

Cornerstone Ministries Church Profile

Cornerstone is a rural church that meets in Crystal City, MB. The church was founded in 1999 with a desire to reach the local community. Cornerstone is now seeking to fill the position of Senior Pastor with someone who has the passion to lead the church to the next chapter in our mission.

Our purpose

Meet, Know, Love & Live Jesus

Currently we have two part-time youth and young adult pastors, Andy Neufeld and Scott Reimer. The rest of the church is volunteer driven. Cornerstone is a community of people aged 92 to newborn. We have many young families and have been averaging 8-10 births per year. We have approximately 65 kids in our Sunday School program (ages 2 through grade 12). Our average Sunday morning attendance ranges from 125 to 175. Our attendees come from a variety of traditions and backgrounds. Our typical Sunday morning service starts with Prayer Meeting at 8:30, Sunday School at 9:30 and our Worship Service at 10:30.

One of Cornerstone's many passions is the young people in our church and community. Currently there are approximately 35 teens involved in the mid-week Junior & Senior Youth programs of which one third are from Cornerstone families. Our college and career group meet on the weekends. Pastor Andy and Pastor Scott provide leadership to these programs. Their goal is to introduce and disciple young people into a relationship with Christ.

We are in a rural area with an economy primarily driven by agriculture. This creates somewhat of a seasonal factor when it comes to some mid-week ministry programs. Our people come from an approximant 20-mile radius. Within this area there is a population of 4,000 - 5,000 people. There is little evangelical influence with only about 8-10% attending evangelical churches.

Geographically Cornerstone is in a beautiful area, surrounded by farmland, creeks, rivers, lakes and valleys. This leads to opportunities for golfing, downhill skiing, swimming and hiking. Crystal City is a hub for the area providing the regional health clinic and hospital, as well as the elementary and middle schools.

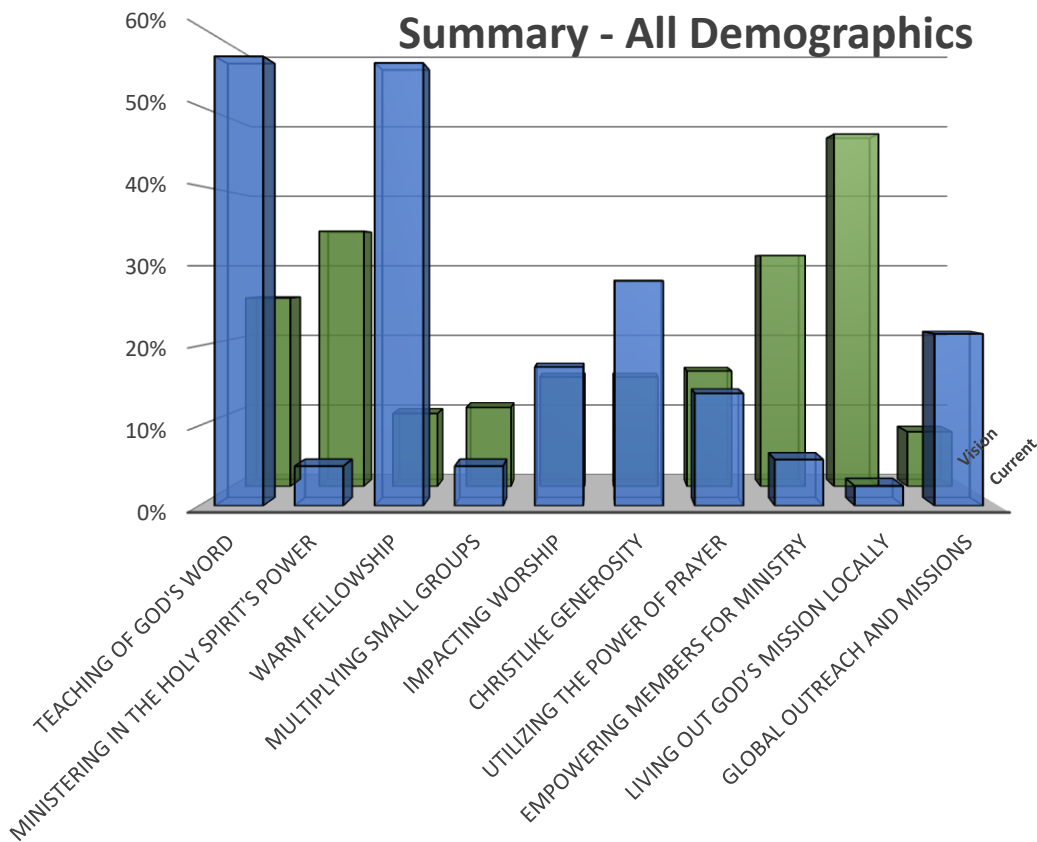
Cornerstone meets in a 12,000 sq ft building that was built in 2002. It has a gym with a wall that opens up to the sanctuary for large events. It is also equipped with a full kitchen, meeting and Sunday school rooms as well as office space. The congregation is fortunate to not have a mortgage on this facility. This building was built with the latest efficiencies to help maintain a low cost of operating.

