



Crossroads Presbyterian Church

2016-2017

Annual Report

(Fiscal Year July 1, 2016 - June 30, 2017)

**ANNUAL MEETING OF THE CONGREGATION
CROSSROADS PRESBYTERIAN CHURCH, MEQUON, WISCONSIN**

August 27, 2017

10:30 a.m.

Call to Order: Rev. Dr. Christopher Spotts

Necrology Report: Rev. Dr. Christopher Spotts remembers those members who have gone to be with our Lord from July 1, 2016 to June 30, 2017 and leads the congregation in prayer.

Vivian J Norman	08.02.2016	Lance L Stanwyck	02.15.2017
John W Mohan	08.24.2016	Rev Scott B Hauser	02.16.2017
Kelly A Murray	09.18.2016	Catherine B Smith	02.17.2017
Gary M Loos	10.08.2016	Richard E McNabb	02.23.2017
Shirley A Kopf	11.06.2016	Deborah A Hosler	03.08.2017
		Jerome Friesch	03.10.2017
		Fred Hewitt	03.10.2017
		Loretta L Cullman	03.19.2017
		Glenn Elste	04.13.2017
		Ruth A Macpherson	06.23.2017

Report on a Year at Crossroads

Financial Reports (07.01.16–06.30.17): Tom Taylor, Church Treasurer

Elect Session to serve as Corporate Trustees

Approval of Pastors' Terms of Call

Nominating Committee Report: Greg Johnson, Moderator

Elect Nominating Committee for 2017–18 (one-year term)

Nancy Follis, moderator (Elder)

Thomas Guay, vice-moderator (Elder)

Elizabeth Sellars, (Deacon)

Jon Carlson

Sue Frazier

Shelly Lemminger

David Sass

Reception of Annual Report

Moderator's Report

Closing Prayer and Benediction

A Message from the Associate Pastor



Friends,

What a difference a year makes. So many things have changed in the span of the last 12 months. We have brought on new staff in our Youth Ministry, and are excited to see how God will use Dave Garvey to partner with parents as they disciple their children. We have watched God use the faithful work of our Children's Ministry to enfold and love a growing number of children and young families into our church. We hired an upstart new Associate Pastor (God, help us all!). We banded together, in partnership with other Presbyterian churches to build a home through Habitat for Humanity. We have welcomed new faces into membership and baptized new people into our community. It has been a great year. And I give thanks to God for it.

But it has also been difficult. In February, our church experienced a great loss when our beloved pastor, Rev. Scott Hauser, was taken home to eternity. It wasn't the only loss we experienced this year – just a brief look at the necrology report will tell you that – but its impact upon our community was unparalleled. We continue to deal with the ripple effects of this loss. The office across the hall from where I sit writing this letter is dark and quiet... and that still hurts.

But, even as I reflect on the deep grief and difficult work of the last six months, and even as I consider the deep grief and difficult work of the next six, I can see God's hand at work. The loss of such an important part of our community could have torn us apart. For those who don't know us, it may have even been expected. But, I have been here for eleven years now, so I wasn't surprised to see us band together to take care of and love each other.

In this very letter last year, Scott wrote these words about you all:

At the heart of Crossroads are people who love Jesus and love one another; a community of disciples committed to sharing God's love here and now, but always with a prophetic eye toward God's call for the future.

That's what I have seen in the difficulties of the last year. I've seen people who love Jesus and who love one another. I've seen people who take community seriously, and their discipleship seriously. I have seen people committed to loving one another. And I have seen people who, even as they grieve, are looking forward to what God will do next. And I am excited to be a part of it.

The report in the pages that follow is but a glimpse of the many ways God has been at work in and through us this last year. But, there is only so much that words, and numbers and pictures can convey. The greatest report of the ministry of Crossroads is written on your hearts, because the greatest measure of the ministry of the Church is not found in numbers or words or pictures, but in transformed hearts and lives.

It has been a joy-filled and tear-filled year at Crossroads, and my guess is there are both joy and tears in our future. The God who has walked faithfully with us throughout this last year is not yet done. God is leading us into a future that God has prepared for us.

I look forward with anticipation to the work God will do in and through us, and I am grateful beyond words for the privilege of being your pastor.

