

BIG CREEK CHURCH FRAMING DOCUMENT

Mission

Big Creek Church is a body of followers of Jesus Christ. His love for us drives our desire to Know Him, to Grow in His Word, to Go share His gospel and to Sow to His Kingdom's work.

To Know Jesus Christ, we prayerfully commit:

- To continually remind believers of our new birth and new creation in Christ
- To continually teach the gospel to our children, youth and seeking attenders

To Grow in His Word, we prayerfully commit:

- To teach the entire truth of scripture
- To know and practice the spiritual gifts to build up the body in love
- To offer studies, classes and events leading the church to maturity in His Word

To Go share His Gospel we prayerfully commit to the Great Commission:

- By being a faithful and loving witness in our families and communities
- By supporting our missionaries as the Lord leads individually and as a body
- By demonstrating mercy and benevolence toward those in need

To Sow to His kingdom's work, we prayerfully commit:

- To seek His direction in the stewardship of the resources with which He has blessed us
- To give joyfully from our hearts without obligation

Vision

1. To be passionate followers of Jesus Christ through the ministry of God's word and the power of His Spirit.
2. To be a unified church that loves and cares deeply for one another through the exercise of our spiritual gifts.
3. To love our diverse community through the Gospel of Jesus Christ, as ambassadors, serving Him in building His Church throughout the world through a ministry of reconciliation by multiplication.

Strategy

Big Creek's Strategy is to pursue the mission both as individuals and together as a community. As individuals we pursue disciplines and application of scripture. As a church community we teach disciplines, teach scripture and provide opportunities of application of God's Word. The primary way our

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community accomplishes this is through relationships. The church uses Worship Services, Groups, Serving Opportunities and Discipleship Relationships as vehicles to accomplish the mission.

Mission	Personal Disciplines	Personal Application	Church Teaching	Church Opportunities
Know	Prayer Reminder of New creation Know the Gospel	Prayer Reminder of New creation Apply the Gospel	Prayer New Identity/creation Teach the Gospel	Prayer Respond to the Gospel
Grow	Prayer Read and Study Scripture Know gifts	Prayer Apply Scripture Discover Gifts Be in a group	Prayer Entire truth of scripture	Prayer to use gifts to find a group
Go	Prayer Know neighbors Awareness of Missionaries Awareness of needs around you	Prayer Love neighbor Support missionaries Meet practical needs	Prayer Sharing Faith Mission partners Community partners	Prayer For invitation For missions For community involvement
Sow	Prayer Financial responsibility Awareness of influence and someone to disciple	Prayer Give to the church Be a disciple maker	Prayer Giving Financial responsibility (church and individual) Disciple maker	Prayer For financial responsibility To meet people to journey with in making disciples

Groups include:

- Small Groups
- Bible Studies
- Classes
- Men’s Groups and Gatherings

Statement of Faith

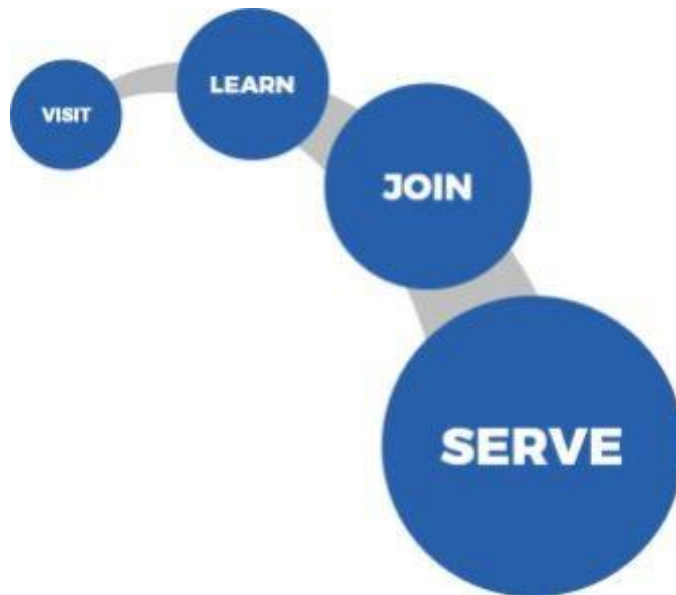
We join with the Evangelical Free Church of America (EFCA) as an association of autonomous churches united by these theological convictions:

We believe the local church is a place to be strengthened spiritually, and to be taught the principles of God’s Word in order to be equipped to spread the Gospel to others (Ephesians 4:11-12). We believe that God, as communicated through the Bible, has created humanity to be in a loving relationship with Him, and that we are to be stewards of His goodness, beauty and creativity. Following the narrative arc of Scripture, our beliefs follow the framework of the Gospel message through the themes of the **Creation** of all things, the **Fall** of Humanity, the

Cross and our Hope, the **Restoration** of all things, and the **Glory** to come. The specifics of our beliefs within each of these themes can be found in this specific (insert Statement of Faith here) [Statement of Faith](#).

Membership & Involvement

At Big Creek Church we believe that your membership is not specific to our local church but to the Church universal and that this membership occurs through the indwelling, saving, and sealing of believers by the Holy Spirit. We are members of Christ as His body and He as our head. We encourage all regular attendees at Big Creek Church to exercise their gifts within our community, demonstrating our unity, love, and care for one another through the exercise of our spiritual gifts.



Membership Commitments

1. Affirm the statement of faith and the mission documents of the church
2. Submit to the discipline of the leadership
3. Contribute to the vitality of the church body
4. Participate regularly in church life and personal disciplines
5. Complete Big Creek Orientation

How to Get Involved

To find your place for involvement and service, explore the available ministry areas both for your benefit and your engagement, contacting either the Elder serving that ministry or the ministry director providing direction and leadership for that ministry.

[Big Creek Ministry Chart](#)

History of Big Creek Church

Big Creek was born “Calvary Church West Campus” in 2004 as the second campus of Calvary church in St. Peters. The church started meeting in the Wentzville middle school and in 2007 moved to its current site in the building built for the church on Dietrich Road in Foristell.

The shift to the name Big Creek happened to create a more distinct identity for the church and was named after the creek that runs behind the church.

In 2021 the church body voted to move from being a campus under Calvary to become an independent Evangelical Free Church of America church.

Eldership

A Leadership Team

Summary of Biblical Eldership

(see Appendix 3 in our “[Elder Development Program](#),” a tool from Biblical Eldership Resources)
We believe the Bible teaches that a team of biblically qualified elders is to lead the local church with a prioritized focus on the Word of God and prayer – men who are equal in authority, serving as under-shepherds to the Chief Shepherd, Jesus Christ.

PLURALITY

God’s Word speaks of elders in the plural who share in the overall governance of the church. (Acts 14:23; Titus 1:5; James 5:14)

SHARED ELDERSHIP

Although elders may function differently according to their gifting, all are needed to provide overall responsibility and authority to lead the church. (Eph. 4:11-13; 1 Cor. 12:4-6)

BIBLICALLY QUALIFIED

Scripture lays out explicit teaching on elder qualification (or characteristics) for those who shepherd the local church. (Titus 1:5-9; 1 Tim. 3:1-7)

MALE LEADERSHIP

Elders are to be males, as taught in Scripture. While women may serve in many roles in the church, God has ordained that men, and not women, are to serve in the overall governing and teaching roles. (1 Tim. 2:8-3:13; 5:17)

THE OFFICE & WORK

The office of elder is to be distinguished from the spiritual gift of pastor or pastor-teacher (which an elder may or may not have). Any who serve with the gift of pastor or pastor-teacher do so under the authority of the elders. Further, the work of elder is to be distinguished also from the work of deacon, with the elder supporting and empowering the deacon to exercise his or her gifting in the role of ministry director (described below). The biblical terms elder, overseer, bishop and the contemporary terms shepherd-elder and pastor-elder all refer to the same individuals.