We are a non-denominational church with no connection to any larger affiliates or associations. The elder board consists of six elders. Each elder is elected to a 4 year term by the membership at the Annual Meeting. The board meets approximately every two weeks for about 3-4 hours. They oversee the administration, business and work to support the pastors in taking care of many spiritual and physical needs of the congregation.

Our purpose

Meet, Know, Love & Live Jesus

We recently began a process of discovering our current strengths and developing our vision moving forward. We surveyed our attendees about the perceived strengths and weaknesses of Cornerstone and were encouraged to see unity in perception and vision. The full data is available in the appendix section of this profile.



As we polled our attendees, we have identified four strengths currently at Cornerstone. There was much unity across male and female, members or non-members of all ages.

1. Teaching of God's Word
2. Warm Fellowship
3. Christlike Generosity
4. Global Outreach and Missions

Cornerstone has identified four core values we want to see growth and development in.

1. Living out God's Mission Locally
2. Ministering in the Holy Spirit's Power
3. Empowering Members for Ministry
4. Teaching of God's Word

It was encouraging for us to see the unity across all demographics. Cornerstone desires to maintain the regular Teaching of God's Word. We also see three areas that we desire to grow in. One of the biggest desires of our hearts is to Live out God's Mission Locally. Yet, we see that it is currently one of our biggest weaknesses. The other two gaps really speak to the first; we desire to grow in our effectiveness in ministering to our community. We see now that we need to focus on Empowering Members for Ministry and Ministering in the Holy Spirit's Power.

Our mission at Cornerstone rests on these 10 Core values:

1. Living out God's Mission Locally
2. Empowering Members for Ministry
3. Ministering in the Holy Spirit's Power
4. Teaching of God's Word
5. Warm Fellowship
6. Impacting Worship
7. Christlike Generosity
8. Global Outreach and Missions
9. Utilizing the Power of Prayer
10. Multiplying Small Groups

The times we live in require great discernment. Our community within local reach is largely unchurched. We desire to engage with people on their level and establish friendships that open doors to sharing Christ. We desire to recognize the gifts and potential in all people and want to lead them to a closer relationship with Christ. We want to walk with people to a place of peace and order that will replace the chaos and pain that are often evident in our community. We embrace a culture of complete dependence on the work of the Holy Spirit in our lives.

Cornerstone recognizes that we are on a daily journey as sinners in need of a Savior. We look forward with hope and anticipation at what God will continue to do in our church and surrounding communities as we Meet, Know, Love & Live Jesus.

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**Constitution of Cornerstone Ministries Church
1999**

Revised March 16, 2015

Article I - Name

1. This organization shall be known as "Cornerstone Ministries Church."

Article II - Mission Statement

It is the purpose of Cornerstone Ministries Church to:

1. Fulfill the desires of our Lord Jesus Christ according to Matt. 28:18-20 "All authority in heaven and on earth has been given to me. Therefore, go and make disciples of all nations; baptizing them in the name of the Father and of the Son and of the Holy Spirit and teaching them to obey everything I have commanded you. And surely I will be with you always, to the very end of the age."
2. Help people meet Jesus, know Jesus, live like Jesus, and love like Jesus.
3. Worship (loving the Lord with all your heart) Magnify the Lord
Minister (loving your neighbor as yourself) Minister to your
neighbor
Evangelize (going and making disciples of all nations) Missions
Fellowship (communion with the rest of the body of Christ) Membership
Discipleship (teaching them to obey) Maturity
4. Preach, teach, and model the uncompromised Word of God to cause the believers to mature to the "measure of the stature of the fullness of Christ."
5. Encourage each other to be unified in purpose within the body of Christ.
6. Provide an outlet and environment through which God can meet the specific needs of people.
7. Provide a place and atmosphere where people feel free and encouraged to commit themselves to the Lord.
8. Tell others about Jesus Christ and the salvation available by believing in the Lord Jesus.

Article III - Doctrinal Statement

1. We believe in one God, eternally existing in three persons: God the Father, God the Son, and God the Holy Spirit.
2. We believe the Bible is God's written revelation to man and that it is verbally inspired, authoritative, and without error in the original manuscripts.