I love you all,
Chris

Statistical Review

Fiscal Year July 1, 2016 – June 30, 2017

MEMBERSHIP

Membership June 30, 2016 989

Gains 07.01.16 – 06.30.17

By Profession, Reaffirmation, Reinstatement:

a. 17 and under 8

b. 18 and over 25

By Letter of Transfer 2

Total Gain 35

Losses 07.01.16 – 06.30.17

By Letter of Transfer 0

By Death - 14

By Deletion - 20

Total Loss - 34

Total Active Membership June 30, 2017 **990**

BAPTISM

Adults 2

Infants and Children 7

Elders

Class of 2017: Term ending June 30, 2017

NAME	MINISTRY
Doug Ault	Human Resources
Turner Daley	Children
Jackie Glaubke	Finance
Wanda Hodge	Children
Greg Johnson	Youth

Class of 2018: Term ending June 30, 2018

NAME	MINISTRY
Nancy Follis	Children
Mike McIntyre	Adult
Karen McKinney	Worship
Mark Weatherhogg	Mission & Outreach

Class of 2019: Term ending June 30, 2019

NAME	MINISTRY
Frank Ball	Congregational Care
Jennifer Carlson	Worship
Tom Guay	Youth
Wendy Orthober	Mission & Outreach

Session Update



The start of the past fiscal year, was filled with energy and anticipation as Pastor Scott, having taken the very important time needed to get to know us, was embracing our church family with his caring nature while gently nudging us toward positive change and spiritual growth. Chris Spotts, was in the midst of discerning how and where God might best use his gifts and talents. And Session was rejoicing in what was beginning to feel like a tranquil and stable period.

No one anticipated that in a little more than seven months, we would be mourning Pastor Scott's loss at the hands of an aggressive form of cancer. No one could be faulted for feeling that such a loss on top of everything else might deal a debilitating blow to our congregation. But it didn't. If anything it accentuated our community's resilience, strength, and commitment. Without diminishing the pain and grieving each of us has and is experiencing, Scott's presence and loss seemed to cauterize our collective trust in His plan and the work of the Holy Spirit. I have no doubt that the solid foundation on which we find ourselves today was forged from our struggles and tempered with Pastor Scott's unconditional love for his flock. Scott was unique. He was the right person at the right time. He confidently accepted God's call to come to Crossroads and never looked back. And while his tenure was way too short, his impact was exactly what was needed. Scott left us just as he came to us—by loving us. And it is the seeds of that love that I believe will serve us well moving forward. We don't know what lies ahead. We don't know who we will call next or what the Holy Spirit has in mind. But we can be confident that if we accept the role of being good stewards of the seeds Scott planted and trust in the work of the Holy Spirit, we will continue to thrive as new and exciting ways to glorify God are revealed.

Faithfully,
Elder Mike McIntyre

It's been an honor to serve as clerk of Session this past year, filling the big shoes of Judy Frohboese who stepped down in July 2016 after 16 years of tireless and faithful service as our clerk—thanks again Judy! I've learned a lot and have come to appreciate the value of the structure, discipline, consistency, and support that the PCUSA and Milwaukee Presbytery provide to the local church. It's also been a blessing to see the Session working together so faithfully during this difficult year of loss and transition. We continue to grieve but also move forward into the future God has for us with much faith, hope, and love.

In Christ,
Clerk Cathy Sanders

Strategic Priorities

“Inviting”

Encourage and engage members of the community through personal invitation.

“Engaging”

Create opportunities for people to engage Christ at Crossroads wherever they are in their faith journey.

“Integrating”

Integrate the whole body of the church with intentional awareness of seniors, families with young children and millennials.

“Discipling”

Facilitate spiritual growth through worship, fellowship, education, stewardship and outreach.



What Can We All Do?

- ◆ Open your heart and mind to areas of service into which God may be calling you.
- ◆ Invite people to church.
- ◆ Greet people you don't know when you see them.
- ◆ Invite new people into service and participation in ministries in which you are involved.
- ◆ Call someone you haven't seen at church in a while and let them know they are missed.
- ◆ Pray for our church family and our leaders as we go forward.

Deacon Report

“May you refuse auto-pilot Christianity.” We are privileged to have a group of individuals who we called to be Deacons that do refuse to be an ‘auto-pilot Christian.’ This past year being Moderator of this extraordinary group I saw first hand how in faith, love and commitment to God our Deacons are not on auto-pilot.

“May you see yourself the way God sees you: deeply loved, profoundly called and purposefully placed here for such a time as this.” I’ve read this prayer at meetings numerous times, but I had no idea how these words would ring true and test us.

