

THIS BOOK BELONGS TO _____



GrowthWalk

CROSSWALK CHURCH

**ENCOUNTER
ENCOURAGE
ENGAGE**

Content

- 3 — Welcome**
- 6 — Our History**
- 7 — Our Mission**
- 8 — Accountability**
- 10 — Our Beliefs**
- 13 — Getting Connected**
- 14 — Your Purpose**
- 16 — Spiritual Gifts Assessment**
- 23 — Teams**
- 25 — Generosity**
- 28 — Next Steps**



Welcome Home

Welcome Home! We are so glad you've chosen to explore our church further. GrowthWalk is designed to help you get to know our church family, discover our mission, and find ways you can connection with others and serve in the body of Christ.

God has a unique plan for every person; you are not here by accident. As you learn more about who we are, you will discover the next steps in your journey with Jesus. Whether you've been walking with the Lord for many years or are just beginning to discover faith, **you belong here.**


Please know that you are *valued, loved, and part of something bigger* than yourself. We can't wait to walk alongside you as we live out God's calling to love Him, love people, and make a difference in the world.

We're honored you're here. **Let's begin this journey together!**

With joy and gratitude,
Mark & Pam

**WE EXIST TO SEE
LOST PEOPLE SAVED,
SAVED PEOPLE
DISCIPLED, AND
DISCIPLED PEOPLE
MOBILIZED.**



A photograph of a church service. In the foreground, the back of a person's head and their raised right hand are visible. The hand is open, palm facing forward. In the background, a large crowd of people is gathered, many with their hands raised in a gesture of praise or prayer. A large screen at the front of the sanctuary displays a blue background with white text. The scene is lit with warm, golden light, and the overall atmosphere is one of spiritual gathering and worship.

**WE LEAD
PEOPLE TO
REACH UP TO
ENCOUNTER
JESUS, REACH IN
TO ENCOURAGE
EACH OTHER,
AND REACH OUT
TO ENGAGE THE
WORLD.**



From a Living Room to a Movement

CrossWalk began in 2001 when Mark and Pam gathered a few friends in their living room with a simple vision: to build a church where people far from God could become fully devoted followers of Jesus. What started as a small group quickly grew into a thriving community.

From portable services in schools, to securing our first permanent location near the interstate, to multiplying across the Virginia Peninsula — every step has been a testimony of God's faithfulness.

Today, CrossWalk is one church with many locations, still carrying the same heartbeat as that very first gathering: to see lives transformed by Jesus. We are not built on one personality or place, but on the conviction that the church is most alive when every person is engaged in God's mission together.



What We're All About

Our purpose is simple:

We exist to see lost people **saved**, saved people **disciplined**, and disciplined people **mobilized**.

Here's how we live that out:

- Reach Up – to **encounter Jesus**.
- Reach In – to **encourage and build each other**.
- Reach Out – to **engage the world with God's love**.

This is more than a slogan. It's our discipleship pathway. *Everything* we do — every message, every group, every outreach, every Sunday service — flows from this vision. We believe that when people reach up, in, and out, entire communities are **transformed**.

Leading with Integrity

CrossWalk is an independently governed, non-denominational church with a clear system of accountability.

Our lead pastors hold ministerial credentials with the Potomac Ministry Network, but the church is guided by an executive leadership team consisting of our lead pastors, an executive pastor, and an operations director. This team sets vision and reports to a board of directors, supported by trusted advisors who speak into the business and financial matters of the church.

