

# Vision and Plan



*Advancing the gospel of Jesus Christ throughout the Twin Cities  
by preaching the gospel, equipping households and leaders, and  
planting churches that engage the city in love and good deeds.*

*Commit your work to the Lord, and your plans will be established.*

Proverbs 16:3

*The heart of man plans his way, but the Lord establishes his steps.*

Proverbs 16:9

## **Twin Cities Church Vision and Plan**

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## Who Are We?

### Twin Cities Church is a Church—the Household of God!

The term used in the New Testament for “church” is *ekklesia*. In non-religious uses, it meant “an assembly of the citizens.” In the New Testament, it was a “congregation of Christians, implying interacting membership.” In our times, the term “church” is usually defined as a place to go or an event to attend on Sundays. This is an incorrect view. Biblically, the term always means a gathered group of people.

Another prominent term used to define the people of God is “household.” In non-religious uses, the term could mean “in or of the house,” or “of the same family.” In the New Testament, the term was used in exactly the same way, and always meant “family” when speaking of God’s people.

If we take these two ideas and combine them, we can define “church” in this way:

**Church:** *A group of Christians that gather together and interact as a family—God’s family.*

### How Important is God’s Family to His Eternal Purposes?

Because churches are literally all around us (or at least the buildings that churches meet in), we have grown apathetic to the significance and importance of the local church. Let’s look at two passages that speak of the local church.

*To me, though I am the very least of all the saints, this grace was given, to preach to the Gentiles the unsearchable riches of Christ, and to bring to light for everyone what is the plan of the mystery hidden for ages in God who created all things, so that through the church the manifold wisdom of God might now be made known to the rulers and authorities in the heavenly places. This was according to the eternal purpose that he has realized in Christ Jesus our Lord. (Ephesians 3:8-11, ESV)*

*I hope to come to you soon, but I am writing these things to you so that, if I delay, you may know how one ought to behave in the household of God, which is the church of the living God, a pillar and buttress of the truth. (1 Timothy 3:14-15, ESV)*

In the first passage, we see that God is working through the church to show his manifold wisdom (every aspect of his nature and character) and that his plan has been in place from eternity past and was accomplished in Jesus’ death and resurrection. **There is no other entity on earth with this calling!**

In the second passage, Paul states the church is the pillar and support of the truth. Jesus is the truth, but the church holds up and shows it to the world. When Jesus is living in us and changing us, then Jesus is reflected in our conduct—we are the picture of truth in the world! **There is no other entity on earth with this calling!**

**Conclusion:** We are God’s family, called to reflect the wisdom and truth of God and His Son, Jesus Christ, through our conduct with each other.

## **What Are We Doing?**

### **We Are Preaching the Gospel**

The gospel is the news of Jesus Christ's victory over sin and death through his death on the cross and his resurrection from the dead, which proved that he was the Anointed One of God, the promised Son and King that would establish peace for the nations forever. Since God desires all people to be saved, it is the task of the church to proclaim this message. (John 20:30-31; 1 Corinthians 15:1-11; 1 Timothy 2:4)

### **We Are Planting Churches**

Because churches are so central to the eternal plan of God through Jesus Christ, we are following in the example of the Apostle Paul and the early church. The book of Acts shows that when the gospel was preached and people believed, they were assembled into local churches. (Acts 13:1-14:28)

### **We Are Equipping Christians and Christian Households**

All Christians are called to maturity in order to be useful to the ongoing ministry of the gospel. Mature Christians embodying the teachings of Jesus Christ in the church reflect the truth and love of Jesus Christ and fulfill Christ's calling upon their lives. (Ephesians 4:11-16, Colossians 1:28)

A household is a family unit. A family unit can be an unmarried person or it can be a family with children. As households are the foundations of local churches, the Scriptures call households to a way of life that embody the teachings of Jesus Christ. As households mature, their effectiveness as witnesses to the gospel of Jesus Christ is enhanced, resulting in greater numbers of mature, long-lasting fruit. (Titus 2:1-3:15; Colossians 3:18-4:1; Ephesians 5:22-6:9)

### **We Are Training Leaders**

To ensure the continued growth and expansion of the church, those planting churches are called to train leaders to watch over local churches. They are also called to train leaders to continue to preach the gospel and plant more churches. (Acts 20:17-38, Titus 1:5, 2 Timothy 2:2)

