



# ASCENT

## Step One Explore Partnership

### STEP ONE: EXPLORE PARTNERSHIP

Discover the details of our origin story, vision, purpose, core values, leadership structure, and beliefs. Gain an understanding of what it truly means to become a COTR partner and actively engage in service and community.

#### Origin Story

In 1999 David and LaRae Pepper clearly sensed that God was leading them to a specific mission. David, who was born and raised on the mission fields of Peru, had developed a strong desire to bring a life-giving church to the Meadow Lakes area and the Matanuska-Susitna Valley in Alaska.

The humble beginnings of Church on the Rock started in the home of Dave and Rebecca Dargis, but quickly grew to take up first one, then two spaces at a local strip mall, growing from one service to three. Wasilla Campus was built and opened Easter of 2005 where it was evident that even in the larger facility, two services would still be needed. During this time of growth, we sent out staff to plant a new church in Battleground, Washington.

As the church continued to grow, a second campus was launched in Palmer at Sherrod Elementary School with Pastor Chris and Laurie Miller. Pastor Jonathan and Kitri Walker also headed out to plant a COTR in Homer, Alaska. After five years of partnering with Aaron Weisser to establish COTR Homer, Pastor Jonathan and Kitri were invited to return in 2013, to take the helm as Lead Pastor of COTR here in the Mat-Su Valley.

Church on the Rock has continued to expand its borders, as one church community in multiple locations, now in Palmer, Wasilla, Willow, and Talkeetna/Sunshine. Our Auxiliary Ministries, Thrifters Rock Palmer and Wasilla, and Band of Brothers, serve the mission beyond the walls of the church to impact our community.

#### Vision

Gospel-centered gatherings in every Alaskan community.

We desire to join God in the establishment of gospel-centered gatherings in every Alaskan community by joining, developing, and empowering others with like-minded desire.

#### Purpose

Church on the Rock exists to develop people who Love, Live, and Lead like Jesus.

- Love God and people
- Live in freedom in Christ
- Lead others through disciple-making

### LOVE : LIVE : LEAD

#### Core Values

We believe these values are central to fulfilling our purpose at COTR:

- Worship
- Relationship
- Growth
- Participation

## Connecting Our Purpose and Values

We desire to see you developed, empowered, and strengthened in your spiritual journey in Christ. Our prayer for you is that you will discover opportunities to grow and express your love for God and others, learn to live in increasing levels of freedom, and become confident in your ability to lead others to Christ.

**Purpose:** Love God

**Value:** Engage in Worship

We pray that you would truly know God's heart for you, spend time with Him, and show your love for Him through expressions of worship.

*John 4:23*

**Purpose:** Love Others

**Value:** Connect in Relationship

We pray that you would connect in relationship with the church body, bringing your gifts to share in meaningful, healthy relationship with others.

*Acts 2:42-47*

**Purpose:** Live in Freedom

**Value:** Spiritual Growth

We pray that you would experience the ongoing empowerment of, and partnership with, the Holy Spirit to accomplish God's purposes in your life.

*1 Corinthians 12:7-13*

**Purpose:** Make Disciples

**Value:** Join by Participation

We pray that you will grow in your understanding of your unique calling and your ability to live out Jesus's command to go into all the world and make disciples.

*Matt 28:18-20*



## Leadership Model

As you consider investing your energy, time, and finances to partner with our COTR family, we know that it is important for you to feel confident and comfortable with our particular leadership model. Our goal in describing COTR's leadership structure is so you can better understand how our church intentionally contends for an environment that values integrity, accountability, and spiritual authority.

### SHEPHERDING ELDERS AND BOARD OF DIRECTORS

Shepherding Elders - Seek God's direction for the purpose of COTR and provide Godly counsel in the pursuit of accomplishing that mission. They also provide shepherding care for the local campus they represent. Lastly, they provide to the Board of Directors an annual assessment of the Lead Pastor's spiritual health and leadership effectiveness.

### BOARD OF DIRECTORS

Board of Directors - Ensures that COTR functions in an ethical manner at a responsible cost as we seek to fulfill our purpose. They do so by providing the framework for how we function through written policies and routine assessments.