We are committed to transparency. That's why we publish annual financial reviews, maintain accreditation with the Evangelical Council for Financial Accountability (ECFA), and uphold integrity in every decision. CrossWalk is an open book — because God's church deserves nothing less. Available online at www.crosswalk.cc/giving



Potomac Ministry Network
14525 John Marshall Hwy
Gainesville, VA 20155
703.753.0300
potomacag.org

CROSSWALK BOARD OF DIRECTORS

EXECUTIVE TEAM

LEAD PASTORS, EXECUTIVE PASTOR, OPERATIONS DIRECTOR

ADVISORY TEAM

NORGE TEAM

CAMPUS PASTOR

WORSHIP DIRECTOR

CHILDREN'S DIRECTOR

PRODUCTION LEAD

OTHER TEAM LEADERS

KINGSWAY TEAM

CAMPUS PASTOR

WORSHIP DIRECTOR

CHILDREN'S DIRECTOR

PRODUCTION LEAD

OTHER TEAM LEADERS

CENTRAL TEAM

WORSHIP PASTOR

CHILDREN'S PASTOR

PRODUCTION DIRECTOR

OTHER STAFF PASTORS
& ADMINISTRATORS

NEWPORT NEWS TEAM

CAMPUS PASTOR

WORSHIP DIRECTOR

CHILDREN'S DIRECTOR

PRODUCTION LEAD

OTHER TEAM LEADERS

NEW KENT TEAM

CAMPUS PASTOR

WORSHIP DIRECTOR

CHILDREN'S DIRECTOR

PRODUCTION LEAD

OTHER TEAM LEADERS



What We Stand On

In the essentials, we have **unity**.
In the non-essentials, we have **liberty**.
In all things, we show **charity**.

We believe the Bible is the inerrant Word of God. We believe Jesus is the only way to salvation. We believe the Holy Spirit is active and at work today. We believe humanity is broken by sin but redeemed through Christ. We believe that our future is secure in His return.

Beyond these core truths, we walk in humility and love, knowing we will spend eternity together. So here and now, we practice grace, deference, and Christ-centered love.

A list of what we consider essential beliefs can also be found online at www.crosswalk.cc/beliefs



Reviews & Ratings

Let us know how we're doing!

Make a lasting impact in our community by sharing your positive experiences with CrossWalk Church. It's easy to do and takes less than 5 minutes.

Tell others about how God has changed your life by leaving a review on your favorite location and review platform - and don't forget to give us a 5-star rating if we've earned it!

How to write a great review:

- Write about what really stands out to you about the church.
- Make it personal. Share part of your journey. This is a great way to share part of your personal testimony, but keep it brief and upbeat!
- Use words/language that everyone understands and can relate to.
- Feel free to make it fun, use emojis, etc.
- Write like you are visiting with a person who has never been to a church before.
- We love 5 stars!
- Don't worry about perfect grammar and spelling. In fact, if it's too perfect... a review can sound fake!
- If you have time, leave reviews on the other websites listed. It really makes a difference!

WWW.CROSSWALK.CC/REVIEWS

A photograph of a diverse group of people gathered in a circle in a modern indoor space. Many of the people have their hands raised, suggesting an interactive activity or a group exercise. In the background, a sign with the word "COFFEE" is visible, and a screen displays some colorful text. The overall atmosphere is positive and communal.

**Belonging
Starts Here**



CrossWalk isn't just a place to attend. **It's a family to belong to.**

The Early Church modeled two rhythms: large gatherings in the temple and small gatherings in homes. We follow the same pattern today through Sunday services and Connect Groups.

We encourage everyone to take two steps:

- **Join a Group**
 - Find a circle of people who will know you, encourage you, and walk with you.
- **Join a Team**
 - Put your gifts into action through serving. Every role matters, every gift makes an impact.

Everybody in a group. Everybody on a team. That's how we move from simply attending to truly belonging.



TO LEARN MORE SCAN THE QR CODE
OR VISIT **CROSSWALK.CC/CONNECT**

A photograph showing a group of people in a church setting. In the foreground, a woman with glasses and a green shirt is smiling and hugging another person. Other people are visible in the background, some looking towards the camera and others looking away. There are signs in the background, one of which says "CHRIST".