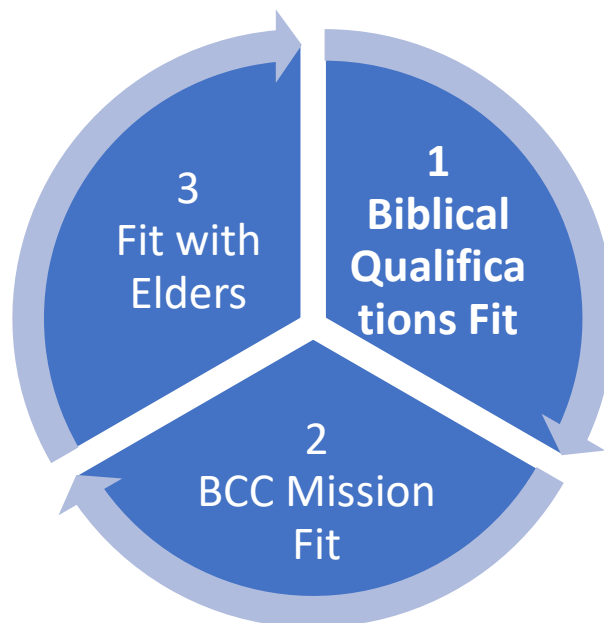
Service as an Elder

Preparing Potential Elders

1. Guidance in selecting, examining, approving, and installing prospective elders comes from the pastor elders (Titus 1:5) and follows the structure and guidelines provided in the Biblical Eldership Resources' "[Elder Development Program](#)" as a guide and not restriction. Potential elders will begin meeting with the elders to explore issues of examination, desire, qualification, and fit listed below for an average of 8-10 weeks.
2. Spirit-given desire for eldership evidenced by sacrificial, loving service and a love for God's Word (Titus 1:9).
3. Morally and spiritually qualified through objective examination (1 Tim 3:7).
4. Selection and Examination: Selection can be done by either/and the congregation or existing elders (Acts 6:3) through inquiry into candidate's doctrinal beliefs, personal giftedness, ministry interests, family unit, moral integrity, commitment of time, Bible knowledge, and ability to direct the church. The "[Pre-Candidate Selection Evaluation](#)" and "[Adding New Elders Worksheet](#)" supports the evaluation process by assessing potential elder's strengths and effectiveness in Personal Growth, Leadership, Teaching, Caring, and Teamwork.

(see also the Gospel Coalition article, "[Advice For a New Elder](#)")

PROSPECTIVE ELDER FIT	
1	Fit with Biblical Qualifications (I Tim 3:1-7; Titus 1:5-9; I Peter 5 1-4) - How do they exemplify the Characteristics in these biblical qualifications?
2	Fit with BCC Mission (doctrinal, mission, vision, ministry organization) – How do they help promote and advance the ministry of Big Creek Church?
3	Fit with Elders (plurality, gifting, skills) – How do they fit with the current elders and compliment the team?



Appointing New Elders

1. Installation: After successful examination (see above), “formal installation... signals the start of ministry and communication of the approval, blessing, prayers, recognition, and fellowship of the church” (Strauch & Santhouse, 2005, p. 44).
2. Prayer bathes each step for spiritual insight, guidance, unbiased judgment, God’s will, and God’s choice.
3. The final step is a vote of affirmation from the congregation. New elder information will be out 2 weeks in advance of the annual meeting to be held in December. The congregation will vote on their acceptance of the new elders. An affirmation vote of 2/3 of the members present is required.

Terms of Service (in process of implementation)

An elder may step down at the end of four years. Elders who wish to continue their service will submit to the process of re-evaluation for fit in the role and team of elders according to the “Prospective Elder Fit” process. This process allows both the elder team and the individual elders to assess fit. At each step of evaluation, elders will consider the application of a sabbatical of one year for rest and rejuvenation with a one-year sabbatical expected at the second evaluation for all elders. The use of terms of service also encourages the elders to be looking for opportunities to mentor and develop new men to replace them in their area of service. If an elder enters a season where they have a need to step back and take a break, the rest of the elders would look to absorb his work while they consider adding another member to the team based on circumstance.