3. We believe that Jesus Christ was conceived by the Holy Spirit and born of the virgin Mary; that He died for our sins according to the Scriptures, as a substitutionary sacrifice; that He was buried and rose again on the third day; that He ascended into heaven, and that He now sits at the right hand of the throne of God and is our High Priest and Advocate; and that He will personally come again to establish His kingdom.
4. We believe in the personality and deity of the Holy Spirit, that He performs the miracle of new birth in an unbeliever and indwells believers, enabling them to live a godly life.
5. We believe in the bodily resurrection of the just and the unjust, and that all people are lost apart from Jesus Christ. We believe that salvation is by grace alone, not by works. Those who personally accept Jesus Christ as their Savior will spend eternity in heaven. Those who reject Christ's substitutionary atonement will experience eternal separation from God.
6. We believe baptism is a personal and public statement of our faith in the death, burial and resurrection of Jesus on our behalf.
7. We believe that marriage is an institution of God and is intended to be an exclusive and enduring union between one man and one woman. We believe that marriage is to be a reflection of Christ's relationship with His bride the church and as such it is to be based on a foundation of mutual love and respect. Therefore it is the church's responsibility to ensure that marriage is to be held in honor among all. (Gen. 1:26-28; Gen. 2:18-24; Matt. 19:4-6; Eph. 5:22-33; Heb. 13:4)

Article IV - Congregation

1. All people are welcome to this fellowship for the purpose of glorifying Jesus Christ our Lord and Savior.

Article V - Church Government

1. Any individual who is an active participant, who understands and subscribes to the mission and doctrinal statement, and has signed a covenant agreement can participate in the government of the church. Hereafter the participants will be referred to as members.
2. The board of elders elected by the church members will deal with most issues except those relating to: building projects, pastor, election of board of elders, and the constitution which will be decided by the members.

Article VI - Board of Elders

1. The board of elders shall consist of six members (with the exception of special circumstances and never less than four), with staggered four year terms. Nominees for election (elder) shall be nominated from the membership by members in writing to the board of elders. All nominations for elders are to be first brought to the board for affirmation. (Elders whose terms are up are also eligible for nomination.) The board will contact the individuals about letting their name stand before

the membership for election. In any uncontested elections the nominee must receive the approval of 75% of the membership by vote during a membership meeting. The pastor(s) must be notified of all board meetings, attend all board meetings, except the portion of a meeting where the pastor's performance or remuneration is discussed. The pastors are able to speak to all issues, but not to make motions and vote.

2. Following the annual membership meeting, the board meets and selects its own chair, vice-chair, and secretary. A quorum at a board meeting consists of two-thirds of the board members.
3. To be eligible for the board, a man must have demonstrated the qualifications for elder (I Tim. 5:17 ; 1 Tim. 3:1-7 ; Titus 1:5-9), and have been a member of the church for a minimum of two years (the time constraint does not apply in the first two years of the church's existence). If a board member ceases to demonstrate the above-noted qualifications, he will disqualify himself. Board members must support the Mission and Faith Statement.
4. The board is responsible to the members for both the spiritual leadership of the church and the administrative decisions necessary for the normal church operation. At its first meeting after the annual membership meeting, members of the board will allocate responsibilities in the following ministries:
 - a. Administration
 - b. Missions
 - c. Teaching
 - d. Worship
 - e. Education
 - f. Prayer
 - g. Finance
 - h. Evangelism
 - i. Music
5. A summary of the discussions which take place at the board meetings will be made available to the people after each board meeting.

Article VII - Finances

1. The funds necessary for the operation of the church shall be obtained primarily from donations, offerings, and tithes.
2. The fiscal year of the organization shall be from January 1 to December 31.
3. The treasurer is entrusted with the ministries' funds and is to make all disbursements. All monies received by him or her shall be deposited in the name of the church in a financial institution approved by the board of elders. The treasurer shall prepare a monthly list of all disbursements for approval by the board of elders. Disbursements may be made by cheque or by electronic banking only. Cheques require the signature of the treasurer or any member of the board of elders designated to having signing authority.
4. Cornerstone Ministries Church shall be carried on without purpose of gain for its members, and any profits or other gains to the organization shall be used in promoting its objective.

Article VIII - Amendments

1. This Constitution may be amended by an 80% majority at any semi-annual meeting of the members, provided that two weeks previous notice has been given to each member of the desired change.

Article IX - Dissolution

1. In the case of dissolution of the organization, the property and monies belonging to the organization shall, after liquidation, be donated to such a Christian cause as the organization may determine.

This is to certify that this copy of the amended Constitution of Cornerstone Ministries Church is a true copy.

