



REDEMPTION NETWORK

We are deeply thankful for what the Lord has done in and through Redemption Church over the past 12 years. As we encountered a new organizational crossroads, we asked the Spirit to lead us into the next season. We trust that each congregation has heard from the Spirit and are making decisions in faith and obedience for the good of their local context.

After months of prayer and discussion, seven of the congregations have decided to maintain our connection, but with a new structure for a new season. This new approach takes the form of a church network that will allow us to carry forward so many of the things we love about Redemption (church planting, relational collaboration, doctrinal distinctives, mutual learning, missional partnership) while allowing for more freedom and contextualization at a local level. While there are many details that still need to be worked out, the following provides a summary of what the Redemption Network entails.

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WHAT IS THE REDEMPTION NETWORK?

Redemption Network is a family of churches who practice local authority with a collective covenant for the sake of birthing and strengthening healthy local churches.

VISION

To glorify God by birthing and strengthening healthy local churches.

LOCAL AUTHORITY

Each church is self governed with elder and staff authority, giving the local leadership the autonomy to contextualize the mission and vision per their specific context. Each church also willingly submits (as a part of their local authority) to the larger collective for accountability and the greater good of the gospel. If a church is no longer able to abide by the larger collective expectations, then they will be asked to graciously separate.

- 1 Each congregation has a distinct entity with its own bylaws and governance structure. Each congregation is responsible for their own organization, finances, credit card processing, insurance, website, communications, property, etc. However, churches may enter into agreements with existing churches or we may pursue ways we can collectively benefit from economies of scale that churches can voluntarily participate in.
- 2 Each church is fully responsible for the ministry programs they run and the ministry partnerships they form.

COLLECTIVE COVENANT

Each congregation commits to a covenant that includes the same doctrine, cultural statements, and shared preaching calendar that has been a part of Redemption AZ in the past. We're also committing to new rhythms that promote health, collaboration, and a financial investment in birthing and strengthening healthy local churches.

Each lead pastor will be primarily accountable to their local elders, but will also have an accountability relationship with one or two other pastors who will commit to helping them lead in healthy ways and hold them accountable to our common commitments. Each lead pastor will work with their elders to create a health plan that will be the basis for the accountability discussions.

Rather than implementing the collective vision, doctrine, and heartbeat through centralized initiatives, each congregation is responsible for teaching the doctrine and implementing the collective heartbeat at a local level.

COLLECTIVE DOCTRINE

Each church agrees with and subscribes to the same *doctrinal statement and convictions* as Redemption AZ.

COLLECTIVE HEARTBEAT

Each church commits to living out our cultural statements:

- *All of life is all for Jesus*
- *We take God seriously, but not ourselves*
- *We have nothing to prove and no one to impress*
- *There are no little people and no little places*
- *We are called to do the Lord's work the Lord's way*
- *Life is naturally supernatural*

COLLECTIVE PREACHING

We preach the same text on Sundays throughout the year. Collective preaching is the norm, but churches retain the right to adjust or change as their context dictates.

COLLECTIVE HEALTH

Each Lead Pastor gathers monthly for encouragement and accountability with two or three other lead pastors.

COLLECTIVE INVESTMENT

Each financially self-supported church will commit to give an agreed upon percentage for church planting and overlooked communities. We will also invest a percentage of budgeted giving into a collective fund for training, events, care, and, partnerships that promote leadership health.

COLLECTIVE COOPERATION

Each of our shared gatherings will be focused on cultivating leadership health and creating environments for radical “shoulder-to-shoulder” cooperation. Rather than having a number of centralized initiatives, we will seek to create a culture built on relational connection that leads to intentional collaboration and sharing.

Examples of those gatherings include:

- Annual Event for Shepherds & Spouses: Opportunity for refreshment, encouragement, and fellowship for men and women in staff shepherding roles and their spouses.
- Quarterly Leadership Equipping: An in-person gathering for leaders to learn from each other and help each other strengthen their lives and ministries in head, heart, and hands.

This document is our attempt to articulate what Jesus is inviting us to prioritize and emphasize as the mission, vision, and distinctives of Redemption Network.



Recognizing our human tendencies to disproportionately depend on ourselves rather than the Spirit and make idols out of good things, we submit and surrender these plans to you and pray:

Father, give us an undivided heart that seeks your glory above everything and leads us away from anything that runs contrary to your heart. Protect us from making an idol out of these plans and to hold them loosely as we remember that we cannot do anything apart from you.

We ask you to take these goals, aspirations, and plans into your hands. Break that which is foolish and bless that which comes from you. Like bread and fish, we ask that you take these things into your hands and provide a nourishing feast for your people, your city, and your world.

Frank Switzer // Redemption Arcadia _____

Jeremy Olimb // Redemption Gilbert _____

Josh Watt // Redemption North Mountain _____

Jon Demeter // Redemption Peoria _____

Jim Mullins // Redemption Tempe _____

Dave Goffeney // Redemption Tucson _____

Josue Lopez // Redemption West Mesa _____