“May you pause today, look up, and listen for the voice of the Lord in your life. May you notice when He moves in your midst. May you respond to His slightest nudge within you. May you be mindful of His presence as you go about your day today. You are a vessel of the Most High God. May He fill you up to overflowing and may you spillover to a world very much in need. Bless you today and every day.” ~Susie Larson

Our season of service started and continued to showcase the Deacons being the hands and feet of Christ and sharing their servants heart wherever called to. We served at the Habitat house; our youth Deacons went to Triennium with 6,000 other youth to learn and grow in their service; we met our Stewardship goals head on; helped in vital rolls with the 60th Anniversary celebration of Crossroads; continued financial support to Tippe with gift cards, and closed out the year with celebrating the birth of Jesus. I would like to say the Deacons would have done all of this and more because of their roles at Crossroads, but in August, Scott Hauser opened up our meeting with a lesson in “experiencing community at Crossroads.” His words, like his leadership, were delivered with courage, confidence, and the charge to do good work in His name.

2017 has been a challenge for all of us, but I believe the Deacons have **“responded to His slightest nudge.”** Through the many losses, but especially Scott, the Deacons have responded with love, faith, and support all while dealing with their own anger and grief. EVERY meeting in 2017 was focused on how they can help our Church family get through this together and in love. Remembering Scott’s words (let’s face it he had MANY wonderful words), **“GOD HAS BEEN FAITHFUL TO CROSSROADS.” Yes, He has.**

Respectfully submitted,

Lucy Weller , Moderator

Deacons serving in 2016–2017: Debby Biggs, Julie Bliesner, Jill Casper, Janet Davis, Michael Davis, Sharyl & Jack Dobson, Kathy Doedens, Johanna & Tom Dvorak, Tom Fiedler, Emily Harley, Jennifer Harley, Jerry & Peggy Hawker, Erik Hockstad, Louanne Hockstad, Doug Hodge, Sharon Elias, Lynn Klemm, Paula Luft, Carol McIntyre, Kathy Minster, Dawn Nimtz, Sue Parker, Rae Pattinson, Betty Philipps, Peter Raymond, Liz Sellars, Cynthia Siebert, Hyndie Steck, Diane Tegtmeier, Pam Thiede, Betsy Tiedens Genné, Lucy Weller, Beth Wischer







Financials

Operating Fund - Balance Sheet

	<u>June 30, 2016</u>	<u>June 30, 2017</u>	<u>Change</u>
Assets			
Cash	\$ 27,445	\$ 57,887	\$ 30,442
Cash—Money Market Funds	204,165	245,150	40,985
Short Term Investments	-	-	-
Total cash and short term investments	<u>231,610</u>	<u>303,037</u>	<u>71,428</u>
Prepaid Program Expenses	50,544	60,366	9,822
Church Premises, Furniture and Equipment	11,136,381	11,193,579	57,198
Manse	100,156	100,156	-
Less: Accumulated Depreciation	<u>(5,507,358)</u>	<u>(5,780,259)</u>	<u>(272,901)</u>
Total Fixed Assets, Net	<u>5,729,179</u>	<u>5,513,476</u>	<u>(215,704)</u>
Total Assets	<u>\$ 6,011,334</u>	<u>\$ 5,876,879</u>	<u>(134,454)</u>
Liabilities and Net Assets:			
Caravan and Great Escape Funds	\$ 41,342	\$ 27,081	(14,261)
Youth Fundraiser Funds	22,340	23,645	1,305
Other Youth and Children Program Funds	7,753	34,535	26,782
Other Accruals and Payables	<u>1,652</u>	<u>682</u>	<u>(970)</u>
Total current liabilities	<u>73,087</u>	<u>85,943</u>	<u>12,856</u>
Mortgage Loan	<u>592,085</u>	<u>462,840</u>	<u>(129,245)</u>
Total liabilities	<u>665,172</u>	<u>548,783</u>	<u>(116,389)</u>
Temporarily Restricted Funds	34,709	98,981	64,272
Membership Investment	<u>5,311,453</u>	<u>5,229,115</u>	<u>(82,338)</u>
Total Liabilities and Net Assets	<u>\$ 6,011,334</u>	<u>\$ 5,876,879</u>	<u>\$ (134,455)</u>

