



**A City-Wide Young Adult Christian Movement**

**Cedar Rapids, Iowa**

**[www.watershedmovement.com](http://www.watershedmovement.com)**

## 1. The Scriptural Vision

### Ezekiel 47:1-12 (from *The Message*)

Now he brought me back to the entrance to the Temple. I saw **water** pouring out from under the Temple porch to the east (the Temple faced east). The water poured from the south side of the Temple, south of the altar. He then took me out through the north gate and led me around the outside to the gate complex on the east. The water was gushing from under the south front of the Temple.

He walked to the east with a measuring tape and measured off fifteen hundred feet, leading me through water that was **ankle-deep**. He measured off another fifteen hundred feet, leading me through water that was **knee-deep**. He measured off another fifteen hundred feet, leading me through water **waist-deep**. He measured off another fifteen hundred feet. By now it was a river **over my head**, water to swim in, water no one could possibly walk through.

He said, "Son of man, have you had a good look?"

Then he took me back to the riverbank. While sitting on the bank, I noticed a lot of trees on both sides of the river.

He told me, "This water flows east, descends to the Arabah and then into the sea, the sea of stagnant waters [the Dead Sea]. When it empties into those waters, the sea will become fresh. Wherever the river flows, life will flourish--great schools of fish--because the river is turning the salt sea into fresh water. **Where the river flows, life abounds**. Fishermen will stand shoulder to shoulder along the shore from En-gedi all the way north to En-eglaim, casting their nets. The sea will teem with fish of all kinds, like the fish of the Great Mediterranean.

"The swamps and marshes won't become fresh. They'll stay salty.

"But the river itself, on both banks, will grow fruit trees of all kinds. Their leaves won't wither, the fruit won't fail. Every month they'll bear fresh fruit because the river from the Sanctuary flows to them. Their fruit will be for food and their leaves for healing."

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## 2. The Contemporary Vision

For many people, swimming is a very enjoyable activity. Splashing in the water, diving deep into its depths, exercising, and more makes swimming a popular activity all around the world.

We want to see the young adults of Cedar Rapids develop a love for swimming, but not in physical water, rather in spiritual water. The river in Ezekiel 47 is the gospel of **Jesus Christ** and we want to see young adults of all types swim in its waters. (Eze. 47:9, John 10:10, Rev. 22:1-2)

First, we want to see pre-Christians who are on the riverbank step into the stream, to get **ankle-deep** by giving their lives to Christ. When they step into the river, they find life (v. 9)!

Then, we desire to see them walk in **knee-deep**, becoming involved in a community group (small group, accountability group, local church, etc.) where they are being disciplined through the context of relationships.

We then want to see people get **waist-deep**, a point at which they are now definitely committed and desiring to go further. They are learning about their spiritual gifts, discovering who God has made them to be for His Kingdom, and they are thirsty for the deeper waters.

And finally, we want to lead young adults to the point they are **fully immersed**. And when you are immersed in a river, the river can take you wherever it pleases. But we want these people to love it: to love being in the deep, to love swimming in God's grace, to love being moved wherever God takes them.

The **river (Jesus Christ) gives life** to everything that touches it (Eze. 47:9). And those who have found that life, no matter what level they are at in the river, should be calling out to those along the shore to join them in the water.

We want to see this river flowing through Cedar Rapids: A river filled with swimmers that beckon young adults to come and wade in ankle-deep by giving their life to Christ, a river that college students, young singles, and young married couples walk in up to their knees, to their waists, and finally until they are swimming, going wherever God leads them.

### **3. The Name**

The name of this movement will be **Watershed**.

#### **Dictionary Definition**

wa ter shed (wôtr-shd) *n.* 1. A ridge of high land dividing two areas that are drained by different river systems. Also called *water parting*. 2. The region draining into a river, river system, or other body of water. **3. A critical point that marks a change of course; a turning point.**

#### **Our Definition**

We desire to see God use this movement to be a watershed, a change of course, in people's lives. A genuine encounter with Jesus Christ through the Holy Spirit is a turning point. And there are many turning points along the path of life that encourage believers to continue going deeper with Christ.

### **4. Purpose**

#### **Purpose Statement**

*The purpose of Watershed is to lead young adults in the Cedar Rapids area deeper in their spiritual journey with Jesus Christ.*

#### **In Union with the Vision**

Here is what "deeper in their spiritual journey" looks like to us:

##### **Ankle-Deep (for pre-Christians)**

Salvation  
Coming to Christ  
Relationship with God (It all starts with God)

##### **Knee-Deep (for young believers)**

Small Groups  
Connecting  
Relationship with Others (Phil. 2:3-4 – consider others before yourself)

### **Waist-Deep (for growing believers)**

Serving through your SHAPE [Spiritual Gifts, Heart (Passion), Abilities,  
Personality, Experiences]

Caring

Relationship with Self (Discovering your SHAPE for ministry)

### **Immersed (for leading believers)**

Self-Sacrifice

Complete Commitment

Relationship with the World (going wherever God leads)

*Related Note:* No matter where you are in the river (whether ankle deep or immersed), you should be sharing the good news of the river, Jesus Christ, with those around you. People that are fully immersed are not the only people that can share about the life found in the waters of the river. The river is a watershed event, and all believers should desire to see pre-Christians reach that turning point themselves.