You're Designed for Purpose

God has wired every person uniquely. Scripture describes it this way:

- "Just as our bodies have many parts and each part has a special function, so it is with Christ's body. We are many parts of one body, and we all belong to each other," — *Romans 12:4–5*
- "There are different kinds of spiritual gifts, but the same Spirit is the source of them all... A spiritual gift is given to each of us so we can help each other." — *1 Corinthians 12:4–7*
- "God has given each of you a gift from his great variety of spiritual gifts. Use them well to serve one another." — *1 Peter 4:10*

That means you. **Yes, you!** You have a gift from God, and the church needs it.

CrossWalk is not built on the gifts of a few, but on the sacrifices of *many*. When each of us contributes what God has placed in us, the body of Christ is healthy, strong, and **alive**.

At the end of this session, you'll take a short **Spiritual Gifts Assessment**. This will help you discover how God has designed you to serve. It's not about filling a role — it's about finding your place in **His story**.



SPIRITUAL GIFTS ASSESSMENT

1. I like organizing services and events.
2. I enjoy starting new churches.
3. Working with my hands is fun for me.
4. I pray for the lost daily.
5. Encouraging others is a high priority in my life.
6. Influencing others for the kingdom of God through finances is extremely important to me.
7. I enjoy doing the little things that others do not.
8. Having people over to my house is something I do often.
9. Spending hours in prayer for other people is very enjoyable to me.
10. I tend to motivate others to get involved.
11. My heart hurts when I see others hurting.
12. I enjoy sharing the gospel with other people groups and nationalities.
13. I've devoted considerable time to mastering my voice and/or instrument.
14. Caring for the hurting is paramount in my eyes.
15. The willful sin of others really aggravates me.
16. I like creating outlines of the Bible.
17. I am passionate about managing details.
18. I prefer to pioneer new ministry projects.
19. I consider myself a craftsman or craftswoman.
20. I am greatly concerned about seeing the lost saved.
21. I try to come across loving and caring.
22. I find ways to give offerings above my tithe.
23. Helping others is one of my highest achievements.
24. Creating a warm and welcoming home is important to me.
25. I am burdened to pray for situations in the world.
26. I prefer to take the lead whenever necessary.
27. I'm very sensitive to sad stories.
28. Living in another country to benefit the gospel is exciting to me.
29. I desire to serve the church through worship.
30. I enjoy connecting, caring for, and coaching others.
31. Confronting someone with sin in their life is not hard.
32. I share Biblical truth with others in hopes of their personal growth.
33. Creating a task list is easy and enjoyable for me.
34. I am attracted to ministries that start new churches.
35. Building something with my hands is very rewarding to me.
36. I enjoy sharing the gospel with a total stranger.
37. I look for ways to be an encouragement to other people.
38. Making more money means that I can give more.
39. Being a part of the process is fulfilling to me.
40. I tend to make total strangers feel at home.
41. People often describe me as a prayer warrior.
42. I delegate responsibilities to accomplish tasks.
43. I am motivated to help those who are less fortunate.
44. I focus a lot on reaching the world for Christ.
45. I gain my deepest satisfaction through leading others in vocal or instrumental worship.
46. I enjoy walking with someone in times of difficulty.
47. I enjoy hearing passionate and clear preaching of the truth.
48. I prefer to teach the Bible topically rather than verse by verse.

SPIRITUAL GIFTS ASSESSMENT

1. ALMOST NEVER

2. SOMETIMES

3. ALMOST ALWAYS

			TOTAL	GIFT
1. _____	17. _____	33. _____	_____	A. Administration
2. _____	18. _____	34. _____	_____	B. Apostleship
3. _____	19. _____	35. _____	_____	C. Craftsmanship
4. _____	20. _____	36. _____	_____	D. Evangelism
5. _____	21. _____	37. _____	_____	E. Exhortation
6. _____	22. _____	38. _____	_____	F. Giving
7. _____	23. _____	39. _____	_____	G. Helps
8. _____	24. _____	40. _____	_____	H. Hospitality
9. _____	25. _____	41. _____	_____	I. Intercession
10. _____	26. _____	42. _____	_____	J. Leadership
11. _____	27. _____	43. _____	_____	K. Mercy
12. _____	28. _____	44. _____	_____	L. Missionary
13. _____	29. _____	45. _____	_____	M. Music / Worship
14. _____	30. _____	46. _____	_____	N. Pastor / Sheppard
15. _____	31. _____	47. _____	_____	O. Prophecy
16. _____	32. _____	48. _____	_____	P. Teaching

