

★ THE STAR CHURCH

CULTURE GUIDE · 2026 · FOR EVERY MEMBER OF TEAM STAR

THE CULTURE GUIDE

NO STARS BUT THE STAR.

THE DNA OF HOW WE SERVE, LEAD,
AND LIVE TOGETHER AS **ONE CHURCH.**

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WHAT'S INSIDE.

This guide is built in two parts. **Part One** defines WHO we are — the heart of The Star Church culture. **Part Two** documents HOW we operate. Read Part One slowly. Reference Part Two as needed.

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A NOTE FROM THE SENIOR PASTOR

This is not a list of rules. This is a portrait of who we are. Read it slowly. Let it shape you. When you understand the WHO, the HOW takes care of itself. — *Dr. Thomas Beavers*

SECTION 01

A LETTER FROM PASTOR BEAVERS.

We are not five churches in five cities. We are one church scattered across multiple locations for one purpose — to make Him known.

Family,

When God planted The Star, He didn't plant five different churches in five different cities. He planted **one church** with one heart, scattered across multiple locations for one purpose — to make Him known.

That's why this guide exists.

We are growing. Birmingham, Forestdale, Pell City, Sylacauga, our Online Campus — and whatever comes next — must move as **one body**. One Spirit. One vision. One sound. Not because uniformity is the goal, but because **unity is the witness**. A divided team builds nothing that lasts. A unified team builds something the gates of hell cannot stop.

So I'm asking every leader, every volunteer, every team member who serves under the banner of The Star to read this document slowly. Let it shape you. This isn't a list of rules — it's a portrait of who we are. When you understand the WHO, the HOW takes care of itself.

There is no spotlight at The Star big enough for two names. He must increase. We must decrease.

If you can say *amen* to that, you're in the right place. Let's build.

DR. THOMAS BEAVERS

SENIOR PASTOR · THE STAR CHURCH

SECTION 02

THE HEART OF OUR CULTURE.

Every healthy church has a name on its building. Ours says THE STAR — and that name is not about us.

The Star is Jesus. The Star is the One the wise men followed. The Star is the morning light that breaks every darkness. The Star is the One who outshines every platform, every personality, every preacher, every position.

We are **The Star Church** because we exist to point people to **The Star**. No one chases their own spotlight, no campus competes, no ministry operates as an island, no leader builds a kingdom inside the Kingdom. **We are ONE.**

No stars but **THE Star**.

FIVE PILLARS DEFINE HOW WE LIVE AS ONE

THE FIVE PILLARS

1

ONE CHURCH

We are one body, not five franchises. Unity is the witness.

2

ONE STANDARD

We give God our best — every Sunday, every campus, every time.

3

ONE MISSION

Same message. Same Sunday. Same direction. Every campus.

4

ONE FAMILY

Honor is the air we breathe. Without it, there is no Star.

5

ONE STAR

There is only one Name lifted up here. His Name is Jesus.

★ PILLAR 01 · OF 05

ONE CHURCH.

We are one body, not five franchises. **Unity is the witness.**

PILLAR 01 · CONTINUED

WHAT THIS MEANS.

"Make every effort to keep the unity of the Spirit through the bond of peace. There is one body and one Spirit... one Lord, one faith, one baptism, one God and Father of all."

— EPHESIANS 4:3–6

Paul didn't ask the church to *create* unity. He told them to **keep it**. Because unity is already ours in Christ — but it has to be guarded, defended, and stewarded by every person on the team.

We are **one church in five expressions** — four physical campuses and one Online Campus. Birmingham is not "the main one." Forestdale, Pell City, Sylacauga, and Online are not "satellites." Every campus is **fully The Star** — same DNA, same vision, same standard, same Spirit.

HOW WE LIVE IT OUT

- **Celebrate the wins of every campus** as our own win.
- **Refuse to compare or compete** — no "us vs. them" between campuses.
- **Use the same language, systems, and standards** across every location.
- **Meet centrally** — every ministry leader connects with the central lead weekly.
- **Submit personal preferences** to the unity of the whole.