## **5. Values**

We value W.A.T.E.R.

### **W - Worship**

The starting point of our ministry is God. That is why we start with Worship, because worship is taking our eyes off ourselves and intentionally focusing them on God.

God is looking for worshippers (John 4:23). We want to be a community of people that worship God wholeheartedly (the opposite of Isaiah 29:13) and through “whatever we do, whether in word or deed” (Col. 3:17).

### **A - Authenticity**

We value honesty and transparency. This is not to be a community group designed for niceties. Honesty will be expected from the music stand (we doubt we’ll have a pulpit :o).

Transparency will be encouraged in the Life Groups. We want this to be a place where young adults of all types feel safe and free to be who God has designed them each to be.

## **T - Truth**

We are committed to truth as found in God's Word. We will not welcome or engage anything claiming to be spiritual truth that cannot be found in the sound principles of the Holy Scriptures. However, we recognize that truth can be harsh, so we will strive to balance our firm commitment to truth with a strong commitment to grace. Our model is Jesus Christ who was "full of grace and truth" (John 1:14).

## **E - Evangelism**

God has done an amazing thing: He paid the penalty of sin that every human being was indebted to pay. Many people have discovered this for themselves and have found life-freedom. What a shame it would be to not tell other people that their debt has been paid! We have been commanded by God to "go" (Matt. 28:18-20), to disperse from the confines of large group gatherings, to tell others about His goodness, sacrifice, love, and justice. Therefore, attenders of this community group (from ankle-deep to totally immersed) will be encouraged, trained, and sent out to tell those around them about the life-changing river of Jesus Christ.

## **R- Relationships**

As the late Pastor Ray Barrett used to say, "All effective ministry is birthed out of relationship." We are committed to seeing people get connected with other believers for the sake of the gospel.

## **6. Statement of Beliefs**

### **The Word of God**

We believe the Bible, composed of the Old and New Testaments, is God's inspired Word to all people and is without error in the original documents. It is the supreme source of truth and final authority for Christian belief and living. (Psalms 12:6; Psalms 119:105, 160; Proverbs 30:5; 2 Timothy 1:13; 2 Timothy 3:16; 2 Peter 1:20-21)

### **God**

We believe in one God, the Creator, Sustainer, and Ruler of the universe. As revealed in the Word of God, He has eternally existed in three personalities: the Father, the Son and the Holy Spirit. These three are co-equal and are one God. (Genesis 1:1, 26, 27; Psalm 90:2; Matthew 28:19; 2 Corinthians 13:14; 1 Peter 1:2)

## **The Father**

We believe that God the Father is the head of the one Triune God. He is Spirit, personal, infinite, holy, all-wise, loving, and completely just. (1 Corinthians 11:3; 2 Corinthians 1:3; Deuteronomy 32:4; Romans 1:20; 1 Samuel 2:2)

## **Jesus Christ**

We believe that Jesus Christ is the Son of God and is co-equal with the Father. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all people by dying on a cross. He rose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven, where he reigns with all authority given to him by the Father, and will return again to earth to reign as King of Kings, and Lord of Lords. (Isaiah 9:6; Isaiah 53; Matthew 1:22-23; John 1:1-5; John 14:10-14; Acts 1:9-11; Romans 1:3-4; 1 Corinthians 15:3-4; 1 Timothy 6:14-15; Titus 2:13; Hebrews 4:14-15)

## **The Holy Spirit**

We believe 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. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. (John 14:16-17; John 16:7-13; Acts 1:8; 1 Corinthians 2:12; 1 Corinthians 3:16; 2 Corinthians 3:17; Galatians 5:25; Ephesians 1:13; Ephesians 5:1)

## **Humanity**

We believe that all humans, both male and female, are made in the spiritual image of God, to be like Him in character. However, all people are marred by an attitude of disobedience toward God called sin, in both nature and will. (Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a; Isaiah 59:1-2; Romans 3:23)

## **Salvation**

We believe that salvation is a gift from God to mankind. We can never earn salvation through self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can we be saved from sin's penalty. All people will exist eternally: those who have placed their faith in Jesus will live eternally with the Father, while those who remain separate from God in this life will remain eternally separate from God for eternity. (John 1:12, 14:6; Romans 5:1; Romans 6:23; Galatians 3:26; Ephesians 2:8-9; Titus 3:5)

## **7. Plans**

Here are some of the plans we have for what Watershed will look like as a movement:

### **Worship** (Large Group Gatherings)

Meet Thursday evenings at 7:07 p.m.

