



Crossway Chapel, International, Inc. — Published June 2014

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Joining the Movement

A Process for Unleashing Leaders and Advancing the Gospel

The mission of the Crossway Chapel Movement is *to plant and support healthy, reproducing churches throughout the world for the glory of God.* As God raises up an increasing number of leaders and teams to advance the gospel, it is our commitment to preserve a strong theological foundation, to advance those values that are unique to Crossway, and to cultivate deeply interdependent relationships among our churches. To that end, the following pages unfold the process for joining the movement.¹ Since its inception in 1993, we have seen three main sources for equipping, imprinting, and unleashing new leaders from Crossway Chapel. The process will be slightly different for each of those entry points. As Crossway grows as a movement we anticipate that there will be exceptions to these three. Those exceptions will be prayerfully considered and based heavily upon the nature of relationships with existing Crossway churches and pastors.

1 – A Church Plant from an Existing Crossway Chapel

We have purposed through our DNA and biblical conviction to see the most significant percentage of Crossway leaders trained, raised up, and unleashed from among healthy and growing churches within the movement. Based on our commitment to the biblical authority of individual churches, any Crossway Chapel can certainly plant a church based on their own vision and God's clear leading. At the same time, a commitment and desire to be recognized as a Crossway Chapel church plant means that the following requirements apply:

- □ Crossway DNA Studies Workbook. While there are a variety of ways that Crossway Chapels train their new leaders, it is expected that the Biblical Distinctives, Ministry Distinctives, and Leadership Culture Studies be completed as a part of that training.
- □ **Crossway Chapel Credentials.** Complete the application included in this packet and the interview process with Crossway Chapel's licensing board.
- □ Leadership Plurality. Please refer again in detail to the Plurality studies found in the DNA Studies Workbook (Ministry Distinctives, Lesson 8 and Leadership Culture, Lesson 4) and affirm that you fully embrace the truth summarized in these studies. Crossway is currently developing a position paper that summarizes Crossway's beliefs and the implementation of them in this key area.
- □ Church planting assessment from an approved assessment team. Crossway currently works with several different assessment boards. The lead planter needs to go through an assessment process that is approved by the sending church and affirmed by the Crossway Servant Team before continuing further in this process.

¹ The steps here are designed as a roadmap mainly for churches within the continental United States because of the unique nature of forging relationships with international leaders and churches. While there will be some overlap, Crossway has established another process that can be uniquely tailored to each opportunity God sovereignly brings our way with those advancing His kingdom in other nations.

- Reference Letter from the Sending Church. As a movement of churches, we are committed to the leadership and vision of our individual pastor teams. The sending church's unified direction and input will be the most significant factor in the affirmation of a new Crossway church plant. The letter should include but not be limited to the following:
 - ✓ How has God developed and confirmed the lead church planter and the team?
 - ✓ Describe the character of the lead church planter in relation to the qualifications to be an elder in 1 Timothy 3:1-7 and Titus 1:5-9.
 - ✓ How have you seen God affirming this church plant?
 - ✓ What are the reasons you are excited for this church to be planted?
 - ✓ Describe your heart for and commitment to this church plant as a sending church.
- □ Church Plant Proposal. Based on the input and direction of your sending church, your regional network, and your vision and leadership, provide a summary of the plan for establishing this new church. Your church planting proposal should include but not be limited to the following:
 - ✓ Where will you be planting the church?
 - ✓ How will you communicate your specific mission as a church? Vision statement, etc.?
 - ✓ Who will you target and how will you go about it?
 - ✓ What is your budget going to be for this new work?
 - ✓ What financial needs and requests do you have?
- **Expectations as a Crossway Chapel.** As a new church plant that is a part of the growing family of Crossway Chapel churches, you are:
 - ✓ Committed to quarterly communication with your sending church, regional network, and the Crossway Movement as a whole.
 - ✓ Committed to attend the yearly Crossway Chapel Huddle with your pastor team and their wives (as many as is possible).
 - ✓ Committed to the values, principles, and guidelines described in the Crossway Chapel Movement Booklet: "Who We Are & How We do it."

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- ✓ Committed to relationships with pastors in your regional network.
- ✓ Committed to a shared strategy for church planting in your regional network.
- ✓ Committed to champion Crossway's mission of multiplying other churches.
- ✓ Committed to champion Crossway's values and to multiply and protect our DNA.

