



Crossline Leadership Structure

At Crossline, leadership is both biblical and intentional. The following information explains the structure for shepherding, decision-making, and oversight for our church. It is our desire that our church family clearly understands who leads, how we lead, and how members can share encouragements, concerns, suggestions, or questions.

The Flow of Leadership and Representation

Our Executive Team leads the day-to-day ministry of Crossline. Each member oversees specific ministry areas with Ministry Directors and staff reporting to the Executive Team. Ministry Directors oversee and represent every aspect of our church body. Every serving member at Crossline is under the servant-leadership of one of our Ministry Directors.

If you are a volunteer or involved in a ministry and have encouragements, concerns, suggestions, or questions, your first step is to connect with your Ministry Director. If a Director cannot address the matter, they bring it to the Executive Team, which meets weekly and provides collective input and leadership direction.

Meeting Rhythm:

- **Weekly Staff Meeting** – All staff gather for spiritual devotion, updates, alignment, and prayer.
- **Monthly Directors Meeting** – Ministry Directors meet for spiritual devotion, strategy, planning, cross-ministry communication, and prayer.
- **Weekly Executive Team Meeting** – Oversees vision, operations, and decision-making.
- **Monthly Elder Meeting** – Focuses on vision, governance, spiritual oversight, mission alignment, and budget.

Executive Team – Meets weekly

Members: JP Jones (Senior Pastor), Greg Munck (Lead Pastor), Michelle Hilde (HR), Jason Park (Men's), Rick Braeutigam (Operations), Dean-o Lies (Family Life).

This team casts vision, leads the day-to-day and week-to-week ministry, mobilizes staff and volunteers, and carries out the operational leadership of Crossline. They also guide and support the Ministry Directors who oversee every ministry area.

Elder Board – Meets monthly

Members: Doug Hyepock (Chairman), JP Jones (Senior Pastor), Greg Munck (Lead Executive Pastor), Jason Park (Men's Pastor),



Church Leaders, according to Scripture (Acts 14:21-23, Acts 20:17-38, 1 Timothy 3:1-3, Titus 1:6-9, 1 Peter 5:1-5), serve interchangeably as Elders, Overseers and Pastors. Each of these roles reflect a nuance of servant leadership. Church leaders make wise and godly decisions (Elder). They manage the affairs of the church (Overseer), and they shepherd people (Pastor). At Crossline, the Elders:

- Provide spiritual oversight
- Guard the mission and doctrine of the church
- Approve the budget for the church and salaries for lead pastors
- Review lead team expenses for accountability
- Help resolve crises
- Offer counsel, prayer, and spiritual covering for our leadership and congregation

Biblical Foundation:

As mentioned above, the biblical basis for church leadership is found in 1 Timothy 3:1–14, Titus 1:6–9, and 1 Peter 5:1–4. We follow a *complementarian model*, which means that while all believers are equally gifted and significant, God has given unique roles to men and women. Scripture teaches that men are called to be the spiritual servant-leaders in the home and in the church; therefore, only men serve as elders. Every elder must:

- Meet the biblical qualifications for elder
- Maintain a healthy, Christ-centered marriage (if married), praying with and seeking counsel from their wives
- Be actively serving in a ministry as a member at Crossline
- Be a personal example of Crossline values; living out the 5 Core:
 - **PRAY** - Consistently and faithfully pray for Crossline Church; its leaders, vision, and needs.
 - **GIVE** - Consistently and generously financially support Crossline's ministry and outreach.
 - **SERVE** - Consistently and heartily serve the Lord through a personal ministry at Crossline.
 - **SHARE** - Consistently and contagiously share Christ and invite your friends to Crossline.
 - **CONNECT** - Consistently and excitedly connecting with the body at Crossline.
- Be affirmed through a congregational input period after nomination by the Elder Board

While the Elders are not part of weekly staff, monthly directors, or executive planning meetings, their governance role allows them to bring perspective, wisdom, encouragement, and accountability from outside the week-to-week flow, which strengthens the church as a whole.