Chairman: Jer Pauls

Vice Chairman: Phil Friesen

Secretary: David Heide

Feb. 13, 2019

ELDER BOARD of CORNERSTONE MINISTRIES CHURCH

Governance-Values-Spirit

Governance

The elder board of Cornerstone Ministries Church(CMC), consists of six elders. Each elder is elected by the membership at the annual meeting to four year terms. The board meets every two weeks (approx.) for about 3-4 hours doing the administration, business and supporting the pastors in taking care of the spiritual needs of the congregation.

Every year at the first meeting after the annual meeting takes place the board reevaluates the positions that each board member is to oversee. A chairman is also selected to run all meetings (regular elder board as well as congregational). Elders and pastors are assigned oversight positions in the areas of; Administration, Care groups, Education, Evangelism/Discipleship, Finance, Missions, Prayer and Worship.

Pastors are considered to be a part of the board but only the elders are able to vote. Pastors are to be notified of all meetings and are expected to attend all meetings with the exception of in camera elder only meetings.

Values

As a leadership board we acknowledge that it is of utmost importance to carry out our responsibilities diligently and to interact with each other honourably. We have a code of etiquette and responsibilities which we take very seriously in trying to abide by. They are as follows;

- **Pastoral Leadership:** We as elders affirm our pastors as the spiritual leaders of the church and therefore have the responsibility to come along side to support, encourage and pray for them. The spiritual health of our pastors is of utmost importance and is beneficial for all.
- **Each member of the board is Uniquely Gifted:** We need to encourage each other in our gifts and give grace when those gifts seem to conflict.
- **Confidentiality leads to Trust:** Both are extremely important to the board success as we share deeply held convictions with each other in trying to make wise decisions.
- **Respect/Honour/Love:** Many times we may see things differently, but in doing so we must maintain respect, honour and love for each other. Instead of our differences dividing us, these disciplines will unite us.
- **Humble Service:** We are ordinary men that God has placed here for a season. We need to simply make ourselves available for Christ to use in the advancement of His kingdom.

- Decisions: As a board, our ideal is to make decisions by consensus.

In 1 Timothy 3:1-13 it states the qualifications for elder along with the behaviour we are to exhibit. Such things as “temperance, self control, gentleness, not being quarrelsome, being worthy of respect and sincerity” are the same values and behaviours that we try to exemplify as a board.

Spirit

In summary, the spirit of who we are and what we do, as elders, is to humbly make ourselves available to obey and serve our Heavenly Father in carrying out the mission He has for His church here at Cornerstone Ministries. In doing this, we work closely along side our pastors, praying for them, encouraging them, supporting them and allowing them the freedom to use their unique talents to lead our congregation.

As overseers of this church, it is our overarching, deep desire, to create and maintain an environment where all attending can experience Christ and grow spiritually and our pastors can thrive in their ministry.

Worshipping God at Cornerstone Ministries

Our Heart for Worship

As the leadership team of Cornerstone Ministries, we recognize the importance of exploring who we are as a body of believers and discerning how the Holy Spirit is calling us to "**Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength**" [Mark 12:30]. We have been seeking the Lord in how His Spirit is guiding us as a church of Christ, and we have discerned the need for more clarity in how we worship together as a body of Christ.

We believe that "*worship is our appropriate response to God's revelation to us*" and we want to express our worship to God in the ways the Bible portrays as being appropriate for worship. The Bible warns us against both *atrophy* (through lack of spiritual expression) and *excess* (selfish indulgence in over-expression) [1 Corinthians 13-14, Psalm 95:1-8a, Psalm 105:1-3, Romans 12:1-5], so we want to worship God together in ways that take both cautions seriously and are appropriate for the particular context and time [Psalm 147:1, Ecclesiastes 3:1-8].

We want our worship services to benefit everyone present, so we want to express our worship together in ways that are humbly considerate of the needs of other people above ourselves. If an expression of worship we enjoy is distracting other people from worshipping God, our love for our neighbour should compel us to consider keeping that expression for private worship [Philippians 2:1-11, 1 Corinthians 10:23-24; 13:1-5]. It is not our desire to set in place a list of "dos and don'ts" nor legalistic rules in the context of worship for our congregation. We want people to be free to worship the Lord in the way the Spirit of God is leading them. We want people to give all the glory and honor to the Lord, for He alone is worthy of our worship [Luke 4:8]. We want to encourage people to lift their voices and praise God together, for it is in an atmosphere of sincere worship that the Lord is enthroned in our lives.