### CENTRAL LEADERSHIP

This core team is responsible for managing the operations of COTR in the accomplishment of our vision and purpose. This team is typically composed of three roles:

- Lead Pastor
- Director/Pastor of Ministries
- Director/Pastor of Operations

### CAMPUS PASTORS

They provide oversight and leadership at their local campus within the established vision, purpose, and structure of COTR. They are the first line of shepherding and managerial authority for their local staff and congregation.

### CENTRAL SERVICES

This team supports all COTR campuses as well as our Auxiliary Ministries by providing:

- Budgeting and accounting services and oversight
- Data management, systems, and communications
- Local and global missions outreach and direction
- Graphic design, website management, and social media support



Wasilla Campus Women's Ministry trip

## Statement of Faith

Simply speaking...

- God is more powerful, more loving, and much closer than we can imagine.
- The Bible is God's perfect communication to humanity.
- Jesus is God expressing Himself to us.
- Through His Holy Spirit, God can dwell in and work through us here and now.
- Nothing in the natural world just happened. God made it all.
- Experiencing God's grace by faith is the only way to have a relationship with Him.
- Evil exists because of sin.
- God can bring good, even out of evil events.
- God promises victory over sin and death to those who choose to trust in Jesus.
- Heaven and Hell are real and eternal places.
- The Church is to serve and love people like Jesus served and loved people.
- Jesus is coming again to rule and reign.

In other words...

We believe in the eternal God, maker of heaven and earth. We believe He is expressed in the distinct personages of the Father, the Son, and the Holy Spirit. We believe that God the Son lived a sinless life, willingly offered Himself as a sinless sacrifice, and was supernaturally resurrected from the dead eternally. We believe in the present and active work of God the Holy Spirit in both the regeneration of the soul and the operation of the gifts. We believe in the accuracy and infallibility of the written Scriptures in regards to life, godliness, and the knowledge of God. We believe in the bodily resurrection from the dead as well as the eternal-state existence for all humanity (past and present), some to eternal life and others to eternal destruction.



## Complete Doctrinal Statement

### ABOUT GOD

God is the Creator and Ruler of the universe and all created things. He has eternally existed in three persons: the Father, the Son, and the Holy Spirit. These three are distinct in personage yet co-equal in power, authority and eternal existence and yet are one God.

*Genesis 1:1,26-27; 3:22; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:14*

### ABOUT THE FATHER

God the Father is eternal, transcendent and spirit. Many of His distinct characteristics are visible in the New Testament description of His relationship to God the Son, Jesus. While co-equal in their eternal relationship, Jesus in His earthly ministry and humanity lived in perfect submission to the will of the Father. God the Father is without fault and perfectly good.

*James 1:17, Psalm 103 3:13, Hebrews 12:6*

### ABOUT JESUS CHRIST

Jesus Christ is God the Son, co-equal with the Father and the Holy Spirit. In His earthly ministry He is begotten of the Father, born of a virgin and lived a sinless life. He freely offered Himself as the perfect sacrifice for the sins of all humanity by dying on a cross. He rose from the dead after three days to demonstrate His power over sin and death. He ascended back to the Father and will return again to reign as King of Kings, and Lord of Lords forever.

*Matthew 1:22, 23; Isaiah 9:6; John 1:1-5; 14:10-30; Hebrews 4:14-15; 1 Corinthians 15:3-4; Romans 1:3-4; Acts 1:9-11; 1 Timothy 6:14, 15; Titus 2:13*

### ABOUT THE HOLY SPIRIT

The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make humanity aware of their need for Jesus Christ. Through the power of the Holy Spirit we are spiritually “made alive” again. He resides in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, comfort in trials, and guidance in doing what is right. The

Christian is to live daily under the direction and guidance of the Holy Spirit.

*2 Cor 3:17; John 14:16-17; 16:7-13; Acts 1:8; 1 Cor 2:12; 3:16; Eph 1:13; Gal 5:25*

### ABOUT THE SPIRITUAL GIFTS

The operation of all gifts of the Spirit as enumerated in 1 Corinthians 12-14 and Romans 12:6-8, and manifested in the early Church are ongoing today. They are intended to build up and sanctify the church, demonstrate the validity of the resurrection, are a sign to the unbeliever, and confirm the power of the Gospel in the world. The Scriptural lists of these gifts are not necessarily exhaustive, and the gifts may occur in various combinations. All believers are commanded to earnestly desire the manifestation of the gifts in their lives. These gifts always operate in harmony with the Scriptures and should never be used in violation of Biblical parameters.

