



Lead Pastor, John Gregg

THE BAY CHURCH

:Our Biblical Mission and Values

OUR MISSION

Our Biblical Mission

“LOVING GOD AND LOVING PEOPLE” (Matthew 22:36-40)

Our Biblical Strategy

Becoming one church family in multiple locations throughout the Bay.

Our Big Holy Audacious Goal (BHAG)

Bringing God’s grace and truth to the 8,000,000 people of the Bay Area by maturing believers (25%) and reaching the unchurched (75%).

Our System which begins the Spiritual Formation process

Growth Track (Knowing God, Finding Community, Discovering Your Purpose, Making a Difference, Church Membership).

Our 5 Biggest Ministry Priorities

- Weekend Services (*Big Church*)
- Small Groups (*Small Church*)
- Compassion
- Youth
- Children

OUR CORE VALUES

1. BIBLICALLY CENTERED

We are deeply committed to becoming a community with the Bible - and the God of the Bible - at our center. The Word of God is our ultimate source of truth for faith, and for how we live our lives (believing and behaving). We believe that individual and community assimilation and application of Biblical truth is the pathway to spiritual formation: through public teaching of the Word of God on weekends, regular exposure to Scripture in small groups, and daily personal reading of the Bible. This is our non-negotiable starting point for expanding the Kingdom of God in the Bay Area.

2. LOVING GOD, LOVING PEOPLE

Jesus teaches us that *loving God* with all our heart, soul, mind, and strength, and *loving people* as ourselves, is to be our ultimate spiritual purpose (Matthew 22:36-40). As a local church in the Bay Area, this means that we must be deeply committed to *reaching* the 75% who are far from God, and *maturing* the 25% who are Christ-followers – we are fully united around this Biblical mission. Our strategy is becoming *one church family in multiple locations* throughout the Bay.

3. FULL DEVOTION TO CHRIST

Growing in passionate love for God, courageous obedience to Christ and His Word, and living in the life of the Spirit, is our understanding of full devotion to Christ. When our life begins to be spiritually formed in this way as a disciple, we understand that *obeying God* is *loving God*. Truth does not transform us until we do it! *Growth Track* is our beginning system for spiritual formation. We are committed to becoming spiritually healthy, because healthy things grow naturally.

4. PEOPLE ARE EVERYTHING

We exist to love people. ALL PEOPLE. Lost and found. An essential component of our DNA is our passionate commitment to the Biblical purpose of *evangelism*, which is sharing God's love with those who are far from Him. We are committed to staying open and courageous in our pursuit of the people in the Bay Area who do not yet have a relationship with Christ, while at the same time remaining committed to maturing those who are believers. The simple truth is that lost people matter deeply to the Father, and they should matter to us as well.

We embrace the balanced truth of being gracious in acceptance without compromising truth. Reaching people outside God's family, through *personal relationships*, is the most effective strategy for sharing our faith. We have a high commitment to reaching children and youth (who are the most receptive to Christ), and their families. We will go to great lengths to help people connect with Jesus, while at the same time not diluting our convictions concerning the principles of the Bible. The balance of demonstrating grace to people, while also sharing God's truth with them, can be complicated but we believe it is a balance worth attempting. This is the tension that Jesus demonstrated in His life and ministry to people, and was willing to die for. Jesus was/is "*a friend of sinners*". We will continue loving and investing our lives in people... for us, it will always be *all about people!*

5. LOVING RELATIONSHIPS

Each of us belongs to God's family. Real community happens when we develop loving relationships with each other, either at weekend gatherings or in small group settings. Authentic community is being as committed to each other as we are to Jesus – it's the family of God caring for itself. We are always better together. We are a community of those whose sins have been forgiven by Christ, and are made whole in a unified community of authentic loving relationships.

6. COMPASSION

Our mission is loving people in practical ways. We best demonstrate the truth of the Gospel, and enable people's hearts to become receptive, when we compassionately serve them. Jesus spent the majority of His time investing in people, one at a time. Our purpose is to demonstrate the love of God by serving the underserved, the impoverished, the abandoned, the homeless, the trafficked, the widow and the orphan, and the victims of injustice. When we see a need, we will do our best to meet that need... for good *DEEDS* lead to good *WILL*, which will result in an openness to the good *NEWS*.