Our Values in Worship

In our worship together as a body of Christ, we seek to live out the following Biblical principles:

Worship is to be God-centered

Worship is not to be focussed on ourselves: worship is not about hearing sermons about us, singing songs about us, or focussing on how to make ourselves feel happily inspired. We want our focus

in worship to be on God, and as we gather in corporate worship our services should renew and challenge us in our relationship with God [Matthew 22:37; Luke 4:8].

Worship is to be Christ-like

We want our worship services to benefit everyone present, so we want to worship in ways that humbly consider the needs of other people above ourselves, and we should not let ourselves be easily offended by the ways other people worship. If an expression of worship we enjoy is not prescribed in Scripture and is distracting to people around us, our love for our neighbour should compel us to consider keeping that expression for private worship rather than corporate worship [Philippians 2:1-11, 1 Corinthians 10:23-24; 13:1-5; 14:26].

Worship is to be Spirit-led

As we plan and prepare for worship services, we want to be intentional about seeking the leading of the Holy Spirit for each part of the service. We ask our worship and service leaders to commit time and energy to seeking the Lord in how He wants to lead and guide each service [John 4:24, Romans 8:14].

Worship is to be Mission-minded

We want our worship services to serve the mission of the church in the context of our culture, rather than being a subculture imported from another time or place. We are open to using traditional forms (e.g. hymns, creeds) that contribute to faithful worship of God in ways that are effective in our ministries. We desire to be translators of the Gospel of Christ by worshipping in ways that are relevant to the people we are ministering to. We strive to be welcoming for friends and neighbours in our local context of a small town with a diversity of backgrounds, while remaining faithful to Scripture. [Matthew 28:18-20, 1 Cor 14:22-25]

Worship is to be Appropriately Conducted

While the Bible does not prescribe any specific order for church services, it is beneficial that our worship services "flow" well, so that they are not distracting or frustrating for the worshippers present, and do not falsely portray worship of God as chaotic. While our goal is not to impress people with our performances, we do want our worship services to be orderly and faithful to the guidelines for worship we find in Scripture. We ask that any changes or additions to the worship service be brought to the Senior Pastor or worship service leader to be considered for inclusion in the service. [1 Cor 11:17-18; 14:32-33,40]

Our Guidelines for Worship

As the leadership team, we recognize that the Lord has blessed the people of Cornerstone Ministries with a diversity of religious heritages and spiritual experiences. We pray that these guidelines for worship expression will provide wise "river banks" that will let the Spirit of God flow in us and through us as a body of Christ while avoiding both spiritual disorder and spiritual dryness. We also pray that these guidelines will be implemented with Christ-like love and grace for one another, so that we can join together in a diverse but unified chorus of praise to our one Lord who made each one of us unique. We also recognize that following Christ includes ongoing changes over time, so we recommend that these guidelines be viewed as an evolving framework that is shaped by ongoing discernment of the leading of the Holy Spirit for this body of Christ.

Praying

Prayer is personal communication with God. The Bible portrays prayer as a primary and continual way of communing with God in worship and in supplication. As a body of believers we want to be faithful in prayer personally and corporately in various ways, including praying for each other and especially for our leaders and teachers, praying for our services and ministries, praying for special requests and significant situations, praying for spiritual revelation and healing, and for many other spiritual needs. We affirm that praying can be done in various ways, but that praying is most effective when done with loving motivations in ways that are appropriate to the particular context. [Matthew 6:5-13, John 17, Acts 4:24-31, Ephesians 6:18, Philippians 4:6-7, James 5:13-16]

Singing

Singing is an inspiring form of worship for many people. The Bible includes many references to singing to the Lord, especially in the Psalms, and calls us to sing to the Lord 85 times. We want to be faithful in singing to the Lord when we gather together in worship. We want to sing well and in harmony with one another, so we willingly cooperate with the direction of those who are leading our corporate singing. We ask our worship and service leaders to seek the Lord's guidance in how and when we sing together to the Lord. [Psalm 96, Isaiah 42:10]

Playing Instruments

Music is another inspiring way we express our worship of God, including playing musical instruments. Scripture describes using a wide variety of instruments for the purpose of praising God. We are open to worshipping God using various musical instruments under the direction of our worship leaders and worship teams, who we ask to play to the best of their ability as an offering of their abilities to God. We are also open to people of varying abilities who are willing to play special music as an

offering of their abilities to the Lord and for the encouragement of the church. [1 Chronicles 13:8, 15:16,28; Psalm 150]

Lifting Hands

The lifting of our hands during prayer or singing can be an expression of worship to the Lord symbolizing our surrender to Him, our dependence on Him, our willingness to do His will, or other sincere motivations to receive a blessing from God. We recognize that lifting up one's hands is not a sign that a person's worship is more genuine or holier or superior to other people; rather, it is a personal expression of worship that can be an appropriate act of reverence or response to God. [Psalm 134, 1 Timothy 2:8; 1 Samuel 16:7]