### **We Are Engaging the City in Love and Good Deeds**

As we are not simply called to maturity, but to service in the example of Jesus, we recognize that our maturity as Christians, households, and leaders enables us to respond to the pressing needs of the world around us. In meeting these pressing needs through good works, humility, consideration, love, and sacrifice, we demonstrate the love and truth of Jesus, making him attractive to a world in need of a savior. (Romans 12:13; Ephesians 4:12; 1 Timothy 2:10; 5:10, 6:18; Titus 1:16, 2:3, 7, 14, 3:1, 8, 14; 1 Peter 2:12; Hebrews 10:24; James 3:13; 1 John 3:18)

## What Will It Look Like?

- people believing in Jesus, repenting from sin, and sincerely walking w/Him
- people building transformed lives in the power of the gospel and the word of God
- people building long-term, real friendships with their brothers and sisters in Christ that demonstrate love, forgiveness, the bearing of burdens, and the building up of one another in all areas of life
- people and families practicing hospitality and engaging in good deeds in their love for the world, which causes others to know Jesus
- leaders getting trained to preach the gospel, start churches, establish churches, and equip leaders
- receive from and give to other churches in the Minneapolis/St. Paul metropolitan area
- rich people using their money to help others in need
- poor people who are poor because of laziness develop diligence and become providers and helpers of others
- mediation into the lives of poor people who are poor because of oppression and free them from oppression
- oppressive people and institutions turn into generous and charitable people and institutions
- businesses and organizations influenced by Christians demonstrate a shrewdness and integrity that become highlights of the world
- people of different ethnicities and social classes are attracted to Jesus because of the diversity of the church and the liberality of our love, commitment, and sacrifice
- broad aesthetic expression seen in the arts, which express the diversity and beauty of God and His creation
- people enslaved to addictions find freedom and life through Jesus
- strongholds of sin, such as the commoditization of sex, closing down like the silversmiths and magicians of Ephesus
- children are growing up with a clear vision of work, family, and community purpose coupled with the knowledge, skills, and character to fulfill these purposes
- knowledge of our faith and the power of God in our midst is heralded around the world
- respected, highly reputed, and sought after as a church in the Minneapolis/St. Paul area at all levels—corporate, civic, educational, cultural—because of the attractiveness of the teaching of Jesus Christ, the quality of the lives of the people in those spheres, and our love for the City

## How Do We Preach the Gospel?

The preaching of the gospel occurs *publicly* and *privately*. Public preaching of the gospel happens regularly in the public meetings of Twin Cities Church, which usually occurs on Sundays. We typically approach preaching by working through books of the Bible, with an intentional emphasis on the gospel as it is portrayed in each book and how people are called to participate in the eternal purposes of God, again guided by the intentions of each particular book. In this way, those who are not yet Christians are exhorted to understand and believe in the gospel and God's calling upon their lives and those who are Christians are strengthened in their own faith. The work of Apollos, who was a gifted preacher and teacher, is a clear example of how effective public gospel proclamation not only draws people to Jesus, but also encourages those who have already believed. (Acts 18:24-28)

Private preaching of the gospel should occur all the time through the efforts of everyone in the church. The New Testament's dominant model of evangelism for the church is through the relationships we build as individuals and households through the intentional engagement in good deeds. These relationships form the context for interaction and discussion. Everyone in the faith is commanded to live prayerfully with wisdom towards those not in the church, that we would use our time well and respond appropriately to each person that inquires of our faith (Col 4:2-6). Additionally, Jesus calls us to be ready to respectfully and gently give a reason for the hope within us (2 Peter 3:15). With gentle, respectful, and attractive behavior, along with wise, well-chosen words, the gospel is proclaimed and people come to know Jesus.