7. DIVERSITY

Each one of us is unique and created in the image of God, thus all human beings are of immense value. There is yet much prejudice in our culture, including in the church. To be clear: prejudice, racism, and injustice are "sin", and grieve the heart of the Father. We believe a multi-ethnic and multi-generational church can bring healing to the suspicions and hatreds in our culture. Diversity is a picture of eternity, and is not about being "politically" correct, but "biblically" correct. We are becoming something here on earth that is in anticipation of what is to come in heaven. We will continue to create a gracious culture at The Bay Church that reflects and accommodates the diversity of the millions of beautiful people in the Bay Area.

8. EVERY-PERSON MINISTRY

Ministry is serving people's needs with God's love. A believer cannot spiritually mature until they begin to serve other people in ministry. It is a high priority to equip each person in of our church family for a ministry that is aligned with their gifts and passions. When this local church is operating in love-based, need-meeting ministry – our communities can be changed forever.

9. FINANCIAL GENEROSITY

Financial generosity is managing our finances and personal resources according to Biblical principles, in order to empower the church to fulfill its mission, and so expand the Kingdom of God. This process of generosity begins with *TITHING*, the spiritual practice of worshiping God with 10% of our income, and continues with *OFFERINGS* (over and above the tithe)... for global evangelism, the poor and underserved, compassion ministry, and the widow and the orphan. Developing a lifestyle of generous giving is essential for our own personal spiritual formation.

10. SERVANT LEADERSHIP

We hold a serious commitment to the model of leadership that Jesus demonstrated, *“The greatest shall be the least, and a servant of all.”* People are not interruptions to our ministry – they are our ministry. When we think about our role as servant leaders in the church, it is never as a vocation, but rather as a holy *“calling”*, to which we demonstrate a lifetime commitment. We will not “lord it over” people, but rather in humility, we will serve and empower them... *“The good shepherd lays down His life for people”* (John 10:11). We believe in a strong work ethic, while at the same time prioritizing a refreshing Sabbath one day each week.

We believe in collaboration, because we know that we are much more effective together. No local church can ever hire enough people to meet all the needs, and lead all the ministry... so we cultivate the best resource in the world: our people. The most influential person in our church is a person willing to serve in ministry – so we will recruit, equip, release, and build teams of servant-hearted volunteers to do the work of ministry (Eph. 4:11-16). We are consistently guiding people from being in the crowd to being in the cause - this is the way leadership and impact grows exponentially. At The Bay Church, everything gets done through volunteers, so each person in our ministries must learn to recruit, mentor, and develop people – pipelines of disciples actively serving in our ministries.

We believe strongly that we are called to give all that we are, and all that we have, to all that Jesus has called us to do and be. We can accomplish much if we don't care who gets the credit. We will remain flexible and nimble in change. We will be relentless in doing *everything* in ministry with uncompromising excellence in a manner that glorifies the Lord of the Church, Jesus Christ.

11. INTEGRITY

Character counts. Living with Biblical integrity is vital to becoming a true believer. We must be mindful of how we conduct ourselves in every area of our life, both privately and publicly, safeguarding ourselves by establishing lifestyle boundaries through accountability within the context of a community of believers.

12. SPIRIT-LED

At The Bay Church we desire to be sensitive to the leading of the Holy Spirit of God in everything we do... as a faith community and as individuals. Submission to the active work of the Holy Spirit is essential to fully maturing in our spiritual life. As we develop and implement strategies for reaching the 75%, and maturing the 25%, we will need the help of the Holy Spirit, whose empowerment we *must* have to BE the church in the 21st century.

13. VISION

At The Bay Church, we are faith-filled, future-focused, risk-takers! The key to God-honoring leadership is to live with God-sized goals. It is too easy to be ruled by: *what can't be done... what we can't afford... what we don't have time for... what we're afraid we'll be criticized for.* In Bay Church culture, we are more concerned about missing opportunities for Kingdom impact than in making mistakes. To reach people no one else is reaching, we must do things no one else is doing. Jesus reminds, *“With God all things are possible.”* Unless we are attempting something at which we may fail, we are not living by faith!