2 – An Adoption of an Existing Church into the Crossway Movement

God has led us to welcome other churches into the movement as it grows and He develops strong interdependent relationships that do not necessarily originate from within. We can best describe this process as a "friend" of Crossway becoming "family." A commitment and desire to being recognized as a Crossway Chapel through adoption means that the following requirements apply:

- Crossway DNA Studies Workbook. As a movement of churches we recognize that most gospel-centered, Bible teaching churches will be formed with a rich theological heritage and commitment to orthodox doctrine. However, when a church is seeking adoption into the movement it is expected that at least its lead pastor will go through Crossway's Biblical Distinctives, Ministry Distinctives, and Leadership Culture Studies with an existing Crossway pastor.
- Reference Letter from an Existing Crossway Chapel. Adoptions will always rise out of a strong relationship with a Crossway pastor or pastor team. The affirmation of an existing Crossway Chapel is the most significant factor in a new Crossway adoption. The letter by the existing Crossway pastor(s) should include but not be limited to the following:
 - ✓ Describe the history and nature of your relationship with the pastor or pastor team seeking adoption.
 - ✓ Why do you believe this church is seeking adoption into the Crossway Movement?
 - ✓ Describe your affirmation of the qualifications and character of the leaders.
 - ✓ Describe your knowledge of this church's commitment to Crossway's DNA. Please provide some examples of how this common DNA has been implemented.
 - ✓ Describe the church's theological heritage and any concerns you may have with potential differences.
- Attend a Crossway Chapel Huddle. At least the lead pastor but preferably the pastor team and their wives should plan to attend the next yearly Huddle to be encouraged and gain initial direction in the movement.
- □ Crossway Chapel Credentials. Complete the application included in this packet and the interview process with Crossway Chapel's licensing board. Note that there is an addendum to the application process for those who are applying to be adopted. The application for credentialing is required for lead pastors of churches being adopted but available and encouraged for the whole pastor team.
- □ Leadership Plurality Paper. Please refer again in detail to the Plurality studies found in the DNA Studies Workbook (Ministry Distinctives, Lesson 8 and Leadership Culture, Lesson 4) and affirm that you fully embrace the truth summarized in these studies. Crossway is currently developing a position paper that summarizes Crossway's beliefs and the implementation of them in this key area.
- **Expectations as a Crossway Chapel.** As a new adoption that is a part of the growing family of Crossway Chapel churches, you are:
 - Committed to attend the yearly Crossway Chapel Huddle with your pastor team and their wives (as many as is possible).
 - ✓ Committed to the values, principles, and guidelines described in the Crossway Chapel Movement Booklet: "Who We Are & How we do it."
 - ✓ Committed to relationships with pastors in your regional network.
 - ✓ Committed to a shared strategy for church planting in your regional network.
 - ✓ Committed to champion Crossway's mission of multiplying other churches.
 - ✓ Committed to champion Crossway's values and to multiply and protect our DNA.

3 – A Church Plant with a Leader or Team from Outside the Movement

Crossway Chapel places a strong value on relationships and shared DNA within our movement. We require those who want to plant a Crossway Chapel to connect relationally with an existing church to align with that DNA and experience the Crossway culture firsthand. We can best describe this process as "new friends" of Crossway becoming part of the "family." A commitment and desire to forge this new relationship means that the following requirements apply:

- Growth and Ministry in a Crossway Context. Join and serve as a functioning part of a Crossway Chapel for at least 1 year. Ideally this would be one of the churches that is in the regional network where you have a heart to plant a church. Depending on the time and resources available, this may include strategic internships with that church.
- □ Attend a Crossway Chapel Huddle. At least the lead planter but preferably the potential planting team and their wives should plan to attend the next yearly Huddle to be encouraged and gain initial direction in the movement.
- **Enter the Process for #1 above:** Joining the movement as a church plant from an existing Crossway Chapel.

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PART 1 – BACKGROUND INFORMATION

I. PERSONAL INFORMATION

- 1. Full Name (First, Middle, Last):
- 2. Address:

City, State, Zip: Home Phone Cell Phone: Email:

- 3. Country of citizenship: Status in U.S. if not a U.S. citizen:
- 4. Present marital status: (Single, Married, Engaged, Widowed): If applicable: Spouse's/Fiance's name: Date of Anniversary:
- 5. Have you ever been divorced? Has your spouse ever been divorced? If separated from spouse, divorced, remarried, or married to a divorced person, kindly give details.
- 6. Is spouse or fiancé on board with your desire for Christian service? Comments:
- 7. Names and birthdays of children and indicate if they are dependents.