Shouting

Shouting is described in the Bible in the context of singing and praising God. But since shouting can be distracting to others and disrupting in some contexts, we ask that people be sensitive to the needs of other people and considerate of the situation in discerning how and when shouting praise to God is appropriate. We ask people to let the worship or service leaders direct us in how and when this expression of worship is used effectively, for example in declaring to everyone some attribute of God. We ask people who are sensitive to shouting to not let ourselves be easily offended by such expressions from people. [Leviticus 9:23-24; Psalm 47, 95:1-7; Philippians 2:4; 1 Samuel 16:7]

Speaking in Tongues

Speaking in "tongues" or special languages is a gift the Holy Spirit can give to Christians in personal worship of God. We recognize that speaking in tongues is not a sign that a person's worship is more genuine or superior to other people; rather it is a personal form of worship that can be an appropriate response to God. The Bible states that speaking in tongues is primarily for personal edification or nurturing in private worship, and that if it is used publicly then spiritual interpretation should be provided so that it will not be an inappropriate witness for other people and so that it will strengthen and not divide the congregation. We ask that this spiritual gift be used so as to not draw attention to oneself, and that is done in a way that respects the sensitivities of other people. [1 Corinthians 12-14; Philippians 2:1-11]

Prophesying

A prophecy is a message given to a person from God that is to be used for God's purposes, often for spiritual guidance or strengthening for a person or for the church. We believe that God speaks to each person, but we also recognize that the Spiritual gift of prophecy has been misused often

throughout human history, and so we want to be cautious in professing that we have received a message from God. We also realize that prophecy can be false or not from God, so we want to be prayerfully testing the spirits and the words that are given to us. We ask that if a person has received a message from the Lord for another person, that it be shared with that person carefully and accurately, which likely means it will not include specific dates, mates, nor pregnancies. We ask that prophecies for the congregation or the church be brought to the leaders of the church for prayerful testing and discernment before they are shared with people. [John 10:27; 1 Corinthians 14; 1 John 4:1-3; Revelation 19:10]

Flagging

The waving of flags or banners can be used as a way of expressing allegiance or praise to God. In the Old Testament, banners are used to gather or organize people for specific purposes, including gathering in the name of God. We ask that any flagging during worship services be done at the back of the church or in a separate room, so that it does not distract other people from worship nor get in people's way of seeing worship activities on stage or on the screen. [Psalm 20:5; Isaiah 62:10]

Postures

The Bible describes many ways that a worshipper can use their body posture to express their worship to God, including dancing, standing, sitting, bowing, kneeling, lying face down, etc. We are open to using various postures in worship to God, but we ask that people use specific postures in ways that will not distract worship by other people, and at appropriate times so that it is not disruptive to the worship context. We ask that people let the worship or service leaders direct us in how and when different postures may be used effectively for worship, so that, for example, people do not remain standing when the congregation has been asked to be seated. We ask that those postures that may distract others during a worship service and draw unnecessary attention to oneself be used at the back of the church or in an appropriate place. [2 Samuel 6:14; 1 Kings 18:39; Psalm 95:6; Matthew 2:11; Luke 8:41]

Cornerstone Ministries Church

Pastor Evaluation for Pastor _____

Pastoral evaluations can sometimes be anxiety producing and full of emotional intensity for all involved, including pastors and their spouses, church leaders and concerned members of the congregation. Please take the appropriate amount of time to answer sensitively and objectively.

The following principles might help to keep the right perspective:

- A. Pastoral and personal growth is the goal.
The basic purpose of the evaluation is to promote growth toward more effective ministry.
- B. Focus on the future.
If the direction is toward growth and improvement in ministry, then there will be more focus toward the future rather than the past.
- C. Keep a long-term perspective.
While recognizing weaknesses and problem areas and taking them seriously, the assumption should be that the pastor would build upon existing strengths rather than focusing entirely on correcting weaknesses.

Our Purpose

Meet, Know, Love & Live Jesus

Cornerstone Ministries Church

Pastor Evaluation for Pastor _____

The next several pages list functions and characteristics often used to describe pastors. Using the five point scale described below, circle the number for each item you feel the most closely describes the degree of effectiveness of "Pastor _____". Base your judgement on your own personal observations. If you have no basis for judgement, circle NC.

1. **Not Effective;** Exhibits little competence or achievement in this area.
 2. **Somewhat Effective;** There are few instances of achievement in this area.
 3. **Effective;** Is more effective than ineffective in this area.
 4. **Quite Effective;** Achieves significant advances in this area .
 5. **Exceptionally Effective;** Consistently demonstrates competence and achievements in this area.
- NC. **No Comment;** Not sufficiently acquainted with this part of Pastor Dave's work to give responsible opinion.