Add the three answers across on the left and tally them on the right. Any gift rated 8 or above can be considered your particular gift. **Please indicate your top three gifts on the GrowthWalk card.**

GIFT DEFINITIONS & SCRIPTURE REFERENCES

The following contains definitions of the Spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the Gifts Questionnaire. The team list following the supporting scripture provides suggested teams with serving environments where the corresponding gifts can be most effective.

ADMINISTRATION

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks. (Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28)

(Connect Groups, GrowthWalk Team, Kidswalk Team [Check-In], Kingdom Builder Team, Production Team)

APOSTLESHIP

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training. (Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14)

(Connect Groups, GrowthWalk Team, Sisterhood, Kingdom Builder Team)

CRAFTSMANSHIP

The gift of craftsmanship is the divine strength or ability to plan, build, and work with your hands in construction environments to accomplish multiple ministry applications. (Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3)

(Media Team, Production Team, Kingdom Builder Team, Kidswalk Team, Location Facilities)

DISCERNMENT

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations. (Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6)

(Connect Groups, Safety Team, Kidswalk Team, Prayer Team, Welcome Team)

EVANGELISM

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming a born-again Christian. (Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14)

(Connect Groups, Youth Team, Sisterhood Team, Kingdom Builder Team, Prayer Team)

EXHORTATION

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth. (Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25)

(Connect Groups, Kidswalk Team, Youth Team, Welcome Team, Worship Team, Prayer Team)

FAITH

The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life. (Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11)

(ALL TEAMS)

GIVING

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth. (Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7)

(Kingdom Builders Team)

HEALING

The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical and mental illnesses. (Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28)

(Prayer Team, Safety Team)

HELPS

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry. (Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28)

(ALL TEAMS)

HOSPITALITY

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church. (Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9)

(Connect Groups, Hospitality Team, Welcome Team, Youth Team, GrowthWalk Team)

INTERCESSION

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace, believing for profound results. (Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16)

(Connect Groups, Prayer Team)

KNOWLEDGE

The gift of knowledge is the divine strength or ability to understand and to bring clarity to situations and

circumstances often accompanied by a word from God. (Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3)

(Safety Team, Online Church Team, Prayer Team, Connect Groups, Production Team)

LEADERSHIP

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea. (Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17)

(Connect Groups, ALL TEAMS)

MERCY

The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way. (Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14)

(Safety Team, Connect Groups, Youth Team, Kidswalk Team, Prayer Team)

MIRACLES

The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction. (Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28)

(Prayer Team, Safety Team)

MISSIONARY

The gift of missions is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation. (Acts 8:4, 13:2-3, 22:21; Romans 10:15)

(Small Groups, Youth Team, Sisterhood Team, Kingdom Builder Team)

MUSIC / WORSHIP

The gift of music/worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God. (Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12; Psalm 150)

(Worship Team (Vocals & Instruments), Production Team, Youth Team)

PASTOR / SHEPHERD

The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues. (John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3)

(Connect Group Leader, Youth Team, Kidswalk Team, Kingdom Builder Team, Sisterhood Team, Online Church Team, GrowthWalk Team)

PROPHECY

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan. (Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5)

(Connect Groups, Prayer Team)

SERVICE

The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ. (Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14)

(ALL TEAMS)

TEACHING

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and depth to other Christians. (Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14)

(Connect Groups, Youth Team, Kidswalk Team, Kingdom Builder Team)

TONGUES (and Interpretation)

The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by interpretation and should be used appropriately. (Acts 2:1-13; 1 Corinthians 12:10, 14:1-14)

(Prayer Team)

WISDOM

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing the fruitful outcome and character of Jesus Christ. (Acts 6:3,10; 1 Corinthians 2:6-13, 12:8)

(Connect Groups, Welcome Team, Worship Team, Prayer Team, GrowthWalk Team)



Teams.