## How Do We Plant Churches?

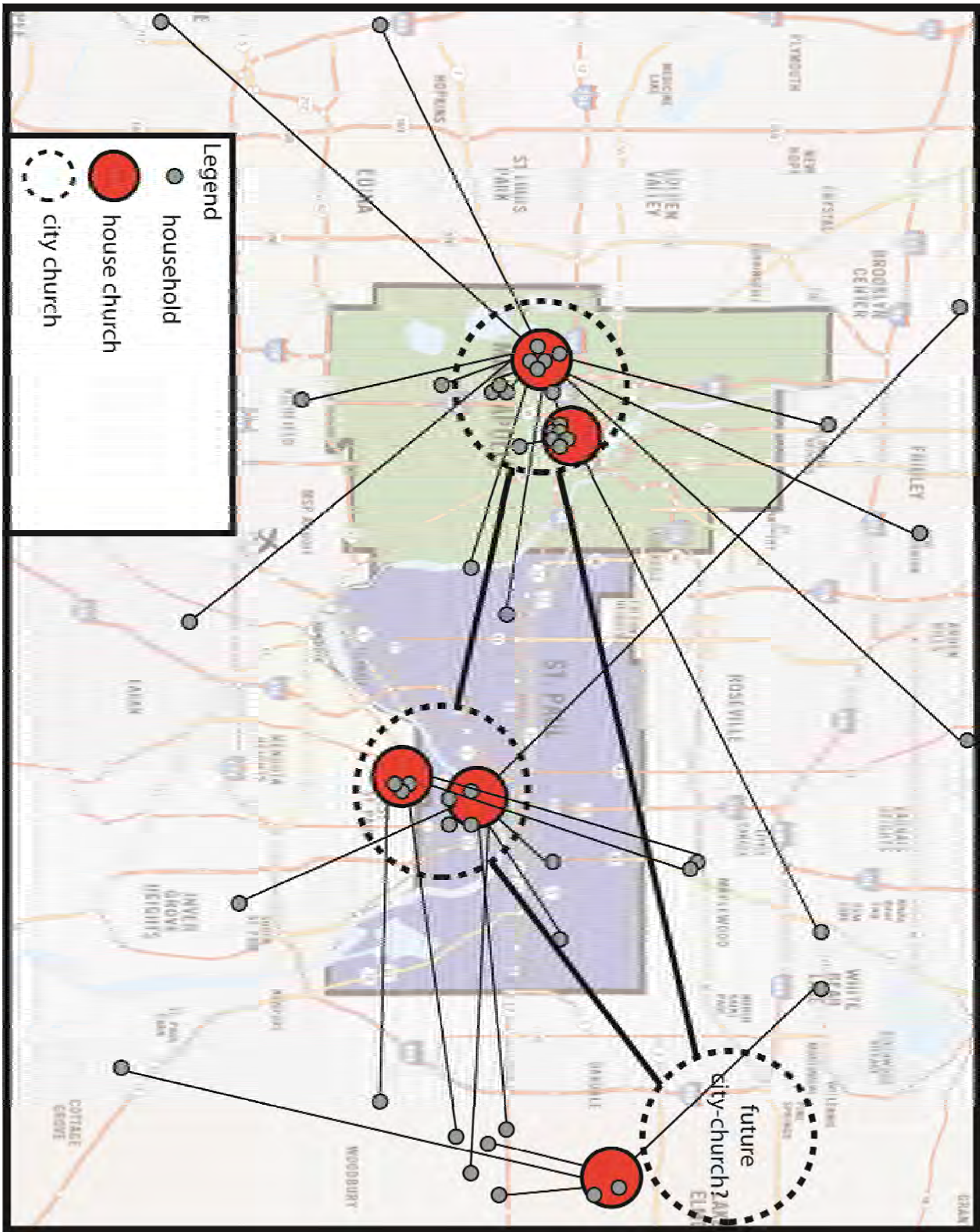
We start churches with a group of 6-12 households, made up of roughly 10-20 adults. We call these churches *house churches*. House churches are the foundational building blocks for Twin Cities Church. Our **house churches** usually begin by separating from another **house church** that has grown beyond the size appropriate for a single house. They are also started by gathering people that live in a particular geographical area into a formal **house church** community. As of December 2009, Twin Cities Church has five **house churches**.

When there are enough people to meet publicly for larger meetings for preaching, teaching, and worship, **house churches** combine to make a *city church*. **City churches** serve as hubs for the city-wide network of **house churches**. **City churches** are held together by frequent gatherings of the **house churches** and by a common leadership team made up of representative leaders from each **house church**. As of December 2009, Twin Cities Church has two **city churches**, Twin Cities Church-Uptown (Minneapolis) and Twin Cities Church-West Side (St. Paul).