*Heb 2:4; Rom 1:11,12:4-8; Eph 4:16; II Tim 1:5-16; I Cor 12:1-31, 14:1-40; I Pet 4:10*

### ABOUT HUMANITY

Men and women were created in the “image” of God, to be like Him in character and nature. We are the supreme object of God's affection in creation. Although humanity has tremendous potential for good, we are marred by an attitude of disobedience toward God called sinful desire. When our desires lead us to sin, sin separates us from God.

*Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a; Romans 3:23; Isaiah 59:1-2*

### ABOUT ETERNITY

Humanity was created to exist forever. We will either exist eternally separated from God through un-repentance, or in union with God through salvation. To be eternally separated from God is to be in Hell. To be eternally in union with Him is eternal life in Heaven. Heaven and Hell are real places of eternal existence.

*John 3:16; John 2:25; 1 John 5:11-13; Romans 6:23; Revelation 20:11-15*

## **ABOUT SALVATION**

Salvation is a free gift from God intended for and extended to all humanity. We could never make up for the penalty incurred by our sin through self-improvement or our good works. Only by trusting in the finished work of Jesus Christ as God's offer of forgiveness can we be saved from sin's penalty.

*Romans 6:23; Ephesians 2:8, 9; John 1:12; 14:6; Titus 3:5; Galatians 3:26; Romans 5:1*

## **ABOUT BAPTISM**

**Water:** Water baptism is an ordinance (commanded observance) through which the believer publicly confesses their faith in Jesus Christ by obedience to this command. The biblical illustration of this event involves full submersion, and is done in the name of the Father, the Son and the Holy Spirit.

*Matthew 3:11; Luke 3:16; John 1:26; Matthew 28:20*


**Infilling of the Holy Spirit:** Being “filled with” or “baptized in” the Holy Spirit is intended to be an ongoing experience in the life of the believer. It is necessary for the empowerment of the believer and for the work of the ministry. The primary indicators of the Spirit filled life are: a boldness to proclaim the Gospel, desire for fellowship with one another, the “fruit of the Spirit”, empowerment in the gifts of the Spirit, and the sanctification of the believer.

*Acts 2:1-13; 4:8, 31; 9:17; 13:9; Eph 5:18*

## **ABOUT COMMUNION**

Communion, along with baptism, is one of two ordinances (commanded observances) given directly by Christ. When we join together for the “Lord’s Supper” we celebrate the willing sacrifice of Christ and anticipate His return. We believe that communion is a symbolic act that by faith calls to mind real events and embraces the ministry and presence of Christ in a unique way. It is intended for the believer and is to be taken in a “manner worthy” of Christ.

*Matt 26:26-28, 28:19-20; Mk 14:22-24; Lk 22:19-20; 1 Cor 11:23-26*



## **ABOUT THE BIBLE**

The Bible is God's Word to all humanity, written by human authors under the supernatural guidance of the Holy Spirit. It is the supreme source of our understanding of God, truth for life, purpose and eternity. Inspired by God, the Bible is truth without any mixture of error in its intention or message.

*2 Tim 1:13, 3:16; 2 Peter 1:20-21; Psalm 12:6; Psalm 119:105,160; Prov 30:5*

## **ABOUT THE CHURCH**

The Bible tells us that the Church collectively is the physical representation of “the body of Christ” in the world today. The head of the Church is Jesus Christ. The Biblical purposes of the Church includes things such as: worship, evangelism, fellowship, discipleship, and compassionate care for others. The New Testament describes the local church as being comprised of “born again” followers of Christ, who regularly gather together for worship, encouragement and fellowship. Support for the ministry of the local church is to be accomplished through the joyful, sacrificial generosity of its people.

*Matt 16:15-19, 18:15-20; Acts 2:41-42, 47, 5:11-14; Rom 1:7; 1 Cor 1:2, 3:16; Eph 1:22-23; Phil 1:1; Col 1:18; 1 Tim 3:1-15; 4:14; 1 Peter 5:1-4; Neh 13:10-14; Malachi 3:8-10; Matt 23:23*

## Statement on Human Sexuality

The Christian Bible is the foundational source for all moral and ethical issues and we form our understanding based on its authority. While we believe that these things are made obvious in the Scriptures, we refuse to withhold love and compassion from those who would disagree.