GrowthWalk Team

Help new people get acquainted with the church and find their place in the body of Christ.

Hospitality Team

Prepare coffee and refreshments for the lobby, guest reception, etc.

KidsWalk Team

Lead children to encounter Jesus, encourage each other, and engage the world.

Kingdom Builders Team

Facilitate our missions initiatives locally, globally, and for the next generation.

Media Team

Capture photography, videos, and social media during the services.

Online Church Team

Facilitate the online audience during our worship services.

Prayer Team

Pray together before services and then pray with people at the altar at the end of the service.

Production Team

Run the lights, sound, screens, and other technologies that support the service.

Safety Team

Ensure the safety of our congregants throughout the building.

Sisterhood Team

Lead women to encounter Jesus, encourage each other, and engage the world.

Welcome Team

Greet people in the parking lot, guest services tent, lobby, and auditorium.

Worship Team (Band)


Lead people to worship with an instrument in our services from the platform.

Worship Team (Vocals)

Lead people to worship with your voice in our services from the platform.

Youth Leader Team

Lead youth to encounter Jesus, encourage each other, and engage the world.

A photograph of a church service. In the foreground, a person's arms are raised in a gesture of praise or worship. The background shows a large crowd of people, some with their arms raised, and a stage with musicians and bright spotlights. The overall atmosphere is one of a lively and spiritual gathering.

Loving What Jesus Loves

Generosity

Jesus was consumed with passion for God's house (John 2:17). Ephesians 5 describes the church as His Bride — the object of His deepest love. If He loves the church this much, then we want to love it, too.

One of the ways we express that love is through generosity. At CrossWalk, we talk about two main "buckets" of giving:

Tithes

The first 10% of our income, returned to God as an act of worship.

- "Be sure to set aside a tenth of all that your fields produce each year." — *Deuteronomy 14:22*
- "Honor the Lord by giving Him the first part of all your income, and He will fill your barns to overflowing." — *Proverbs 3:9-10*
- "Bring your whole tithe into My storehouse... Test Me in this and see if I will not throw open the floodgates of heaven and pour out so much blessing..." — *Malachi 3:10-11*

Kingdom Builders

Offerings given beyond the tithe to support ministry partners outside the walls of CrossWalk.

- "Regarding the churches in Macedonia. They are being tested by many troubles, and they are very poor. But they are also filled with abundant joy, which has overflowed in rich generosity. For I can testify that they gave not only what they could afford, but far more. And they did it of their own free will. They begged us again and again for the privilege of sharing in the gift for the believers in Jerusalem..." — *2 Corinthians 8:1-4*

Generosity isn't about what God wants *from* us; it's about what He wants *for* us. We've seen it time and again — when people trust Him with their finances, He proves Himself faithful.



Your Giving Changes Lives

When you give, you're
not just funding programs.
You're fueling life-change.

Through Kingdom Builders, we partner with ministries across the globe — planting churches, supporting missionaries, feeding the hungry, caring for the vulnerable, and reaching the next generation.

Locally, your giving supports schools, shelters, and community outreaches. Nationally and internationally, it extends to disaster relief, Bible translation, and church planting.

Every dollar given is a seed planted. And together, those seeds are growing into a harvest of changed lives.

Generosity here becomes transformation **everywhere**.

Learn more online at www.crosswalk.cc/give

From Attender to Family

GrowthWalk isn't just about information — it's about **invitation**.