The entire web of churches make up Twin Cities Church as a metropolitan network that seeks to plant churches not only in the Twin Cities, but throughout the nation and the world through our relationships with BILD International ([www.bild.org](http://www.bild.org)), Acts29 ([www.acts29network.org](http://www.acts29network.org)), and the Fellowship of Grace Brethren Churches ([www.fgbc.org](http://www.fgbc.org)).

The following web diagram accurately reflects the current (Dec 2009) status Twin Cities Church.

# The Twin Cities Church Network of Households and Churches



## How Do We Equip Christians and Christian Households?

### We Establish the Church's Leadership According to the Jesus' Instruction

As in any family, it can only be strong and grow stronger if it has good foundations. In a family, those foundations are the parents. In a church family, those foundations are its leaders. The Spirit of God appoints leaders to carry out the necessary work to bring the church to maturity. Those leaders are to be positioned and used to fulfill their gifting and calling. Those leadership roles are as follows:

*Apostles/Church-Planters:* These leaders start new churches and build the foundations for long-term growth through their preaching, teaching, ordering, and equipping efforts.

*Prophets/Theologians:* These leaders help in the establishing and ongoing strength of churches through their preaching and exhorting Christians to follow God.

*Evangelists:* These leaders help grow the church by sharing the gospel and by training others to share the gospel.

*Pastors/Elders:* These leaders help Christians through encouragement, care, love, support, teaching, protecting, and leading the church. Think of these leaders as a team of strong, loving dads that look after the church family.

*Teachers:* These leaders help grow the church in the knowledge of God and His calling for Christians.

Twin Cities Church is in the "church-planting" phase. We are developing other leaders to help with the responsibility of the care of the churches. At this point, the church is led by George Stagg, the church-planter, who is equipping these current and future leaders. The goal is that each **house church** would have 1-2 elders, that each **city church** would have 3-4 elders, and that the metro-wide team would be a team of 5-6 leaders leading the network. (Ephesians 4:11-16, Titus 1:5, 1 Timothy 3:1-15)

### We Establish the Church in the Teaching of Jesus Christ

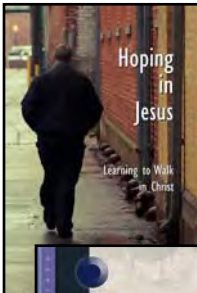
When Jesus departed the earth, he gave specific instructions to the apostles:

*Now the eleven disciples went to Galilee, to the mountain to which Jesus had directed them. And when they saw him they worshiped him, but some doubted. And Jesus came and said to them, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age." (Matthew 28:16-20)*

After people believe in Jesus and are baptized into the church, we are to teach them to observe all that Jesus commanded. These teachings are made up of those teachings that Jesus gave to the disciples during his time on earth and through the Spirit after Jesus had departed. We carry out Jesus' command through a systematic cycle within our **house churches**. (Matthew 28:16-20; John 16:12-13; 2 Peter 3:14-28)

## Establishing the Church in Jesus' Teaching

Participants engage in a year-long, discussion-based process of learning the broad span of Christ's teaching in the context of a **house church**. Participants not only learn knowledge, but they are trained and shepherded towards discernment, evaluation, and application in the context of a like-minded, caring community.



*Becoming Mature in the Identity and Power of Jesus*



*Becoming Mature in Your Beginning Stages as a Disciple*



*Becoming Mature in Your Family and Church*



*Becoming Mature as a Servant of Jesus with a Mission*



*Becoming Mature in Lifelong Habits*



*Becoming Mature as a Member of Twin Cities Church*

## How Do We Equip Leaders?

Leadership development, as with all training, requires context and content. The context of our development is the mission of preaching the gospel and planting and establishing churches. All leaders-in-training are required to be committed participants of Twin Cities Church and its mission. They are trained by the leaders of the church and are used in the ministry needs of the church as maturity and competencies allow.

For our content, we have formed a partnership with BILD International and the Antioch School of Church Planting and Leadership Development. We utilize the resources of these two organizations for the equipping of our leaders. These resources are divided into two categories.