Time of worship through guitar-driven music, prayer, Scripture, and teaching

Lasts about an hour and 15 minutes

### **Life Groups** (Small Group Gatherings)

#### **Types**

We see Life Groups actually being several different types of groups. Some people really want the 8-12 person groups. Others need the strength of a two or three person accountability group. And pre-Christians who are standing on the river banks need a group where they can safely investigate Christianity through honest conversation.

We see Life Groups happening everywhere: in churches, at workplaces, on college campuses, in neighborhoods, in apartment complexes, and anywhere people desire to get together.

#### **DNA**

As you read in “Types” above, we imagine having many different formats for the Life Groups. But one thing will remain consistent among all Life Groups – DNA.

#### **D - Divine Truth**

We believe Biblically-based, Christ-centered teaching is foundational in helping young adults go deeper in the river of Jesus Christ (Heb. 4:12).

#### **N - Nurturing Relationships**

Life Groups are one of the most effective places we can think of that true biblical community can be built.

#### **A - Apostolic Mission**

We don't just want to see our Life Groups grow deeper in Christ and with each other, but we also want to see them grow wider by reaching out to pre-Christians and fellow believers that are looking for a place to connect and build their relationship with God.

## Network

Life Groups will be very loosely organized. We are more concerned with people getting into a small group than we are about people being in *our* small groups. Life Groups will exist just as an option and a place for young adults to go deeper in their relationships with each other. But if young adults want to get plugged into community groups that are designed for biblical spiritual growth within their church, or on their college campus, or at their workplace, or wherever, we will encourage it.

## 8. Leadership Team

This team is the “elder board” for this ministry. These are the “trees along the riverbank” mentioned in Ezekiel 47:7, the steady presence of godly men and women whose roots go deep, provide shade to the river community, and reflect the Psalm 1:1-3 man.

Each partner must demonstrate the 4 C’s.

**Character** – *a person of integrity and of the Word*

**Competence** – *a person capable of leading and serving in an area with excellence.*

**Commitment** – *a person willing to give of their time, talent, and treasure for the long term.*

**Chemistry** – *a person who fits well relationally with the group.*

This team is probably best to be 5-9 people, but God will decide who belongs on this team. Each member must be serving in another capacity within the ministry.

Here is who God has brought so far:

Erin Bird – Lead Teacher and overall Leader

Tom Pietz – Overall Life Group Coordinator and co-pastor

Steve Adolphs – Worship Leader

Dennis Colton – Systems Leader and Analyzer

Karen McCaa – Women’s Life Group Leader and Evangelist

LeAnn Bird – First Impressions Leader

## 9. Organization

### Not a Church

While Watershed will be a church in the biblical-sense (the church is the people of God gathering together to worship him and grow together in their relationship with Christ), Watershed

is not designed to be a new church in the cultural-sense. We do not desire to seek 501c(3) non-profit status (thus not allowing us to take offerings), we do not seek to have a constitution or church by-laws, we do not have a primary goal of having our own building with our name on the front, and we do not desire to pull young adults out of existing congregations.

Our sentiments are very similar to something “The Gathering” (the 18-23 year old ministry of McLean Bible Church in Washington, D.C.) has written on their website at [www.generationalmovement.org](http://www.generationalmovement.org):

*We don't care what church you attend or ministry you are involved with. Our vision is bigger than just building a “ministry”. We are committed to the business of the Kingdom. We are committed to building the kingdom of God and equipping the saint.*

We see Watershed being about the Kingdom and equipping young adult saints. We see this being a movement that can benefit many churches in the area, helping their young adults to feel connected with others their age so they can serve their home churches with glad hearts. Many young adults love their churches, but don't feel like their friends and co-workers would enjoy their church for whatever reason; Watershed could be used to introduce their pre-Christian companions to the life-changing waters of the river, our Lord and Savior, Jesus Christ, and in turn introduce them to a multi-generational context found in the form of a local church body.

*Related Note:* Young Adults in today's age do not seem to as interested about denominational labels and “competition” between churches as previous generations. While this can have its disadvantages, the strength to this is that they would not view Watershed as another church. They would be comfortable with Watershed being a movement designed to help them come to Christ and grow in Christ. Today's young adult believers seem more concerned with the Kingdom than with which congregation is best.

### **Spiritual Accountability**

Because Watershed is rather unconventional, some questions have been brought up about how this movement will be held spiritually accountable. A great question that deserves an answer.

Watershed itself will be held accountable by the key leadership team (see “7. Roles” above), with the leadership team being held spiritually accountable by Tom and myself. Tom will remain spiritually accountable not only to Erin and the leadership team of Watershed, but also to the Council and pastoral staff of First Lutheran Church. Likewise, Erin will also be spiritually accountable to Tom, the Watershed leadership team, the pastoral staff at New Covenant, and the elders of NCBC.