## We Believe

- God created men and women as biologically distinct beings in His image, designed to display His Glory. We recognize that there are genetic/biological anomalies and believe that God has purpose and direction for those situations that may fall outside the clear directives and descriptions of Scripture.

*Gen 1: 26-27*

- God is the author of human sexuality and as such, offers the wisest, healthiest, and most satisfying guidelines for sexual activity.
- The only Biblically sanctioned marriage union is the joining of one man and one woman in a binding covenant relationship.

*Mark 10:6-8 [NLT]*

- God has commanded, for our good, that no form of sexual activity should be engaged in outside the marriage relationship between one man and one woman.

*Hebrews 13:4 [NLT]*

*Exodus 20:14 [NLT]*

*I Thessalonians 4:3-5 [NLT]*

*I Corinthians 6:9 [NASB]*



All Campus Men's Summit

## Distortions

The following behaviors and lifestyles listed, although not comprehensive, are some of the sinful distortions of God's good intentions regarding the gift of sex and sexuality. We believe that every person possesses desires that are contrary to God's design. Simply possessing these desires does not inherently equal sin. It is the willingness to take action on these desires or to fantasize about them that is sinful.

**CO-HABITATION** - any couple living together (even if in different beds) without being married. Engaged, intention to marry, soul mates, and any other commonly used term that does not include a recognized marriage performed by an ordained licensed minister and/or legal representative of the State.

**BISEXUALITY** - an individual engaging in both heterosexual & homosexual activity.

**HOMOSEXUALITY** - sexual activity between members of the same sex.

**TRANSGENDER** - state of one's 'gender identity' (self-identification as male, female, both or neither) not matching one's biological sex at birth.

**TRANSSEXUAL** - someone who has undergone surgical and/or hormonal treatment to change his/her anatomical sex or someone who identifies himself/herself as a member of the opposite sex.

**CROSS-DRESSING/TRANSVESTITE** - individuals wearing clothing of the opposite sex for the purpose of sexual gratification and/or with the intention of identifying as a member of the opposite sex.

**BEASTIALITY** - sexual activity between a human being & an animal.

**PEDOPHILIA** - the crime of an adult engaging in sexual activity with a child and/or the pursuit to fulfill a sexual desire for children .

**INCEST** - sexual activity between immediate family members related either by blood or marriage.

**PORNOGRAPHY** - engaging with films, magazines, writings, photographs, or other materials that are sexually explicit, with the intent of causing sexual arousal and/or gratification.

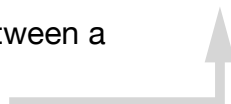
**RAPE** - forcing sexual activity against someone's will.

**DOMINEERING BONDAGE** - the practice of being tied up or restrained physically during sexual activity for the purpose of degrading and/or dominating another person.

**MASOCHISM** - sexual gratification achieved by physical and/or verbal abuse.

**SADISM** - the gaining of sexual gratification by causing physical or mental pain to another person, or the acts that produce such gratification.

*Genesis 2:24; 19:5,13; 26:8-9; Leviticus 18:1-30; 20:13; Romans 1:26-29; I Corinthians 6:9; 7:2-3; I Thessalonians 4:1-8; Hebrews 13:4; Romans 1:26-32; I Timothy 1:8-11*





## Partnership Agreement

Becoming a partner of Church on the Rock is a commitment to Christ and His people. In a low-commitment culture, this can be a life-changing decision. The preaching, teaching, fellowship, and mutual accountability that you experience will enrich your relationship with the Lord and with the people he places in your life.

Click on the QR code to become a partner.



Youth Ministry Paint Wars



# ASCENT

## Step Two Find Your Place

### STEP TWO: FIND YOUR PLACE

Discover how God designed you and help you find your place at Church on the Rock.

#### Divine Design

Only 25% of American adults report having a clear sense of purpose about what makes their life meaningful. Discovering your design and purpose ignites your passions and provides clear direction for your unique mission.

We believe every follower of Christ is called to ministry.

*Matthew 28:19-20*

God intentionally designed you to join His mission and has uniquely equipped you for it.