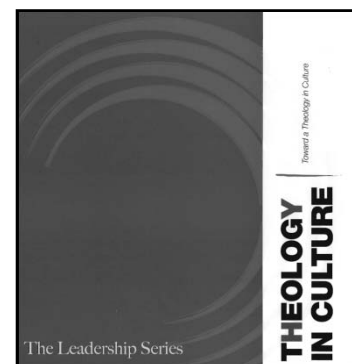
### We Train Them in Character, Ministry Philosophy, and Ministry Skills

- *Acts: Keys to the Establishment and Expansion of the First-Century Church*
- *Pauline Epistles: Strategies for Establishing Churches*
- *Leaders and the Early Church*
- *Understanding the Essentials of Sound Doctrine*
- *Shepherding, Counseling, and the Early Church*
- *Character of a Leader*
- *Habits of the Heart*
- *Evangelism and the Early Church*
- *The Family and the Early Church*
- *Ministry Priorities and Personal Management*
- *Ministry Perspectives: Conflicts Without, Fears Within*
- *Covenants, Unity of Scripture, and Biblical World View*
- *Interpreting the Word I: Principles and Procedures*
- *Interpreting the Word II: Language Tools and Study Aids*
- *Preaching and Teaching in the Early Church*



### We Train them in a Comprehensive Biblical Theology in Culture

- *Toward a Theology in Culture: A New Encyclopedia*
- *Old Testament Theology: The Law*
- *Old Testament Theology: The Former Prophets*
- *Old Testament Theology: The Latter Prophets*
- *Old Testament Theology: The Writings*
- *New Testament Theology: Matthew and Mark*
- *Theology: Luke and Paul*
- *New Testament Theology: The General Epistles*
- *New Testament Theology: Johannine Literature*
- *Theology in Civilization: Pathways to Constructing Theology in Civilization*



## **How Do We Engage the City in Love and Good Deeds?**

We are all called to be ready and zealous to meet pressing needs and to show love to strangers. We accomplish this as individuals and households, house churches, city-churches, and metro-wide efforts.

### **Engaging the City as Individuals and Households**

Needs are always around us as individuals and families. Being aware of those needs around us requires us to be involved in the lives of those around us—being a neighbor rather than just occupying a house in a neighborhood. This means that we regularly attend the events and activities around us, as well as initiate opportunities such as summer BBQs, holiday parties, informal get-togethers, etc. Initiating efforts with neighbors will then provide opportunities to meet pressing needs of those around you, such as helping with childcare, helping a family with a new baby, house and yard work, or comforting in the sickness or death of a loved one. Eventually, these efforts lead to opportunities to share the gospel and engagement with the church community. We recommend that families make an effort to engage a neighbor at work, school, or at home in a significant way at least 2-3 times/week.

### **Engaging the City as House Churches**

Each house church can pray, plan, and initiate as a cluster of individuals and households to meet pressing needs. Each house church will covenant together for a common mission task to their geographic area.

### **Engaging the City as City Churches**

Each city church can pray, plan, and initiate as a cluster of house churches to meet large, pressing needs of the city. Each house church will covenant together for a common mission task to their city.

### **Engaging the City as a Metro-Wide Church**

Occasionally, there will be those needs that require the participation of the entire Twin Cities Church network. The metro-wide leadership will pray and respond to those as they become apparent.

#### ***An Emerging Metro-Wide Need and Calling***

God has blessed Twin Cities Church with many people that have overcome the enslaving addictions of alcohol and drugs. Many of these people have years of experience in working with others to overcome these addictions. With success rates of most treatment centers in the low-to-mid teens, we believe that a thoroughly church-based treatment program in cooperation with professional medical organizations will enable Twin Cities Church to bless the Minneapolis/St. Paul Metropolitan area with a needed service. This very effort is in its foundational planning and prototype stages.

## What is Your Role?

Many Christians think that the most important thing they can do as a Christian is get involved in some type of “missions work” or have some formal role in teaching, preaching, or being an evangelist. It is one of the greatest and most destructive lies in the history of Christianity.

There are a few core things that all Christians should always focus on, regardless of their gifting or calling. For those beginning their Christian lives, maintaining faithfulness to these things will help them find their specific role and function within the household of God.

