

2026 Vision and Focus

Involved, Immersed, Impact

Involved- Activating our members

Many of our members are saved, sanctified, but just not serving. We believe the Lord has placed us in the body in part to serve! 1 Cor 12:7 “But the manifestation of the Spirit is given to every man to profit withal.” God has gifted us all, so that we all in the body may be blessed by that gift. It is our goal to end 2026 with 85% of all active members serving in a ministry. Here is how we do it:

Creating Structure

1. Formalize ministries which have yet to be validated.
 - a. Campus Support Ministry (set-up/tear-down)
 - b. Health Ministry
 - c. Transportation Team
2. Formalize processes for easier integration.
 - a. Streamline communication and scheduling
 - b. Formalize training process
 - c. Create service expectations

Communicating Need

1. Create a “Volunteer Needed” wall in the SBBFH.
2. Deacons will be emailed monthly a list of new ministries in need of volunteers.
3. Deacons will be responsible for encouraging members to sign up.
4. Leaders will work with deacons on fitment issues.

Immersed- Knowing our neighbors

If Cornerstone were to shut down today, how many of those in a three-mile radius of the church would even know? 1 Cor 12:18 “But now hath God set the members every one of them in the body, as it hath pleased him.” God has sovereignly placed each believer in a particular Body; but He has also placed that Body within a community! We are to let our light shine so others may be drawn to Him” (Matthew 5:16)!

Intentionally engage our 3-mile radius via off-campus outreach.

1. Barbershop partnerships
 - a. Debate nights
 - b. Open mic nights/worship sheds
2. Door-to-door outreach

Intentionally engage our 3-mile radius via on-campus outreach.

1. CCDC subsidies and grants
2. CARES targeted outreach
3. Campus nights for families
 - a. Vacation Bible School
 - b. Harvest Fest
 - c. Back-to-school drive
 - d. Movie nights
 - e. Basketball tournaments
 - f. Fireworks

Impact- Unleashing the Scriptures

Transformation does not come solely through information but through application. James 1 speaks of believers who know right yet struggle to do right. We want to aid the growth of the saints through practical exegesis and communal support.

Intentionally focusing on healthy marriages.

1. Marriage conference
2. Marriage class
3. Marriage ministry
4. Monthly date night

Increasing opportunities for development.

1. Rightnow Media
2. Seminary Now
3. Logos

Cornerstone Baptist Church

Deacon Rubric

A Guide to Servant Leadership

Purpose of This Rubric

This rubric outlines the spiritual qualifications, responsibilities, conduct standards, and operational expectations for those called to the office of deacon.

The office of deacon is a **ministry of service**, not position or prestige. Deacons support pastoral leadership, protect church unity, and are models of Christlikeness.

This rubric should be used as a guide for members submitting nominations to the Board of Deacons

Biblical Foundation for the Office of Deacon

The New Testament establishes deacons as servants who assist with practical ministry so pastors can focus on prayer and the ministry of the Word.

Key passages:

- Acts 6:1–7
- 1 Timothy 3:8–13
- Philippians 1:1

The word *deacon* comes from the Greek *diakonos*, meaning **servant**.

The Calling of a Deacon

A deacon is:

- A spiritually mature believer
- Recognized by the church body
- Affirmed by pastoral leadership
- Willing to serve humbly and faithfully

This calling should be approached with **prayer**, and **sobriety**.

Spiritual Qualifications

Based on 1 Timothy 3:8–13, a deacon must:

- Be truthful and trustworthy
- Not given to much wine
- Not greedy but godly
- Hold the mystery of the faith with a clear conscience
- Respectable and reputable
- Be faithful to spouse
- Manage household well
- Demonstrate spiritual maturity

These qualifications must be ongoing, not merely present at the time of appointment.

Core Responsibilities

1. Support the Pastor(s)

- Pray regularly for pastoral staff
- Encourage and protect pastoral leadership
- Avoid participating in gossip or division
- Assist with ministry needs as requested

2. Care for the Congregation

- Visit the sick, elderly, and shut-ins
- Assist with benevolence and mercy ministries
- Help identify practical needs within the body
- Provide spiritual encouragement
- Cover those entrusted to them in regular prayer

3. Protect Church Unity

- Promote peace and reconciliation
- Address conflicts biblically (Matthew 18 model)
- Discourage divisive talk
- Be a calming presence in difficult situations

4. Assist with Ordinances

- Lord's Supper preparation and distribution
- Baptism assistance
- Special services support

5. Stewardship and Administration

- Assist with financial integrity
- Help oversee facilities and property

Deacon Conduct & Character

Deacons are expected to:

- Live lives above reproach
- Practice daily prayer and Scripture reading
- Be faithful in church attendance
- Model generosity and stewardship
- Demonstrate humility and teachability

Public and private life should align with Christian testimony.

