders
Diverse Unity Training	All attenders, Intercultural Resource Team (IRT)
Ministry Reviews	Ministry leaders, administrative assistant, Elders, Pastor
Staffing & Budget	All attenders, Finance Team, Board

Next Steps

As we move from ideas into actions, we invite us all to join in these actions:

- **Conversation:** Join in a Crossway Conversation Table. Talk with Board members (email, call, or in person). We want to hear your hopes and concerns and ideas, and we'd love to explore how you can join in putting this vision into action.
- **Reflection:** Ask God how He wants you to engage with the Crossway '29 vision and with the Discipleship Pathway.
- **Prayer:** Pray for diverse unity, generosity in giving time and money, and for the hearts of those in our community who don't know Jesus.
- **Budget Vote:** Join us on September 13 to vote on the budget that enables these goals.

God is calling us to grow deep, reach out, and live radiantly together. We are so excited to see what He will do through us over the next three years. All for the glory of God!

For updates, visit crosswaymchurch.org/radiant