Those things are as follows:

1. Learn to walk in Jesus (Romans 13:13; Galatians 5:16; Ephesians 4:1-7; Colossians 2:6-7; 1 Thessalonians 2:12). Make a commitment to participate in a **house church** and work through Twin Cities Church’s year-long process of establishing Christians in Jesus’ teaching (p.10). This will help you learn what it means to walk in Christ.
2. Love your family. If you do not have a spouse or children, you probably have brothers, sisters, a mom or dad, or grandparents that could use some love, encouragement, and attention. One of the most depressing things in the ministry is seeing people give their lives to ministry and ignore their own family. People living this way see ministry as a means to self-glorification, not a means to serve others. A person’s ministry grows out of their faithfulness to their family.
3. Commit to faithful participation in a **house church**. People were made to be in close community with each other. Get to know the people personally. Think about ways to love and encourage others. Be open and vulnerable with those in your group, sharing your burdens and anxieties and fears so that others can love and encourage you. Meet the pressing needs of your brothers and sisters in Christ. Out of your income, give to support those who are leading and shepherding the church. In doing this, the Spirit of God in you will stir up gifts and skills that you never knew you had and begin to use those for the building up of the church.
4. Work hard in whatever you do, whether it be working, taking care of your family, or preparing for your future work or calling. Out of the fruits of your labors, give to the ongoing efforts of the church and help those around you in need.
5. Commit to love those who are not in the church and don’t know Jesus. Start with simple acts of love and kindness in order to get to know people. Set aside specific time to have neighbors, co-workers, classmates, and anyone else over to our house for dinner. Or take them out for a meal. Simply start making consistent efforts to love those around you. Opportunities will arise for you to help them see the life that is found in Jesus Christ.

If you and your family are doing these things, more formal or specific roles may emerge for you in the church or in missions. If that is the case, be mindful of any promptings or desires you have. Pray about them and communicate those desires to someone in leadership. If you truly have gifts and callings beyond these five things above, usually the leadership will spot you out and initiate that conversation.

## What Do We Believe?

### The Twin Cities Church Statement of Faith

We believe that God is working out His eternal purposes to display His manifold wisdom through the person and work of Jesus Christ, the revelation of whose identity and work is the primary intent of the Scriptures, both Old and New Testaments.

We believe that Jesus Christ is the promised Messiah of Israel as foretold by the prophets in the Hebrew Scriptures. He is descended from the line of David, born of the virgin Mary, crucified by Pontius Pilate, buried and risen on the third day according to the Scriptures, and will come again to judge and reign on earth for eternity. (Genesis 2:15-17, 3:1-15, 12:1-7; 2 Samuel 7:8-16, Psalm 16:10; Isaiah 2:1-4, 7:14-15; Matthew 1:18-25, 27:24-26; John 5:39, 20:30-31; Luke 24:44-49; Ephesians 1:3-14, 3:8-11; Colossians 1:15-20; 1 Corinthians 15:3-8; Revelation 20:1-10)

We believe that Jesus Christ is the image of the invisible God, which means that He is the physical manifestation of God. (Colossians 1:15)

We believe that Jesus Christ is the firstborn of all creation, which means that His is preeminent and above all created things in authority and power. (Colossians 1:15)

We believe that Jesus Christ created all things through his power and for His pleasure. (Colossians 1:16)

We believe that Jesus Christ existed prior to the creation of all things and that all created things find their purpose, power, and order in Him. (Colossians 1:17)

We believe that Jesus Christ is the firstborn from the dead, which means that His victory over sin and death in His resurrection from the dead provides the pattern and rule for all life and that life on earth or in heaven is found only through the reconciling work of Jesus Christ on the cross. (Colossians 1:18-23)

We believe that Jesus Christ is the head of the church and alone possess full authority and power over the churches and is using His church to accomplish His purposes. (Colossians 1:18; Ephesians 3:8-11)

We believe that all things are working toward the realized kingdom of God, secured by the death and resurrection of Jesus Christ, proven in the final destruction of Satan, sin, and death, and established by the creation of a new heaven and a new earth in which God will reign in eternal peace, beauty, truth, and light. (Ephesians 1:3-10; Colossians 2:15; Revelation 20:1-21:27)

**We believe that Jesus Christ is building His church through the Spirit-empowered and Spirit-led preaching of the gospel and the formation of local churches made up of people who have believed in the gospel from every nation, people, tribe, and language.**

We believe that Jesus revealed an order and way of life for churches in order that through the following of this way of life, the churches would display the manifold wisdom of God to the rulers and authorities in the heavenly realm, which is the location of the cosmic battle between God and Satan. (Ephesians 3:8-11, 6:10-20)