Name: _____

Signing this form helps us to be accountable for what we say. It also enables the Elder Board to respond for additional information, should that be needed. (The person being reviewed will not see or read individual responses)

The deadline for filling out this form is Month, Date, Year. Please hand in to Milt Krahn or Jer Pauls (who will be the only ones compiling the data).

1. Christian Life and Commitment:

- | | |
|---------------------------------------------------------------|--------------|
| 1. Gives evidence of deep commitment to Christ | 1 2 3 4 5 NC |
| 2. Has a life message that is consistent | 1 2 3 4 5 NC |
| 3. Remains practical in the expression of his Christian faith | 1 2 3 4 5 NC |
| 4. Demonstrates an active prayer life | 1 2 3 4 5 NC |

Comments: _____

2. Inter-Personal Relations:

- | | |
|-----------------------------------------------|--------------|
| 1. People feel comfortable in his presence | 1 2 3 4 5 NC |
| 2. Easily wins and retains peoples confidence | 1 2 3 4 5 NC |
| 3. Takes initiative to befriend people | 1 2 3 4 5 NC |
| 4. Works well with others | 1 2 3 4 5 NC |

Comments: _____

3. Pulpit Ministry:

- | | |
|--------------------------------------------------------------------|--------------|
| 1. Provides good Bible teaching | 1 2 3 4 5 NC |
| 2. Is practical in his application Bible teaching | 1 2 3 4 5 NC |
| 3. Messages challenge you in your relationship with God | 1 2 3 4 5 NC |
| 4. Has pleasant style in pulpit | 1 2 3 4 5 NC |
| 5. Chooses interesting and relevant sermon topics | 1 2 3 4 5 NC |
| 6. Messages are well prepared | 1 2 3 4 5 NC |
| 7. Messages are easily understood | 1 2 3 4 5 NC |
| 8. Sets tone for a spirit of worship in the service | 1 2 3 4 5 NC |
| 9. Which of the following describes the kind of preaching he does? | |

(circle as many as you feel apply)

- | | |
|-------------------------|------------------------------|
| simple | speaks to needs of people |
| challenges you to think | reads from manuscript |
| emotional | often too long |
| worshipful | judgemental |
| holds attention | with an understanding spirit |
| Biblical | well prepared |
| balanced | rides pet themes |
| understood by people | |

Comments: _____

4. Pastoral Care:

- | | |
|-----------------------------------------------|--------------|
| 1. Shows genuine concern for people in need | 1 2 3 4 5 NC |
| 2. Is available when needed | 1 2 3 4 5 NC |
| 3. Is a good listener | 1 2 3 4 5 NC |
| 4. Maintains confidentiality | 1 2 3 4 5 NC |
| 5. Knows hows to minister to people in crisis | 1 2 3 4 5 NC |
| 6. Provides wise counsel and direction | 1 2 3 4 5 NC |
| 7. People seek him out in time of need | 1 2 3 4 5 NC |
| 8. Finds time to visit our home | 1 2 3 4 5 NC |

Comments: _____

5. Leadership/Administration:

- | | |
|-------------------------------------------------------------|--------------|
| 1. Sets forth clear goals for the church | 1 2 3 4 5 NC |
| 2. Willing to accept advice | 1 2 3 4 5 NC |
| 3. Admits to limits readily | 1 2 3 4 5 NC |
| 4. Uses time effectively | 1 2 3 4 5 NC |
| 5. Expects accountability from others | 1 2 3 4 5 NC |
| 6. Provides direction but isn't overbearing | 1 2 3 4 5 NC |
| 7. Delegates responsibility where possible | 1 2 3 4 5 NC |
| 8. Shows interest in community matters | 1 2 3 4 5 NC |
| 9. Is well organized | 1 2 3 4 5 NC |
| 10. Encourages the development of leadership in others | 1 2 3 4 5 NC |
| 11. Is a respected member in the community | 1 2 3 4 5 NC |
| 12. Programs for which he is responsible are well organized | 1 2 3 4 5 NC |
| 13. Interested in outreach | 1 2 3 4 5 NC |
| 14. Can capture a vision and sell it | 1 2 3 4 5 NC |
| 15. Well prepared for meetings | 1 2 3 4 5 NC |
| 16. Motivates workers for involvement | 1 2 3 4 5 NC |

Comments: _____

6. As you view Pastor _____'s overall ministry, are there areas that you feel could use improvement?

CORNERSTONE MEMBERSHIP COMMITMENT

Having received Christ as my Lord and Savior, having been baptized upon the confession of my faith in Christ, and being in agreement with Cornerstone's statements, strategy and structure, I now feel led by the Holy Spirit to unite with the Cornerstone family. In doing so, I commit myself to God and to the other members to do the following ...