Shepherding Elder

Once an elder has served his term(s) or stepped back for reasons that leaves them in good standing, the former elder will be referred to as a Shepherding Elder. The title simply indicates this is a person who fits the role of an elder and has served. This also identifies a person who can help support the body acting as a prayer elder or simply someone who others can seek out for counsel. They would continue to serve and minister in whatever capacity the Lord leads them. They would not continue to attend meetings, vote on specific business or other matters involved with the office of elder. A person could return to being an elder, if needed, after a year or more sabbatical. They would go through the same process as any new candidate.

Correcting an Elder (Discipline & Restoration)

In the event of doctrinal error or moral problems, any Elder, after having been given the right to a hearing by all the other Elders at an Elder Board meeting, may be disciplined, and immediately dismissed from office.

“It is important to establish the fact that being an elder (or deacon) does not put one above evaluation, rebuke, correction, or removal, as we see, for example, in 1 Timothy 5:17-20. Notice here that evaluation may result in increased honor or (at the opposite extreme) public correction. While there is no biblical mandate or example for this, it would seem advisable for the elders of a church to periodically set aside a time for assessment, where all the elders are honest with each other, helping each to evaluate their qualifications and service. This would be a fitting time to suggest that a non-effective or disqualified elder step aside.

That is not to say that other fellow-believers must refrain from honestly approaching an ineffective or errant elder. This is surely assumed in 1 Timothy 5:17-20 (and in my opinion it is also assumed in Matthew 18:15-20). How this is done is very important for the sake of the elder and for the unity of the church. Surely, the elder should be shown great respect in the process. We need only recall that Timothy was a young man, and that Paul reminded him of his youth and instructed him regarding his dealings with those who were older (see 1 Timothy 5:1-2). Women, too, may find it necessary to engage in this matter (though I would suggest that this be done only when a man is somehow not able to do so). Gender does not disqualify one from obedience to biblical commands, such as we find in Matthew 18:15-20. Thus, a wife may find it necessary to deal with the sin of her husband. A good example of gender and authority roles is found in Abigail’s wise dealings with her husband Nabal, and also with her king-to-be (David).” - Bob Deffinbaugh, Biblical Eldership Resources FAQ

Big Creeks’ Doctrinal Position Papers

Brief descriptions with links to full documents will be included upon completion and approval

[Insert Legal Documentation (constitution); Insert completed position papers on Men's and Women's Roles; Christian Liberty; Sign Gifts & Tongues; Marriage, Divorce, & Remarriage; Sexuality; End Times; Politics; Baptism]

Forms & Policies

Brief descriptions with links to full documents will be included upon completion and approval

[Benevolence; Fund Raising; Facilities usage, Announcements Protocols; Safety and Security Protocols; Playground Policy Forms]

Ministries of Big Creek

Biblical qualifications for this role are laid out below. At Big Creek, Ministry Leader/Director is synonymous with Deacon.

Qualifications

- a reputation that is above reproach (blameless-1Tim 3:10)
- self-controlled (sober), good steward of resources (not greedy) (1 Tim 3:8)
- committed to defending the sound doctrine (1Tim 3:9)
- spouse (if married) is well respected, self-controlled (sober) and faithful (1 Tim 3:11)
- maintains sexual purity (1Tim 3:12)
- cares for family well (1Tim 3:12)
- promotes an orderly, God-honoring home (1Tim 3:12)
- evident love and burden for the wellbeing of others
- demonstrates healthy conflict resolution
- fully embraces Big Creek's Mission Documents
- has faithfully attended and is integrated in Big Creek for at least one year
- schedule permits commitment & engagement to ministry responsibilities