Financials

Operating Fund - Income and Expenses

	<u>June 30, 2016</u>	<u>June 30, 2017</u>	<u>Change from Prior Year</u>	<u>Budget June 30, 2017</u>	<u>2017 Variance from Budget</u>
Income					
Offerings:					
Offerings	\$ 1,330,930	\$ 1,405,765	\$ 74,835	\$ 1,362,000	\$ 43,765
Offerings - per Capita	6,493	8,216	1,723	8,000	216
Designated Offerings					
One Campaign/Debt Reduction	6,695	8,020	1,325	-	8,020
Special Mission Offerings	-	-	-	-	-
Special Appeals	2,663	1,129	(1,534)	1,800	(671)
Use of church & other	14,061	16,608	2,547	10,200	6,408
Programs/Events non-budgeted	126,520	96,756	(29,764)	-	96,756
Total Receipts	1,487,361	1,536,494	49,133	1,382,000	154,494
Expenses					
General and Administrative	\$ 88,660	86,066	2,594	115,800	29,734
Investing in Crossroads Growth Expenses	43,077	12,283	30,793	20,000	7,717
Denominational Giving	70,687	53,798	16,889	33,000	(20,798)
Buildings and Grounds	238,621	250,832	(12,211)	234,170	(16,662)
Technology	37,681	25,961	11,720	28,000	2,039
Debt Service	48,423	49,748	(1,325)	42,000	(7,748)
Total Business	527,149	478,689	48,460	472,970	(5,719)
Human Resources	836,359	855,875	(19,516)	903,122	47,247
Programs/Events non-budgeted	127,065	97,396	29,669	-	(97,396)
Ministry Teams	38,775	34,936	3,839	43,695	8,759
Mission and Outreach	63,126	65,500	(2,374)	65,500	-
Total Expenses	1,592,474	1,532,396	60,078	1,485,287	(47,109)
Excess (Deficit)	\$ (105,113)	\$ 4,098	(109,211)	\$ (103,287)	107,385
Transfer from Preschool	2,727	23	2,704		23
Grant from Foundation for Investing in Crossroads	36,360			-	
Excess after support from IICF and Grant	\$ (66,026)	\$ 4,121	\$ (70,147)	\$ (103,287)	\$ 107,408

Financials

Trend and Fiscal Year 2017 Budget

	<u>June 30, 2016</u>	<u>June 30, 2017</u>	<u>Budget June 30, 2018</u>	<u>Variance from Budget</u>
Income				
Offerings:	\$ 1,330,930	\$ 1,405,765	1,433,000	\$ 27,235
Offerings	6,493	8,216	8,000	(216)
Offerings - per Capita				-
Designated Offerings	6,695	8,020	-	(8,020)
One Campaign/Debt Reduction	-	-	-	-
Special Mission Offerings	2,663	1,129	-	
Special Appeals	14,061	16,608	9,400	
Use of church & other	126,520	96,756	-	(96,756)
Programs/Ministry Teams	-	-		-
Total Receipts	1,487,361	1,536,494	1,450,400	(86,094)
Expenses				
General and Administrative	\$ 88,660	111,092	85,900	25,192
Investing in Crossroads Growth Expenses	43,077	12,283	-	12,283
Denominational Giving	70,687	28,798	54,500	(25,702)
Buildings and Grounds	238,621	250,832	234,200	16,632
Technology	37,681	25,961	33,400	(7,439)
Debt Service	48,423	49,748	42,000	7,748
Total Business	527,149	478,715	450,000	28,715
Human Resources	836,359	855,848	939,118	(83,270)
Program and Ministry Teams	127,065	97,396	-	97,396
	38,775	34,936	43,445	
Mission and Outreach	63,126	65,500	65,500	-
Total Expenses	1,592,474	1,532,395	1,498,063	34,332
Excess (Deficit)	\$ (105,113)	\$ 4,099	\$ (47,663)	\$ 51,762
Transfer from Investing in Crossroads Fund (IICF)	-	-	-	0
Transfer from Preschool	2,727	23		23
Grant from Foundation for Investing in Crossroads	36,360	-	-	0
Excess after support from IICF and Grant	\$ (66,026)	\$ 4,122	\$ (47,663)	51,785

Financials



What is the Joseph Fund?

The Joseph Fund is a separate account designated to provide funds for expenditures required to maintain our buildings and grounds. In the old Testament, Joseph was a man of vision. One vision God gave him was to prepare for the future. Thus, using Genesis 41:29–41 as a basis for the name, the Joseph Fund was set up to begin gathering resources, just as Joseph did, in order to use them as the needs arose in the future. Donations by members of our Congregation provides the replenishment of our “stored” funds.

Why do we need a separate Fund?

Prior to 2009, these costs were funded by the Operating Budget which at times was problematic. As our buildings and grounds age, these costs have become more significant over time. Having a separate fund enables our Congregation to give specifically to the fund’s stated purpose. Support from the Joseph Fund lessens the financial burden and unpredictability on the Annual Operating Budget. Without support of the Joseph Fund, the Annual Operating Fund could be faced with having to cut important funding elsewhere in its budget to offset these expenses. The fund received a restricted donation of \$30,000 in fiscal year 2016 that was used this fiscal year to update the Fireside Room. Still more funding is needed due to the upcoming physical plan replacement needs.

The Fund is in much need of new contributions. Please consider donating to the Joseph Fund as part of your regular giving.