If it doesn't strengthen the body, it doesn't belong at The Star.

★ PILLAR 02 · OF 05

ONE STANDARD.

We give God our best — every Sunday, **every campus, every time.**

PILLAR 02 · CONTINUED

WHAT THIS MEANS.

"Whatever you do, work at it with all your heart, as working for the Lord, not for human masters."

— COLOSSIANS 3:23

Excellence is not perfection — excellence is **giving God your best**. The same God who created sunsets, oceans, and the human heart deserves a team that prepares, shows up early, dresses with care, and serves with intention.

When a guest walks into The Star — at any campus, on any screen — they should encounter the same atmosphere of preparation, the same warmth, the same readiness, the same Spirit. A sloppy service tells the world that God isn't worth the effort. **We refuse to tell that story.**

HOW WE LIVE IT OUT

- **Arrive on time** — call times are not suggestions.
- **Dress for the assignment** — what we wear represents the House.
- **Rehearse, prepare, and practice** — the Spirit honors preparation.
- **Hold each other to the standard** with love and accountability.
- **Don't lower the bar** — raise the team.

God deserves our best. Every Sunday. Every campus. Every time.

★ PILLAR 03 · OF 05

ONE MISSION.

Same message. Same Sunday. **Same direction.**
Every campus.

PILLAR 03 · CONTINUED

WHAT THIS MEANS.

"Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ... that you stand firm in the one Spirit, striving together as one for the faith of the gospel."

— PHILIPPIANS 1:27

We are not five churches preaching five sermons going five directions. We are **one church with one message moving in one direction.**

The Great Commission isn't a slogan on the wall — it's the assignment that gets every one of us out of bed on Sunday. We exist to **know Christ and make Him known.** That's why we preach the **same message across all campuses every Sunday.** That's why every campus pastor submits to the same vision.

HOW WE LIVE IT OUT

- **Same message. Same Sunday.** Every campus.
- **Every campus pastor preaches the message handed down** — not their own agenda.
- **Video Sunday once a month** — message delivered via video, campus pastors host.
- **Senior Pastor Visit once a month** — Dr. Beavers personally visits a satellite campus.
- **Every leader reinforces the same vision** in their ministry area.

We move together — or we don't move at all.

★ PILLAR 04 · OF 05

ONE FAMILY.

Honor is the air we breathe. **Without it, there is no Star.**

PILLAR 04 · CONTINUED

WHAT THIS MEANS.

"Be devoted to one another in love. Honor one another above yourselves."

— ROMANS 12:10

The Star is not a corporation. It's a **family**. And family doesn't operate by org charts alone — family operates by **honor**.

We honor each other in public AND in private. We speak well of our leaders. We protect our team members' names when they're not in the room. We don't gossip, we don't compete, we don't tear each other down. When one of us hurts, we all hurt. When one of us wins, we all celebrate.

This is also how we treat our **people** — every guest, every member, every child, every teen, every senior. The way you treat the person nobody sees says everything about who you really are. **At The Star, we see everybody.**

HOW WE LIVE IT OUT

- **Greet every person like they matter** — because they do.
- **Honor leadership publicly** and bring concerns privately.
- **No gossip, no social media drama**, no behind-the-back conversations.
- **Celebrate each other's wins** — out loud.
- **Assume the best** about each other — and ask before you judge.

Honor is the air we breathe. Without it, there is no Star.

★ PILLAR 05 · OF 05

ONE STAR.

There is only one Name lifted up at this church. **His Name is Jesus.**

PILLAR 05 · CONTINUED

WHAT THIS MEANS.

"He must become greater; I must become less."

— JOHN 3:30

This is the heartbeat of everything. The reason this church is called **THE Star** is because there is only **ONE** worth following — and it's not us.