Characteristics

- clear testimony of saving faith in the Lord Jesus Christ
- obedience to believer's baptism
- evidence of the fruit of the Spirit
- display of consistent spiritual growth (tested/proven character-1Tim 3:10)
- displays humility and a teachable spirit
- demonstrates faithfulness and reliability
- able to train and lead leaders

Ministry Directors' Roles and Responsibilities

Ministry Mission

The mission of a Ministry Director is to glorify God by serving the body of Christ through partnering with the elders in empowering ministry leaders to carry out the ministries of the church (Acts 6:1-7; Ephesians 4:12-13; 1 Timothy 3:8-13; 1 Peter 4:10-11). Ministry Directors serve in the role of deacons, meeting the biblical qualifications for deacons, as well as serving in these functions:

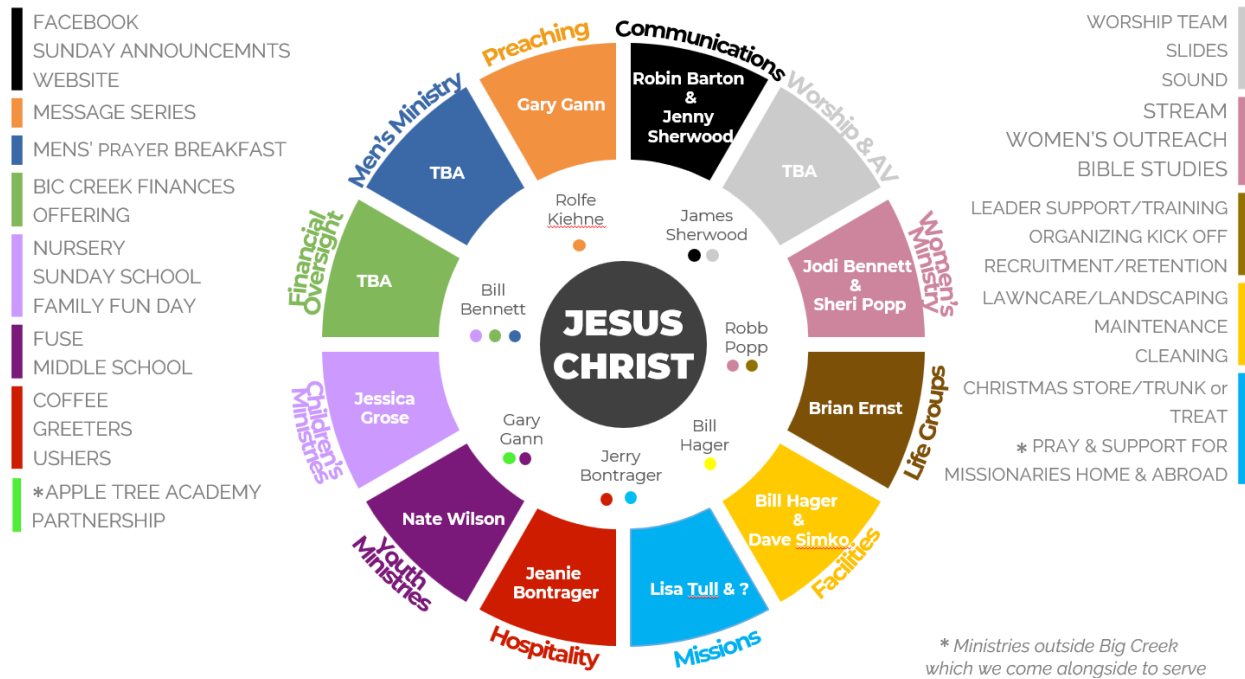
- **Administration**—Provide leadership, administrative oversight and mentoring for ministry leaders
- **Assess** the needs of the people served by this ministry
- **Coordinate** the holistic care of others, in harmony with the elders and other ministry leaders
- **Support** the mission, vision, and ministry strategy of the elders
- **Assist** in the development of gifting of others in **WORD** or **SERVICE**, to the Glory of God (1 Peter 4:10-11)
- **Develop a training and evaluation process for Ministry Directors and Leaders** (to identify potential servant leaders and to assess fit and qualification throughout service)