Confidentiality Policy

Deacons will often receive sensitive information. All such information must be treated as confidential.

Deacons shall not:

- Share private matters without proper authorization
- Discuss counseling situations
- Disclose financial or personal struggles of members
- Repeat conversations meant to be pastoral

Breaking confidentiality may result in removal from office.

Relationship to Church Leadership

Deacons serve **with** pastors, not **over** pastors.

- Pastors provide spiritual oversight
- Deacons provide servant leadership
- Major decisions should follow church bylaws and biblical order

Deacons should respectfully express concerns directly to pastors rather than to the congregation.

Meetings

- Deacons are expected to attend scheduled meetings

- Arrive prepared and on time
- Participate respectfully
- Maintain unity even when disagreements occur

Removal or Resignation

A deacon may be removed or asked to step down if:

- He no longer meets biblical qualifications
- He engages in immoral or divisive behavior
- He violates confidentiality
- He becomes inactive in service

Restoration may be pursued through biblical counseling and repentance.

Project	Description	Cost	Monthly Contribution	Total Contribution	Group/ Solo
Camera and Doors	Upgraded security and Walkie Talkies	\$13,000	\$13	\$130	Group
Digital Reader Board	Advertising and evangelizing	\$15,000	\$13	\$150	Group
Pantry Freezers	Consistent tempature, better storage better experience	\$25,000	\$21	\$250	Group
AC Unit Repair	Basic Need	\$10,000	\$8	\$100	Group
Teen Sanctuary	A place to worship	\$5,000	\$4	\$50	Solo
NFC TAGS	Ease of giving; Streamlined communicaiton	\$1,000	\$1	\$10	Solo
CCDC Migration	Kitchen moved to main building	\$20,000	\$17	\$200	Group
Marriage Conference	Speakers, Food, Decoations, Books, Resources Prizes	\$5,000	\$4	\$50	Group
Production Equipment	Orchestra Mics, Lights, Track Rig and Sound Pannels	\$15,000	\$13	\$150	Group
			\$93		

Group/ Solo	Priortiy	Impact		Catergory	
Group	High	Moderate	Saftey/Secururity		
Group	Low	Low	Informational	Comfort/Ease	Comfort/Ease
Group	Moderate	High	Missional		
Group	High	High	Saftey/Secururity	Missional	Comfort/Ease
Solo	High	High	Missional	Aesthetic	
Solo	High	High	Financial	Informational	Comfort/Ease
Group	Moderate	High	Missional	Aesthetic	Comfort/Ease
Group	High	High	Missional		
Group	Moderate	Moderate	Aesthetic	Comfort/Ease	

Next Steps

Where do we go from here?

Be Prayerful

We ask that you and your family spend intentional time in prayer seeking the direction God is leading our church. Ask the Lord how you can partner with Cornerstone to make an eternal impact for His great name.

As you pray, consider:

- How much above our normal weekly giving is God leading us to contribute toward the 2026 projects?
- Which ministry is the Lord prompting us to support or become involved in?
- Has God brought to mind a member who meets the biblical qualifications of a deacon?

We do not anticipate or expect families to fund every 2026 project. However, if God has blessed you with the ability to support a specific initiative, we encourage you to take that step of obedience.

Likewise, the nomination of a deacon is a sacred responsibility. We ask that this process be approached thoughtfully, carefully, and bathed in prayer.

Make a Commitment

When you are ready to make a commitment, please log into the **Cornerstone RVA App**, navigate to the **2026 Vision** tab, and submit your commitments digitally.

While names are collected, **no member of the pastoral staff will have access to any financial commitments.** Names are used only for those who request reminders of what they committed. Access to this information is limited to the deacons and Sis. Jackie Carter.

For those who prefer to submit manually, commitment cards will be available on the ushers' table in the main sanctuary and may be placed in the offering plate.

Financial commitments and deacon nominations will be accepted through the month of February.

Wait for the Announcement

Once all data has been compiled (by **March 1, 2026**), we will publicly announce which projects have received sufficient support to move forward. If you committed to one of these projects, we ask that you begin fulfilling your commitment at that time.

All deacon nominations will be prayerfully reviewed by the deacons and pastoral staff prior to any notification. The Senior Pastor will meet with nominated candidates until one is identified. That individual will then enter a **four-month intensive training period**. If, after completion, the candidate still desires to serve as a deacon, they will be presented to the church during the mid-year business meeting.

Questions

If you have any questions, please reach out to

1. Pastor Jon Bennett- PastorJon@CornerstoneRVA.com
2. Jackie Carter - JCarter@CornerstoneRVA.com
3. Deacon Coleman- DeaconColeman@CornerstoneRVA.com