Here are your next steps:

- **Join a Connect Group** — where you'll build relationships that encourage and sustain your walk with Christ.
- **Join a Ministry Team** — where you'll put your gifts into action and find purpose through serving.
- **Live Generously** — through tithes and Kingdom Builders, supporting what God is doing locally and globally.

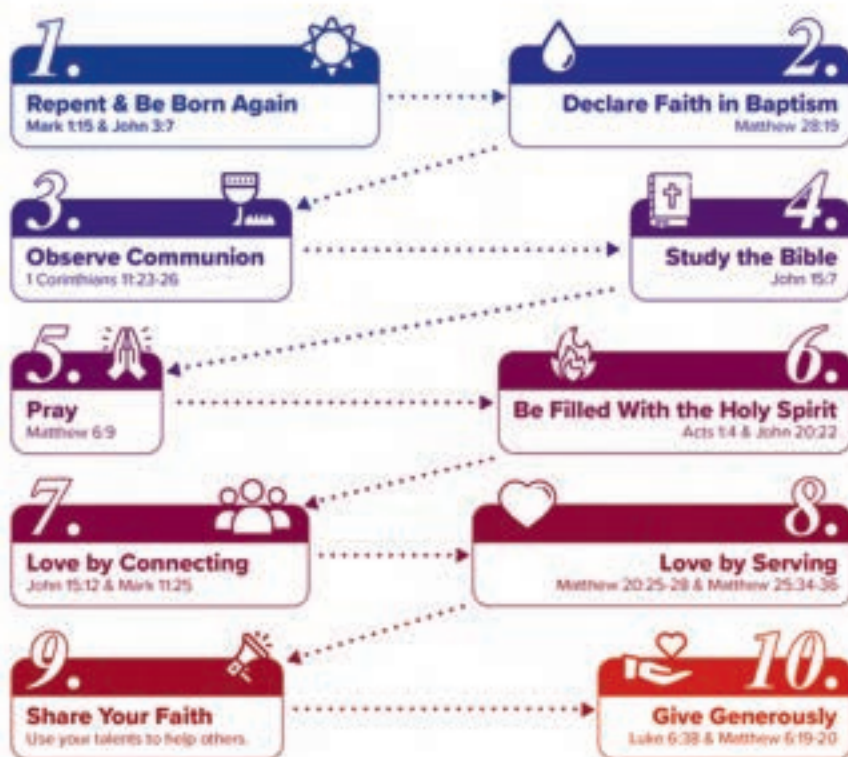
Most importantly, make CrossWalk more than a Sunday stop — make it your **home**.

