

August 10, 2011

Dear Crosspoint Congregation,

At the congregational meeting on June 19, the Leadership Team promised to provide an update on the proposed staffing changes as God made his will more clear to us. We now believe He has revealed His plan for both Pastor Dave Kuiper and Pastor Dave Van Berkel. We are very excited to report to you what God has been doing!

We believe that the current financial situation has served as a catalyst for us to seek God's will for our staff, but it is not the reason this direction is being followed. The Leadership Team believes 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. We also believe that while Pastor Dave K is willing to continue as "senior" pastor without Pastor Dave VB, Pastor Dave K is being called to serve in another role in the broader community of Anchorage as a pastor of Crosspoint.

With these things in mind, we believe God is leading us in a new direction:

First, God is calling Pastor Dave K to share his gifts with the broader Anchorage community in partnership with Christian Health Associates (CHA) www.christianhealth.org, an organization that is part of the "helping" community in Anchorage. In part thanks to Pastor Dave K's connections in the community, we have been blessed by participating in such ministries as Thanksgiving Blessing, Love INC in Anchorage, Beyond Shelter Services, Emergency Cold Weather Sheltering, and CHA's Cornerstone Clinic and Counseling Center. Brian Green is the executive director of CHA, he knows Pastor Dave K quite well, and this partnership will be an extension of the relationships and shared values God has given to both Crosspoint and CHA.

Second, we believe Pastor Dave VB is being called to be mentored by Pastor Dave K with the goal of becoming the lead pastor at Crosspoint. The elders will oversee the mentoring process over the next year or so as Pastor Dave VB grows into this role. The mentoring process provides time for discernment of all concerned regarding Pastor Dave VB's possible succession as lead pastor of Crosspoint.

The specifics of the changes are as follows:

- 1/3 of Pastor Dave K's time will be given to Crosspoint as pastor and mentor to Pastor Dave VB, starting now.
- 2/3 of Pastor Dave K's time will be given to CHA, starting August 3, 2011. CHA will compensate Crosspoint for 2/3 of the salary that he has been paid by Crosspoint.
- The compensation from CHA for Pastor Dave K's salary will help free up other Crosspoint resources to continue Pastor Dave VB's compensation.
- A committee from the Leadership Team (currently Joel Kiekintveld, Nancy Heynen, and Laura Kotelman) has agreed to begin oversight of this transition.

We are grateful to God and excited by what we see God doing at Crosspoint! We believe these changes recognize the work God has been doing for quite some time in preparation and provision for his work with us today. If you have any questions or concerns, please talk with any of the pastors or members of the Leadership Team. We want to be careful to listen and respond to any concerns. We will share more specifics with you on Sunday, August 21. Please continue to pray for God's leadership for Crosspoint and our combined faithfulness to pursue his purposes together!

In Christ,

The Leadership Team