1. PROTECT THE UNITY OF MY CHURCH

By acting in love toward other members

By refusing to gossip

By following the leaders

"So let us concentrate on the things which make for harmony, and on the growth of our fellowship together." Rom. 14:19 (Ph)

"Live in complete harmony with each other – each with the attitude of Christ toward each other." Rom.15:5 (LB)

"Have a sincere love for your fellow believers, love one another earnestly with all your hearts." 1 Peter 1:22 (GN)

"Do not let any unwholesome talk come out of our mouths, but only what is helpful for building others up according to their needs..." Eph. 4:29

"Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be no advantage to you." Heb. 13:17

2. SHARE THE RESPONSIBILITY OF MY CHURCH

By praying for its growth

By inviting the unchurched to attend

By warmly welcoming those who visit

"To the church ... we always thank God for you and pray for you constantly." 1 Thess. 1:2

"Go out into the country ... and urge anyone you find to come in, so that My House will be full." Luke 14:23 (LB)

"So, warmly welcome each other into the church, just as Christ has warmly welcomed you; then God will be glorified." Rom. 15:7 (LB)

3. SERVE THE MINISTRY OF MY CHURCH

By discovering my gifts and talents

By being equipped to serve by my pastors

By developing a servant's heart

“Serve one another with the particular gifts God has given each of you...” Peter 4:10 (Ph)

“God gave ... some to be pastors and teachers to prepare God’s people for works of ministry, so that the body of Christ may be built up...” Eph. 4:11-12

“Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Jesus Christ ... who took on the very nature of a servant...” Phil. 2:3-4,7

4. SUPPORT THE TESTIMONY OF MY CHURCH

By attending faithfully

By living a godly life

By giving regularly

“Let us not give up the habit of meeting together ... but let us encourage one another.” Heb. 10:25

“But whatever happens, make sure that your everyday life is worthy of the gospel of Christ.” Phil. 1:27 (Ph)

“Each one of you, on the first day of each week, should set aside a specific sum of money in proportion to what you have earned and use it for the offering.” 1 Cor. 16:2

“A tenth of all you produce is the Lord’s, and it is holy.” Lev. 27:30

Name _____

(Please print)

Address _____

Phone No. _____

Signature

Date



Strengths Discovery Survey

Demographic info: (circle applicable answer)

Gender	Are you a member	Age
Male	Yes	Jr & Sr Youth 18-24
Female	No	25-54 55+

Pick your top two in each category:

Current Strengths:
Who we are today?

Teaching of God's Word

Ministering in the Holy Spirit's power

Warm fellowship

Multiplying small groups

Impacting worship

Christlike generosity

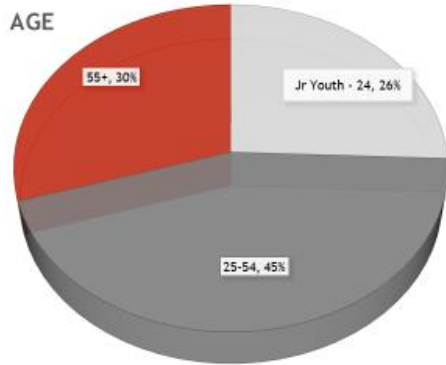
Utilizing the power of prayer

Empowering members for ministry

Living out God's mission locally

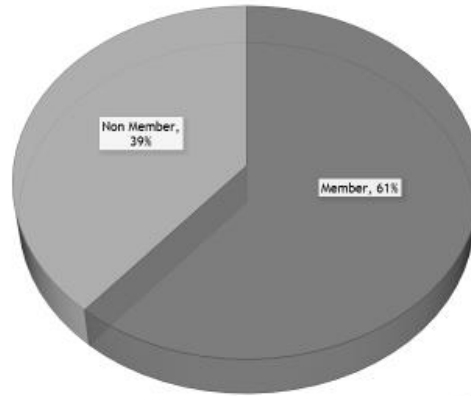
Global Outreach and Missions

Vision for future strengths:
Who you would like us to become?

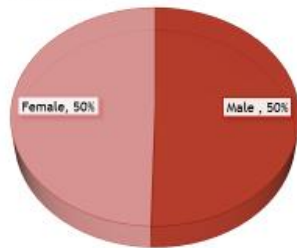


Number of Surreys: 121

MEMBERSHIP



GENDER



Summary - All Demographics