Terms of Service

Every 4 years, Ministry Directors will submit to the process of reevaluation for fit in their role and in conversation, prayer, and evaluation by the elders. This process allows both the elders and the ministry director to assess continued fit. At each step of evaluation, ministry directors will consider the application of a sabbatical of one year for rest and rejuvenation with a one-year sabbatical expected at the second evaluation for all ministry directors. The use of terms of service also encourages the ministry directors to be looking for opportunities to mentor and develop new leaders to replace them in their area of service.

Chart of Big Creek Ministries

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Missions

The mission of the Missions Ministry at Big Creek is to see members of Big Creek Church impassioned for

God, where they are, or wherever the Lord takes them, by practical sharing of Christ's love (Matthew 28:19-20). We are committed to impacting the world and making disciples. God's desire for all to know Him gives us purpose and moves us to pray, give, and go so that all (peoples) nations might join us in praise of

His name (Ps. 67, Matt. 28:18-20, Acts 1:8, Rev. 5:9-10, Rom. 15:18-21, John 20:21).

Hospitality

The mission of the Hospitality Ministry at Big Creek is to provide a welcoming environment of Christ-like love, acceptance, comfort, support, care, and unity for visitors and members in order to enhance their worship experience, encourage fellowship and help build a community of believers. (Rom. 16:16, Heb. 13:2, 1 John 1:7, Matt 25:40)

Preaching

The mission of the Preaching Ministry at Big Creek Church is to glorify God by serving the body of Christ through:

- the courageous proclamation of the Bible as the revealed Word of God (2 Tim. 4:2)
- the consistent presentation of Christ as the Living Word of God (Luke 24:25-27)
- and the compassionate pronouncement of His Truth as the applied Word of God to equip

Big Creek Church for service (Acts 2:36-38; Eph. 4)

Communications

The mission of the Communications Team is to reach the congregation and our community through various media with consistent, clear and effective information which invites inspiration and participation in the mission of the church.

Women's Ministry

Through welcoming relationships, Big Creek Women's Ministry will encourage all women to grow in their walk with Jesus, and equip them to share their faith and to serve their church and community.

Men's Ministry

Big Creek Men's Ministry is about two things: **Personal Discipleship**—supporting and encouraging men's personal pursuit of Jesus Christ and His example—and **Disciple-Making**—passing on truth and life in genuine, mentoring relationships. These two aspects encompass the mission of the church for men of Big Creek to Know Christ and to Grow, Go and Sow through the discipleship process.

Student Ministries

Big Creek Fuse exists to help students grow in a loving relationship with GOD and His Church

Children's Ministries

Big Creek Children's ministry strives to lead children to

Know - God as their personal savior and have a relationship with Him.

Grow - By encouraging them to be in the bible daily and to learn to live the way God has commanded us all to live.

Go - Live their lives reflecting the character of God in their community as well as at home.

Sow - Give of their time and resources cheerfully and freely as God has called them to.

Facilities

Support and maintain a safe, clean, welcoming environment for Worship of the Lord Jesus Christ and for Teaching all of God's Word and the fellowship of His people. Striving to be good stewards of the materials and resources that He provides.

Life Groups

Groups exist to create connection to Christ and to others. The Christian life is all about walking with Christ and walking with each other. We pray boldly together, study expectantly together, and serve faithfully together.

Financial Oversight

Our mission is to provide oversight and management of the church's resources. To ensure the sound stewardship of what the Lord has blessed us with Through the daily and weekly accounting for the resources and to allocate them to fulfill the overall mission of the church.

Worship

Our mission in worship ministry is to put the character of God and the gospel on display through song, scripture and prayer.

Benevolence

A team of believers with a heart to comfort others with the comfort the Lord has given us and to encourage the body of Christ in the hope we have in Him.

4-8-24 - Revised and approved by the elder team to include Shepherding Elder addition