We believe that the local church is the pillar and support of the truth, which means that the incarnation of Jesus Christ in churches following His gospel is His chosen means to display Himself in the world. (Titus 3:14-16)

We believe that the Spirit gave gifted persons to the church in order to equip the church to maturity and unity in Jesus Christ. These gifted persons are apostles, prophets, evangelists, pastors, and teachers. These persons are responsible to provide the foundations in the church through leadership and the ministry of the Scriptures. (Ephesians 4:1-16; Acts 20:17-39)

We believe that the expansion of the gospel of Jesus Christ is first carried out by those who preach the gospel and start local churches. (Acts 13:1-14:28; Ephesians 4:11-16)

We believe that local churches are then responsible to support the ongoing work of those called to preach the gospel, start churches, and shepherd those churches. (1 Timothy 5:17-18; 1 Corinthians 9:1-12; Philippians 4:10-20; Acts 29:30-31)

We believe that local church leaders are responsible to shepherd the church, protecting it from false teaching, strengthening it in the Scriptures, and ensuring the church's ongoing witness of Jesus Christ through testifying to His name, the continued pursuit of holiness in Jesus, loving the saints, and engaging in good deeds in the world. (Acts 15:1-16:5, 20:17-38; 1 Timothy 3:1-13, 6:2b-16, Titus 1:5-3:11)

**We believe that Jesus Christ has provided His righteousness to those who believe in Him, and that His righteousness brings life to our bodies through a Spirit-empowered walk with Jesus in which He is increasingly sanctifying us to be conformed to His likeness as we walk in the works He has prepared for us to accomplish.**

We believe that Jesus has called us to a life of devotion to Him, as our only hope for life and goodness in this world and the next. This devotion demonstrates itself through setting our focus on Him, continual repentance from sin, seeking Him through prayer, fasting, and the study of His Word, showing gratitude and honor, and following Him in obedience to love our neighbors as ourselves. (John 14:12-14, 15:1-17; Romans 12:1-15:13, Colossians 1:9-14, 2:6-7, 3:1-4; 2 Peter 3:14-18; Hebrews 12:1-2; James 5:16; 1 John 5:14-15 Jude 20-23)

We believe that Jesus has called us to a life of virtue, characterized by increasing compassion, kindness, humility, meekness, patience, forbearance, forgiveness, generosity, hospitality, and love. In the same manner, our lives should be decreasingly characterized by sexual immorality, impurity, lust, evil desires, greed, anger, wrath, malice, slander, obscene language, and lying. (Colossians 3:5-17; Ephesians 4:17-5:20; 1 Peter 1:3-15)

We believe that Jesus has designed families to be the foundational social unit for the flourishing of human life, and that each family member has a biblically defined role to play in a family that increases family strength, effectiveness, and heritage. (Genesis 2:18-24; Colossians 3:18-21; Ephesians 5:21-6:9; 1 Peter 3:1-7; Titus 2:1-10)

We believe that the Spirit has gifted each believer in Jesus Christ with gifts and resources to be used for the purpose of strengthening the church and helping in its mission. (Romans 12:3-8; Ephesians 4:11-16; 1 Corinthians 12:1-14:40)

We believe that each believer in Jesus is called to a pattern of life in community that is defined by a submissive orientation to the church leaders, a servant orientation to others in the church, and a diligent pursuit of peace and unity through faith, hope, and love. (1 Thessalonians 5:12-13; Hebrews 13:7-17; Philippians 2:1-11; 1 Corinthians 13:1-13; 1 Peter 5:5)

We believe that each believer in Jesus is called to a life of good deeds and humble consideration to those in the world. This life is characterized by submission to authorities, be they professional, civil, or social, respect and consideration to all men, regardless of position or rank, and sacrificial service seen in deeds of charity to bless the world. (Romans 12:9-21, 13: 1-7; Titus 2:12-3:11; 1 Peter 2:13-17)

We believe that each believer in Jesus is called to work hard to provide for themselves and to help meet pressing needs. These works, in conjunction with our efforts to participate in the mission of the church and bless the world through good deeds, should fill the short time we have on this earth while we wait for the blessed hope—the appearing of Jesus Christ to save us from judgment and to establish the eternal kingdom of God. (Ephesians 4:28; Titus 2:1-3:11; 2 Corinthians 8:1-9:15; 1 Timothy 5:8; Philippians 4:10-20)