Every gift, every platform, every microphone, every team, every campus exists for **one Name** — Jesus. The moment we start chasing our own light, we lose the only Light worth carrying. Pride kills churches faster than any enemy ever could.

So we serve hidden. We serve faithful. We serve when nobody's watching the same way we serve when everybody is. We don't need our names in lights — we need **His Name lifted up**.

HOW WE LIVE IT OUT

- **Hold our platforms** with open hands.
- **Refuse to make ministry about us** — our looks, gifts, followers, or reputation.
- **Celebrate Jesus** more than we celebrate ourselves.
- **Use social media to point to Christ**, not to build personal brands.
- **Serve faithfully in seasons of obscurity** — God promotes in due time.

Only one Star at this church. His Name is Jesus.

★ THE CULTURE COMMITMENT

I AM THE STAR.

Read aloud together. Sign your name. Live it out.

I AM PART OF THE STAR CHURCH.

I AM ONE CHURCH — I will guard the unity of this body across every campus.

I AM ONE STANDARD — I will give God my best in everything I do.

I AM ONE MISSION — I will move with the vision, not against it.

I AM ONE FAMILY — I will honor my brothers and sisters in public and in private.

I AM ONE STAR — I will lift up the Name of Jesus above my own.

NO STARS BUT THE STAR.

I AM COMMITTED.

SIGNATURE

DATE

★ END · PART ONE

WE DON'T BUILD CULTURES BY ACCIDENT.

WE BUILD THEM ON PURPOSE. **WE ARE ONE.**
LET'S BUILD TOGETHER. LET'S CHANGE THE
CULTURE.

★ PART TWO

THE APPENDIX.

The HOW behind the WHO. Reference this when you need it. Live the main guide every day.

APPENDIX A1

SERVICE TIMES & CAMPUSES.

One church. Five locations. One Sunday.

★ WHAT'S CHANGING – AND WHY

BIRMINGHAM · ONE SERVICE · 9:00 AM

Beginning soon, the Birmingham Campus is moving to **one service at 9:00 AM**. Three reasons:

- **Unity** — One service means one room, one family, one focused Sunday.
- **Focus** — Our teams pour everything into one excellent experience.
- **Momentum** — A full room builds energy. Energy builds movement.

CURRENT SERVICE TIMES

CAMPUS	SUNDAY SERVICE
BIRMINGHAM	9:00 AM · One Service
FORESTDALE	11:30 AM
PELL CITY	10:00 AM
SYLACAUGA	10:00 AM
THE STAR ONLINE	Streams live with Birmingham · 9:00 AM

Campus addresses available at beatme2thestar.net/campuses

APPENDIX A2

CENTRALIZED STAFF STRUCTURE.

Every ministry across every campus connects upward through a central lead. This is how we stay ONE.

Campus ministry leaders meet **weekly** with their central lead. This prevents inconsistencies in execution and protects the unity of the team across all five locations.

MINISTRY / AREA	CENTRAL LEAD
MULTISITE CAMPUSES OVERSIGHT	Henry Tolbert
ONLINE CAMPUS	Lori Croom-Bush
PRAISE TEAM	Harrell Williams
BAND	Terrence Stinson
OPERATIONS	Henry Tolbert
SMALL GROUPS	Pastor Ronald Wright
MEDIA	Michael Cook
TEENS	Akita Carpenter
CHILDREN'S MINISTRY	Jalynia Moultrie
HARVEST TEAM	Vevelyn Wilson

No silos. No splinters. **One body. One rhythm.**

APPENDIX A3

PREACHING MODEL.

Same message. Same Sunday. Every campus.

To maintain doctrinal alignment and vision consistency, the following preaching model applies across all five campuses of The Star Church.

★ STANDARD 01 · EVERY SUNDAY

SAME MESSAGE ACROSS ALL CAMPUSES

Each Sunday, the same message is preached at every location to ensure spiritual unity and shared direction.

