

August 21, 2011

Dear Crosspoint Community Church,

If you've been around Crosspoint over the last several months, you know that our Leadership Council (elders, deacons, and pastoral staff) have been praying and working toward God's solution to balance the financial resources God has provided us with the cost of providing financial support for the 3 members of our pastoral staff. You've prayed and our elders and deacons have prayed and worked faithfully over the summer seeking God to provide His direction for all of us! Here's how we believe God is answering our prayers and what we believe God is doing with us along with some of the adjustments these changes will or may bring with them.

First, Josh Louwrese will continue serving God as our youth pastor while currently working a full-time schedule as a pizza-cook at Bear Tooth Grill. Josh will continue to receive about half the salary he once received from Crosspoint. Josh's availability to do all the things he once was able to do with teens obviously changes with this new schedule. His commitment to meet with junior high and senior high teens at Total and The Table won't change but his overall approach to youth minister may become more of a "catalyzer" to engage more and more of us in serving the spiritual development of our teens with initiatives like On-Call-Adults. Josh is gladly discovering a whole new "mission-field" open to him with the employees at the Bear Tooth which is exciting. But the adjustment to long evening shifts apart from his wife, Jessica, and the loss of relational time with Crosspoint teens is not always easy. So, please pray for Josh and Jessica and get engaged with our teens!

Secondly, God is calling me to be more intentionally shared with the broader Anchorage community in partnership with Christian Health Associates (CHA) [www.christianhealth.org](http://www.christianhealth.org), an organization that is part of the "helping" community in Anchorage. Over the 12 years I've served Crosspoint as pastor, God has giving me some amazing connections and relationships in our community with people who really care and are doing things to make Anchorage a better place for all of our neighbors – especially helping some of our neighbors in their greatest times of need. Those connections have served – in part – to provide us as a church with partnering opportunities in things like Thanksgiving Blessing, Love INC in Anchorage, Positive Parenting, Beyond Shelter Services, Emergency Cold Weather Sheltering, and CHA's Cornerstone Clinic and Counseling Center. I will have the opportunity to serve Anchorage as a pastor from Crosspoint alongside Brian Green, the executive director of CHA, in a partnership that we believe is an extension of the relationships and shared values God has given to both Crosspoint and CHA. I think God is going to use this partnership to provide some awesome opportunities for us as a church community to be involved in doing even greater things with God in our city and beyond.

About 2/3rds of my time and energy will be given to this new partnership and about 2/3rds of the salary I receive will be provided from it. The remaining 1/3<sup>rd</sup> of my time and energy will continue to be focused on teaching, pastoral care, and leadership development here with Crosspoint, with a particular emphasis on mentoring Pastor Dave VanBerkel with the goal of his possibly becoming the lead pastor with Crosspoint.

We continue to believe God brought Pastor Dave VB to Crosspoint for a reason. His relationship and role with us as our pastor have grown but have not yet had time to be fulfilled. The mentoring process is designed to provide opportunity for growth in pastoral responsibility and development and time for discernment of all concerned regarding Pastor Dave VB's possible succession as lead pastor with Crosspoint. In this process Dave VB will be teaching more often while increasing his focus on ways to help all of us to grow in Christ-like living. We're receiving some very helpful coaching from some people who have had success doing things like this in the past. The elders will oversee the mentoring process over the next year or so as Pastor Dave VB grows into this role with his full time and energy given to it and his full salary provided from Crosspoint resources.

We believe God has been supremely faithful to answer our prayers and has provided a way for Josh, Dave VB, and me to continue serving together as pastors with Crosspoint in a way that all three of us and the Leadership Council believe...

- honors what God is doing with all three of us in relationship with Crosspoint and the community God has called us to serve as his church, and, as a result,
- honors the decision God led all of us to make earlier this year to balance staffing expenses with the financial resources God has provided. This does exactly that!

A committee from the Leadership Team (currently Joel Kiekintveld, Nancy Heynen, and Laura Kotelman) has agreed to help with defining our changing roles and responsibilities as staff and to begin oversight of all these transition.

I am sure what I've said has raised more questions for some of you than it has provided answers. I invite you – I encourage you – to ask your questions of any one of those team members, any one of the elders or deacons, or any one of us as pastors. We also encourage you to give input into the process by sending an email to Joel ([joel@parachutesalaska.com](mailto:joel@parachutesalaska.com)).

Please continue to pray for God's leadership, provision, and his unity for us as a church. Give generously to the work God is doing! Crosspoint is *a community following Jesus loving people* and God has called all of us to pursue his purposes together!

May God help us all!

Pastor Dave Kuiper