**We believe that God has revealed Himself in the Scriptures and through the Lord Jesus Christ, to whom all the Scriptures testify. The Scriptures teach that teams of qualified men will serve as the teachers and guardians of the Scriptures and that they will serve as the human authorities in the shepherding of the churches. As Jesus is the Word of God, all people, regardless of their role or gifts, are subject to Him and the Scriptures.** (John 1:1-18, 5:39; Acts 20:17-38; 1 Timothy 3:1-13, 6:2b-10; 2 Timothy 3:16-4:5; Titus 1:5-16)

## Governance and Accountability

### Leadership and Authority

#### Phase 1: Church Planting Phase

During the church-plant phase of a church, the authority of the church is the church planter, which in this case is George Stagg. During this initial phase, a team of church leaders oversees George's life and the wellbeing of the church plant and its leader. In this case, that team of church leaders is the leadership team of Oakwood Road Church in Ames, Iowa that commended George and Anna to plant Twin Cities Church.

Any leader, regardless of his position and even if he is primarily the sole authority for a time, will not be a very effective leader if he does not win the trust of those following him. Trust is the product of character and competency. Both qualities are required. Even though George is the formal authority of the church during this phase, he is specifically working with six other men and their wives in developing them towards leadership positions and pursues helpful and important input from these people, as well as others in the church. Positional authority is nothing without relational trust based upon character and competency.

If you ever believe George to be mishandling his responsibilities as the leader of Twin Cities Church and direct communications with him are not resolving the problem, please contact Oakwood Road Church.

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Oakwood Road Church  
2400 Oakwood Road  
Ames, Iowa 50014  
515-292-3620

In addition to the commending church, George is also accountable to the following leaders that live and minister in the Twin Cities Metropolitan Area.

Pastor Steve Treichler  
Hope Community Church  
707 10<sup>th</sup> Avenue South  
Minneapolis, Minnesota 55415  
612-378-8820

Pastor Alan Anderstrom  
New Life Church of Woodbury  
6758 Bailey Road  
Woodbury, Minnesota 55129  
651-459-0444

#### Phase 2: Established Church

It is the responsibility of the church planter to train leaders to oversee and care for the church. George began the process of training these leaders soon after the founding of the church. As soon as men are qualified and ready to serve in leadership roles, George will commend them to that role. These leaders will then serve with George in overseeing the church. If you desire to serve in a leadership capacity, please contact George.

In all cases, the church family (including those on leadership), are commanded by Christ to respect, esteem, and follow the leadership of the church, as a means to peace, harmony, and effectiveness as a church. (1 Thessalonians 5:12-13; Hebrews 13:7-17)

## Financial Practices

### Budget

Twin Cities Church uses the calendar year as its fiscal year. The annual budget for the church is proposed by mid-November of the ending fiscal year. That proposed budget is distributed to those persons who are regular participants in a **house church**. The church leadership takes questions and comments on the budget until the end-of-year meeting of the church, usually in the first week of December. At that time, people are able to make additional comments and ask additional questions. The budget will be set after the annual year-end meeting of the church and distributed to the church. The final budget will be set by the current leadership of the church after adequate opportunity for discussion has been provided.

### Donations and Reporting

Giving to the church currently occurs by depositing funds into a giving box each Sunday. We are actively working on **online giving** and **automatic withdrawals** so that people have more convenient and flexible options for giving.

Received funds are counted by two persons, signed, and then given to our bookkeeper.

Catherine Huerta  
Compliance Bookkeeping  
5117 Millpond Pl  
Edina, Minnesota 55436

Catherine submits monthly reports to George. George submits quarterly reports to his oversight board. Additionally, while the West Side plant is still in its planting phase, George submits quarterly reports to Alan Anderstrom. The reports include profit/loss statements, expenses, and bank account balances.

### Staff Salaries

Staff salaries are set by the governing board of Twin Cities Church and are based upon comparable salaries for people in similar positions, ministry climates, skills, experience, and capacities. Additional considerations may be made depending on the circumstances of the person in question.







Minneapolis/St. Paul  
[www.tccmn.org](http://www.tccmn.org)  
612-866-5848

Twin Cities Church partners with the following organizations.