- 8. Names of persons other than children dependent upon you for support. To what extent in each case?
- 9. Do you have any debt? If yes, state nature and amount.
- 10. Has your driver's license ever been suspended or revoked?
- 11. Have you been convicted of any criminal charges? If so, explain.
- 12. Have you ever been a user of alcoholic beverages, narcotics or tobacco? Explain.
- 13. What is your attitude toward the above practices in regard to Christian freedom?
- 14. Do you currently or have you ever had any homosexual tendencies? If so, explain.
- 15. Have you been involved in any sexual abuse or child abuse? If so, explain.
- 16. Have you ever wrestled with unbiblical sexual activity, such as pornography, fornication or adultery? If so, please explain both the past and present nature of that struggle.

II. EDUCATION AND VOCATION

1. Colleges or seminaries attended: (Institution's Name, Major, Years, Graduation, Degree) Please provide a transcript of credits from each school listed

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2. Vocal and instrumental music abilities and experience:

- 3. Vocational training taken:
- 4. List any work experience:
- 5. Your present occupation:
 Name of employer:
 Adress:
 Telephone:
 Contact Reference (name and phone):

III. CHRISTIAN EXPERIENCE

- 1. Date and place of conversion:
- 2. Upon what do you base your claim of salvation?
- 3. When and how were you baptized?
- 4. What church are you a member of?
- 5. List other church or parachurch affiliations:
- 8. Are you currently licensed by, or have you ever been licensed by, a different organization? Provide details.
- 9. Write a brief story of your life including your personal testimony of salvation?

- 10. Briefly state your personal devotional habits:
- 11. What ministry experiences have most shaped your spiritual maturity and your personal philosophy of ministry?
- 12. Describe the most difficult shepherding situation you have encountered in ministry? How did you handle the situation, and what did God teach you through it?
- 13. If married, please describe how you currently shepherd and lead your wife and family.
- 14. If married, how do you and your wife typically handle conflict?
- 15. Describe a time when the demands of ministry put a strain on your marriage or family life. What did God teach you through that and how have you responded?

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IV. REFERENCES

1. Pastor:

Telephone :

Complete address:

2. Someone in the church whom you have shepherded:

Telephone :

Complete address:

Christian businessman (preferably a former employer):
 Telephone :

Complete address:

4. Friend, relative, neighbor, etc.

Telephone :

Complete address:

PART 2 - CROSSWAY CHAPEL "DNA"

Crossway Chapel consists of like-minded churches who are in voluntary partnership around three key areas of distinction. The ministry distinctives, Biblical distinctives, and leadership culture of Crossway Chapel provide the definition for what draws us together in ministry to plant churches. These form the "DNA" of our movement, and as such, it is critical that those licensed for ministry within Crossway Chapel share this DNA.

I. GENERAL

- 1. Why are you interested in being licensed under the umbrella of Crossway Chapel?
- 2. Are you in agreement with the *Biblical Distinctives* of Crossway Chapel? Do you have any reservations or areas of divergence? If so, please explain in detail.
- 3. Are you in agreement with the *Ministry Distinctives*, of Crossway Chapel? Do you have any reservations or areas of divergence? If so, please explain in detail.

II. LEADERSHIP CULTURE

- 1. In your own words, what is Biblical "plurality" when it comes to pastoral leadership?
- 2. What is the Biblical support for the local church being led in plurality?
- 3. Why is it important for the local church to be led in plurality? What are the blessings that come with having a plurality in the pastoral leadership? What are the liabilities when it is absent?
- 4. As a pastor or leader, have you experienced leading in the context of plurality? Please describe your experience.
- 5. Describe a time when another leader spoke into your life for the sake of your own growth and sanctification? How did you handle it? How did God use it in your life?

- 6. Describe a time when you had to fight for unity with other leaders?
- 7. Describe a time when you had to defer to another leader (or group of leaders) on a ministry decision being made?
- 8. Describe a time when your pride as a leader impacted unity or ministry. What did God teach you through it? How do you fight for humility when working with other leaders?

III. MINISTRY DISTINCTIVES

- 1. Describe a time when you experienced genuine biblical community with others? How have you been used by God to reproduce that experience with others?
- 2. What are the real tensions that come with trying to engage the lost and culture with the gospel? Describe how you have engaged the culture without compromising the gospel message?
- 3. Describe the last time you explicitly shared the gospel with someone? Have you ever seen God use you to draw someone to faith? If so, share the story.
- 4. In your own words, what does it mean to be "gospel-centered" as an individual and in ministry?
- 5. Describe your leadership team's understanding of "conversion growth" vs. "transfer growth" in the church. What have you seen historically in your local church and how would you like to see it improve?