★ STANDARD 02 · ONCE PER MONTH

VIDEO SUNDAY

One Sunday per month, all campuses host a Video Sunday — the message is delivered via video, and the campus pastor hosts the service and guides the response.

★ STANDARD 03 · ONCE PER MONTH

SENIOR PASTOR VISITS

Once a month, Pastor Beavers personally visits a satellite campus with a team — preaching and connecting with the congregation face-to-face.

All deviations must be explicitly approved by the Senior Pastor.

APPENDIX A4

CALL TIMES & VIP HUDDLE.

Excellence has a clock. Show up ready.

BEFORE SERVICE	TEAM
90 MIN PRIOR	Sound Team · Media Team
80 MIN PRIOR	Praise Team / Choir · Band
40 MIN PRIOR	Volunteers · Ministers · Deacons · 1st Touch · Children's
30 MIN PRIOR	#TEAMSTAR VIP Huddle (15 minutes)

THE V-I-P HUDDLE

Fifteen minutes of vision, information, and prayer — every Sunday, before the doors open.

V

VISION

What are we doing today?

I

INFORMATION

What does the team need to know?

P

PRAYER

Cover the service before the doors open.

Call times are not suggestions. Arrive ready.

APPENDIX A5

STANDARD SERVICE ORDER.

To maintain excellence and consistency, the following service order applies every Sunday.

SERVICE TYPE 01

NORMAL SUNDAY

- 1 Opening Prayer
- 2 Praise & Worship (20–25 min)
- 3 Transition & Prayer
- 4 Video Announcements
- 5 Message
- 6 Invitation
- 7 Verbal Announcements
- 8 Final Remarks, Benediction & Giving

SERVICE TYPE 02

1ST SUNDAY · COMMUNION

- 1 Opening Prayer
- 2 Praise & Worship (20–25 min)
- 3 Transition, Prayer & Communion (Baptism in BHM)
- 4 Video Announcements
- 5 Message
- 6 Invitation
- 7 Verbal Announcements
- 8 Final Remarks, Benediction & Giving
- 9 Baptism (if applicable)

All deviations must be **explicitly approved by the Senior Pastor.**

APPENDIX A6

DRESS CODE CALENDAR.

What we wear represents the House. One look. One standard.

SUNDAY	DRESS CODE
1ST SUNDAY	BLACK SUITS
2ND SUNDAY	BUSINESS CASUAL
3RD SUNDAY	SUITS / BUSINESS CASUAL
4TH SUNDAY	STAR VOLUNTEER T-SHIRTS / MERCH

Specific attire details for special Sundays (5th Sundays, holidays, conferences, baptism services) will be communicated centrally **in advance**.

One look. **One Star. One body.**

APPENDIX A7

THE ONLINE CAMPUS.

The Star Online is a full campus — not a livestream.

It has a Campus Lead. It has a hosted service. It has a team. It has a discipleship pathway. And it has people God is sending us from places we will never physically reach. **The Online Campus is held to the same ONE STANDARD as every other location.**

WHAT HAPPENS EVERY SUNDAY

15 MIN BEFORE SERVICE

PRE-SHOW

Host opens chat, welcomes viewers by name, shares Scripture, drops Connection Card.

DURING SERVICE

HOSTED SERVICE

Host carries the chat through worship, message, and altar call — no one watches alone.

15 MIN AFTER SERVICE

POST-SHOW

Host walks the Connection Card, prays over the chat by name, previews next Sunday.

PHASE 2 LAUNCH

VIRTUAL PRAYER ROOM

Live Zoom room where Online Hosts meet, pray with, and log every prayer need.

THE ONLINE CAMPUS TEAM

ROLE	PERSON
ONLINE CAMPUS LEAD	Lori Croom-Bush
DIGITAL PRODUCER	To Be Assigned
ONLINE HOST A	To Be Assigned
ONLINE HOST B	To Be Assigned

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CULTURE GUIDE · ONE OF ONE

END · CULTURE GUIDE

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BIRMINGHAM · FORESTDALE
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ONLINE