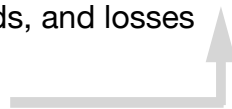
*Ephesians 2:10*

#### Your Story

*Romans 8:28*

Your life experiences have shaped, and will continue to shape who you are. Take a brief moment to think about and write-down a few of your:

- Life Experiences/Skills - Opportunities and skills I've had or have.
- Painful Moments - Hurts, wounds, and losses I've experienced.



### Find Your Hedgehog

Jim Collins, in his book "Good to Great" tells the parable of the fox and the hedgehog. Every believer is called to be a minister, able to make a significant contribution in the body of Christ. Each of us has a combination of passions, gifting, and opportunities that perfectly situate us to thrive in unique areas of ministry.

- Passions - Those things that make us feel alive and we most desire to spend our lives doing.
- Giftings - Both natural and developed skills that we possess at a higher than average degree.
- Opportunities - Those things that are actually available to us to do.



*\*Collins, J., 2001, Good to Great, HarperCollins Publishers Discover Your Divine Design*

## Divine Design

This free online gifts assessment will identify your top five interests and abilities relating to serving Christ. It will only take about 5 minutes. Please use the QR code to share your results.



Tell us your results:



## Divine Design Descriptions

### 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*

### 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*

### 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*

### DISCERNMENT

The gift of discernment is the divine strength or ability to spiritually identify falsehood, to distinguish between right and wrong motives and the spiritual forces at work in situations.

*Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6*

### 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*

### EXHORTATION

The gift of exhortation is the divine strength or ability to strengthen, comfort or urge others to action through the written or spoken word and Biblical truth.

*Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25*

## **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*

## **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 65*

## **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, mental and spiritual sickness.

*Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28*

## **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 with the ability to often see the need before others do.

*Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28*

## **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*

## **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*

## **KNOWLEDGE**

The gift of knowledge is the divine strength or ability to bring truth to a situation by supernatural revelation. This is often accompanied by a word from God.

*Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3*

## **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*

## **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*

## **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*

## **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*



## Participation in Groups

It is our hope that you join a group and make a difference by sharing your strengths.

- Small groups - They meet regularly around a specific theme or study with the intention of spiritual growth. Small groups have a beginning and end date.
- Life Groups - These groups meet to foster an environment of support, authenticity, & growth. They meet over a longer term with no end date.
- Serve Teams - We can grow in relationship fastest by serving together. Serve Teams are designed to be more than a group meeting to serve on a Sunday.

## The Problem with Perspective

- We all have unique perspectives and natural tendencies.

## Mission Myopia

Mission Myopia is our natural tendency to attract around us people who see things in the same way, or impose upon others our own priorities and practices in ministry.

- We are most comfortable with people who share our interests, values, and perspectives.
- Mission Myopia is about an individual's emotional needs or ego being elevated above the needs and priorities of the mission.
- Ministry mission will require the support of people who often see and think differently than ourselves.

## Diversity

Your success as part of a Serve Team will be determined in large part by your ability to:

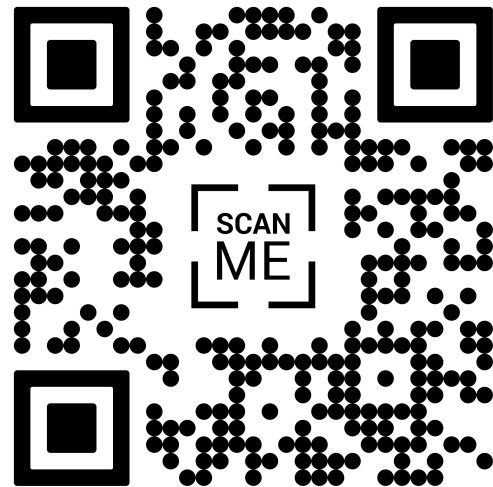
- recognize and respect other people's perspectives and gifting.
- genuinely value what others contribute to the mission.
- respect and serve under the leadership of others.

## Join a Serve Team

What to expect:

- Application Process - Serve Team
- Application Form and background checks.
- Equipping & Training - Each team will have training and equipping requirements.

Click on the QR code to start your Serve Team Application.



## Our Prayer for You

We pray that you will find opportunities at Church on the Rock to use your gifts, bring your perspective and experiences, and build community by joining a team.