IV. BIBLICAL DISTINCTIVES

- 1. Due to our "complementarian" view of men's and women's roles, we believe there is a restriction in 1 Timothy 2:12 of a woman not teaching or exercising authority over a man within the local church. In your understanding, what does this restriction mean practically? How would it influence the way you structure ministry? Are there roles that women would be restricted from filling?
- 2. Have you ever seen the church discipline process of Matthew 18 carried out in the local church? Describe the circumstances, the process, and the outcomes.

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PART 3 – DOCTRINAL STATEMENT

- 1. Do you believe the scriptures are divinely inspired?
- 2. What is meant by divine inspiration?
- 3. To what extent is the Bible inspired?
- 4. What is your belief concerning the Trinity?
- 5. Do you believe in the deity of Christ? Why does it matter?
- 6. What is your belief regarding the virgin birth of Christ? Why is this doctrine vital?
- 7. Show from scripture the nature of Christ's resurrection.
- 8. Is the doctrine of the resurrection of Christ vital? Explain.
- 9. Is the Holy Spirit a person?

- 10. How did man come into existence?
- 11. What was the nature of man originally?

- 12. What resulted when Adam and Eve were tempted in the garden?
- 13. What effect did Adam's fall have upon the race?
- 14. What is the nature of unregenerate man?
- 15. What divine provision has been made for man's redemption?
- 16. What are the conditions for receiving salvation?
- 17. Is it possible for a child of God to lose their salvation? What are the tensions?
- 18. State clearly the meaning of scriptural sanctification and its relationship to regeneration and to spiritual growth.

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19. What is the role of "good works" in a believer's life?

20. What is the ministry of the Holy Spirit in relation to the believer?

- 21. What gifts does the Holy Spirit bestow?
- 22. Do all believers have the same gift or gifts of the Spirit?

23. Describe scripturally your view on the relationship of the gift of tongues and the filling of the Holy Spirit.

- 24. What manifestations of the Spirit other than the gifts are there?
- 25. State your position on divine healing.
- 26. Describe your understanding of Jesus' 2nd coming and events surrounding the end times. What is your perspective on the millennium?
- 27. Where are the souls of the saved between death and the resurrection? In what state are they?

28. Where are the souls of the unsaved between death and the resurrection? In what state are they?

29. When will the saved be resurrected? What will be the nature of their bodies?

30. When will the unsaved be resurrected?

31. When, where, and for what purpose will the saved be judged?

32. When, where, and for what purpose will the unsaved be judged?

33. What is the significance of the ordinance of baptism?

34. What is the scriptural mode of baptism?

35. Who is eligible for water baptism?

36. What is the significance of the Lord's Supper?

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36. Who is eligible to participate in the Lord's Supper?

37. Is divorce ever permissible? If so, under what conditions?

38. Is it permissible for a divorced person to remarry during the lifetime of the former mate? Please explain.

39. What is your belief concerning a Christian's participation in and attitude toward civil government?

40. What do you believe concerning the spiritual and eternal state of those who have never heard the gospel?

41. What is God's plan concerning the purpose and ministry of the church?

- 42. What role is the church to play in a believer's life?
- 43. What does the Bible teach about church discipline and restoration?
- 44. What does the Bible teach about the leadership structure of the local church? What freedom does the local church have in terms of how it structures itself to carry out its mission?

45. What does the Bible teach about men and women serving in the church? What practical restrictions do you see in terms of roles that women can play in serving in the church?

- 46. How would you explain the unity of the scripture from start to end to someone? In other words, what is the storyline or overarching narrative of the Bible and how does that provide context for understanding individual passages of scripture?
- 47. In your own words, what is "the gospel" and how does it relate to everyday ministry in the life of the church?
- 48. Apart from the Bible, what authors, theologians, movements, or schools of thought have most influenced your theology?
- 49. Do you have any religious views that you perceive might be at variance with Crossway Chapel based upon your current level of exposure to the movement?

The above is a concise statement of my doctrinal beliefs on the subjects touched upon. I hereby apply for credentials as a minister with Crossway Chapel International.

Signature:

Date:

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PART 4 - FOR "ADOPTION"

The following questions are for those pastors or churches seeking adoption into the Crossway family only. For those on the pastoral team who are not seeking actual licensing, we strongly encourage them to answer these six questions as a part of the adoption process anyway.

- 1. Why are you and your leadership team drawn to the Crossway Movement?
- 2. How do you think entering into an interdependent relationship with churches within Crossway Chapel will benefit your pastors and church?
- 3. Do you currently have credentials with another licensing or ordination organization? If so, which one and what was the process?
- 4. What current needs do you have and how can Crossway Chapel serve you?
- 5. How do you believe your adoption will benefit the movement?
- 6. Provide a 1-2 page summary of the history of the church, philosophy of ministry and mission, and any unique experiences that will help Crossway as a whole get to know your church.