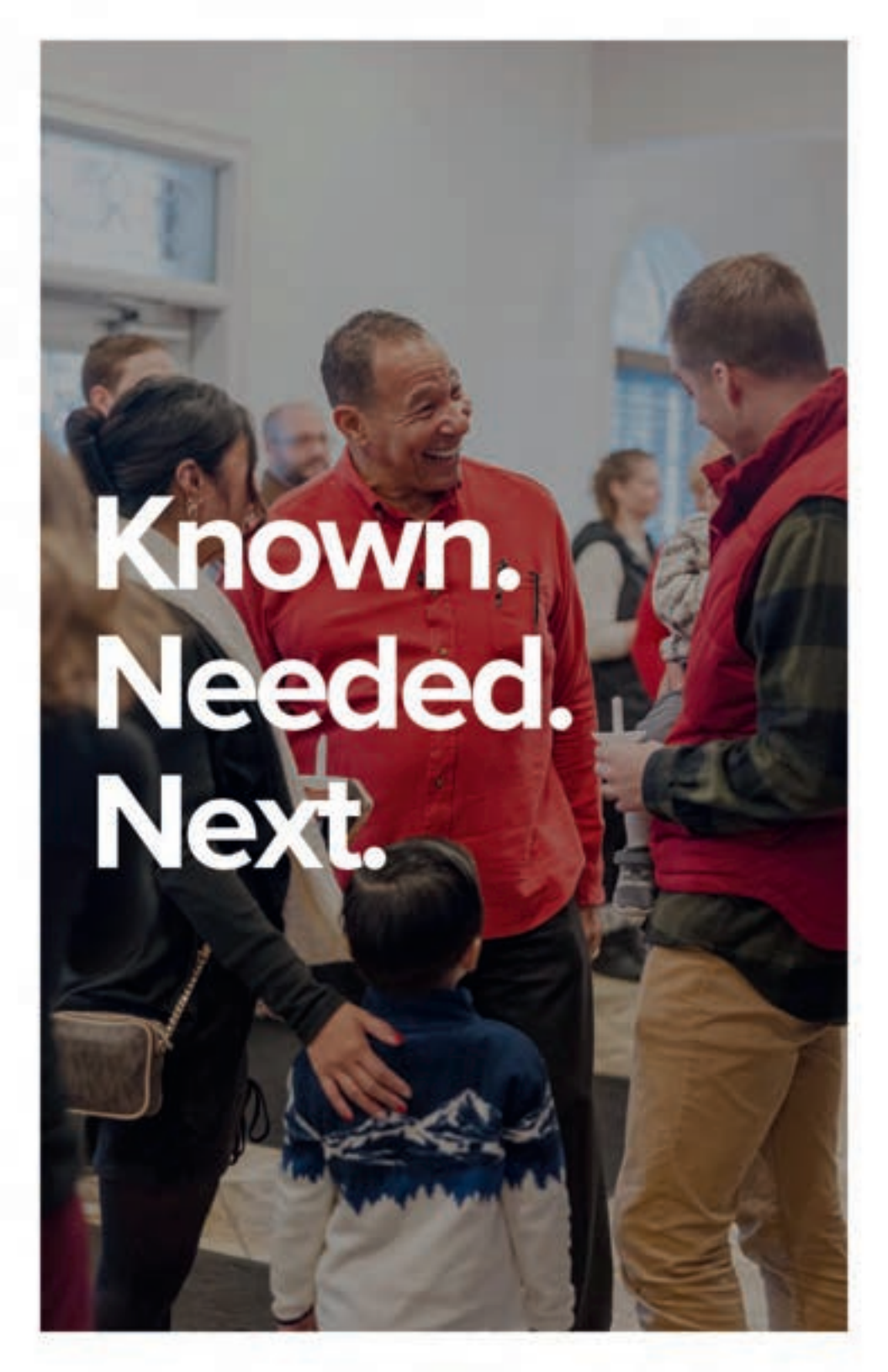
We invite you to commit: One year. One family. One mission. Walk with us, and see what God can do in **your** life.

What are Your Next Steps?

Decision Steps that Grow us Toward Spiritual Maturity

"Go and make disciples of all the nations... Teach these new disciples to obey all the commands I have given you." – *Matthew 28:19-20*



A photograph of a group of people at what appears to be a community event or a church service. In the center, an older man with a joyful expression, wearing a bright red button-down shirt, is looking towards a younger man on his right. The younger man is wearing a red vest over a dark plaid shirt and tan pants. In the foreground, a young child with their back to the camera is wearing a blue and white patterned sweater. To the left, a woman with dark hair tied back is partially visible, wearing a dark jacket and a brown crossbody bag. The background shows other people and a bright, possibly arched window, creating a warm and communal atmosphere.

**Known.
Needed.
Next.**

At CrossWalk, you are:

- **Known** – God knows you personally, and we want to know you too.
- **Needed** – the church is incomplete without your gifts and presence.
- **Next** – there's always another step in your journey with Jesus.

We're honored you've walked through GrowthWalk. This is the start of something greater than yourself — a journey with Jesus, alongside His people, to make a difference that lasts for eternity.





SCAN THE QR CODE TO FILL
OUT YOUR **PERSONAL PROFILE**



@CROSSWALKCC
WWW.CROSSWALK.CC

SEPTEMBER 2025