PART 5 – FOR YOUR SPOUSE

PERSONAL INFORMATION

- 1. Full Name (First, Middle, Last):
- 2. Address:

City, State, Zip: Home Phone: Cell Phone: Email:

- Country of citizenship: Status in U.S. if not a U.S. citizen:
- 4. If previously divorced, kindly give details.
- 5. Describe your support for your spouse's desire for Christian service.
- 6. Has your driver's license ever been suspended or revoked?
- 7. Have you been convicted of any criminal charges? If so, explain.
- 8. Have you ever been a user of alcoholic beverages, narcotics or tobacco? Explain.
- 9. What is your attitude toward the above practices in regard to Christian freedom?

10. Do you currently or have you ever had any homosexual tendencies? If so, explain.

11. Have you been involved in any sexual abuse or child abuse? If so, explain.

12. Have you ever wrestled with unbiblical sexual activity, such as pornography, fornication or adultery? If so, please explain both the past and present nature of that struggle.

EDUCATION AND VOCATION

- 1. Have you graduated from high school?
- 2. Colleges or seminaries attended: (Institution's Name, Major, Years, Graduation, Degree)
- 3. Vocal and instrumental music abilities and experience:
- 4. Vocational training taken:
- 5. List any experience in profession or business, i.e., secretary, carpenter, teacher, etc.:
- 6. Your present occupation:
 - Name of employer:
 - Address:
 - Telephone:

Contact Reference (name and phone):

CHRISTIAN EXPERIENCE

Date and place of conversion:

Upon what do you base your claim of salvation?

When and how were you baptized?

- 4. What church are you a member of?
- 5. Write a brief story of your life including your personal testimony of salvation?
- 6. Briefly state your personal devotional habits:
- 7. Have you been involved in winning people to Christ? Please share your most recent example.
- 8. What ministry experiences have most shaped your spiritual maturity and your personal philosophy of ministry?
- 9. Describe the most difficult shepherding situation you have encountered in ministry? How did you handle the situation, and what did God teach you through it?

SPOUSAL INFORMATION

- 1. Has your husband ever verbally or physically abused you? Threatened you? If so, please explain?
- 2. How does your husband actively shepherd your heart and the hearts of your children (if applicable)? What does his leadership in the home look like?
- Do you have any concerns about your husband's pursuit of licensing and further ministry?
 None whatsoever. He loves people and will do anything for anyone. He is faithful and a servant. He works hard at any job he starts or gets assigned to.

Signature:

Date:

Please return this Credential Application to Crossway's Licensing Board through your sponsoring or sending church.

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For granting ministerial Credentials through Crossway (or licensing)

CANDIDATES FOR LICENSING

Crossway Chapel will only grant ministry credentials to those who meet the requirements of the IRS for the role of "minister". This includes those ordained (or recognized) as pastors in their local churches, as well as others who meet the IRS requirements but who are not formally recognized as pastors.

LICENSING PROCEDURE

Those wishing to pursue credentials through Crossway Chapel International will go through the following procedure. This includes both those who are pursuing licensing for the first time, as well as those wishing to switch credentials they currently hold through another organization:

- An initial understanding that the individual currently meets the requirements of "minister" according to the IRS tax code
- An extensive theological and personal application to be submitted to the licensing committee (included in this workbook).
- □ A formal interview before the committee (spouse included)
- □ Formal approval or denial from the committee

TERMS OF LICENSING

Credentials are intended only for those actively ministering within Crossway Chapel churches. Their ministerial license will be renewed automatically every two years. If a person moves on to ministry outside of a Crossway Chapel church, their ministerial license will not be renewed. If an extension is needed while that individual seeks licensing through some other agency, one can be requested.

LICENSING COMMITTEE

The licensing committee will consist of four pastors from within the Crossway Chapel movement. They will serve on the committee for a 2-year term. Every two years, at the annual Crossway Chapel gathering, the next committee will be approved.

PURPOSE OF THE COMMITTEE

Besides making sure that all candidates meet the requirements of the IRS for the role of "minister", the committee's primary purpose is to uphold the theological distinctives and integrity (DNA) of the Crossway Chapel movement. Candidates will be expected to show a solid theological understanding and have the ability to represent their own views thoroughly and biblically. The committee will also look into the character and practical ministry skills of the candidate, although the committee will trust and rely heavily on the local church who has recommended the candidate to the process in these areas.



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