	For the Twelve Months Ended		
	<u>June 30, 2015</u>	<u>June 30, 2016</u>	<u>June 30, 2017</u>
Beginning Cash	\$ 45,898	\$ 18,408	\$ 34,234
Contributions	10,753	17,994	27,878
Manse rental income	-	22,000	23,490
Manse security deposit	-	2,200	-
Restricted Donations		30,000	-
Transfer from Foundation			25,000
Interest income		13	38
Commissions & Fees	15	(1,799)	213
Manse utilities & repairs	(85)	(639)	(919)
Major Building Projects	(38,155)	(21,743)	(39,863)
Ending Cash balance	\$ 18,426	\$ 66,434	\$ 70,071
Ending Cash balance, less security deposit & Restricted	18,426	34,234	70,071

Financials

Investing In Crossroads' Future (IICF) Fund

What is the Investing in Crossroads Future (IICF) Fund?

During our time of transition between permanent lead pastors, we were faced with a loss of membership and contributions which created significant budgetary challenges. To not be forced to drastically cut our ministries and staff to balance the budget, in 2013 an appeal was made to our Congregation and the Crossroads Foundation for extraordinary financial support. The IICF plan was to raise \$320,000 over two years equally from the Congregation and Foundation combined with \$160,000 of total Operating expense reductions. Our members responded by pledging \$617,478 and the Foundation committed \$160,000 for a total of \$777,478. Because of the increased contribution amount and the much better financial performance than budget as reported, the time horizon of support from IICF to the Operating Fund lengthened. Based on our cash position, remaining funds to be received and our 2018 budget, it is forecasted that the IICF will have enough funds to balance the Operating Budget this year, provided that our pledges meet or exceed budget.

Why Do We Need a Separate Fund?

The intent was to provide separate "bridge" funds to enable us to fund our operating deficits during our time of transition including the period with our new pastor as we grow our church again. The IICF donations were set aside in a separate fund so that money required to balance the operating budget could be transferred as needed. The IICF balancing funds are accounted as Other Income so that the structural operating deficit, pre-IICF support, is clearly visible.

For the Twelve Months Ended

Beginning of Year Cash	\$	148,651	\$	142,991	\$	154,138	\$	155,753
Offerings		361,570		91,080		1,460	35	602,796
Interest Income		154		136		155	156	602
Bank fees		(30)		(61)		-	-	(92)
Transfer to Operating Fund		(79,992)		(80,008)				(160,000)
Transfer to Mission Ministry Team		(19,273)		-				(19,273)
Transfer to Joseph Fund		(26,705)		-				(26,705)
Transfer to Foundation		(6,322)		-				(6,322)
Transfer to Debt Retirement		(235,062)		-				(235,062)
End of Year Cash Balance	\$	142,991	\$	154,138	\$	155,753	\$	155,943

AUDIT COMMITTEE REPORT TO CONGREGATION

The Crossroads Presbyterian Audit Committee completed its internal audit of the financial statements of the Crossroads Operating Fund, the Crossroads Foundation Fund, the Crossroads Preschool Fund, the Crossroads Joseph Fund, the Crossroads Memory Garden Fund, and the Crossroads IICF Fund as of June 30, 2017 and for the fiscal year then ended. The Audit Committee noted no material weaknesses in internal controls and no material errors in the aforementioned financial statements as presented in the Annual Report to the Congregation.

Chair: Rick Brown **Members:** Mike Corbett, Roger Gervais, Bill Johnston, Edward Kelley, Lisa Sanregret

Foundation Report

Purpose: To receive and administer gifts and bequests by members and supporters of Crossroads Presbyterian Church to provide financial support for special religious, charitable, educational, and benevolent projects, special mission and ministries, and capital improvements not usually a part of the normal operating budget of the church.

Balance Sheet For the Year Ended June 30, 2017

Assets

Cash Checking		\$	<u>1,975</u>
Total Cash			1,975
Investments at Fair Market Value			1,657,129
	Total Assets	\$	<u><u>1,659,104</u></u>

Liabilities

Cathedral Center Grant			11,000
Accrued Obligation to Habitat Refugee Guarantee			<u>29,406</u>
	Total Liabilities	\$	<u>40,406</u>

Net Assets

Unrestricted Net Assets	1	\$	391,692
Temporarily Restricted:	2		
Paul Doedens Scholarship			18,355
Guest Speakers, Musicians or Youth Initiatives			<u>7,250</u>
Total Temporarily Restricted Net Assets			25,605
Permanently Restricted Net Assets by Donor	3		1,201,401
	Total Net Assets		<u><u>1,618,698</u></u>
	Total Liabilities and Net Assets	\$	<u><u>1,659,104</u></u>

1. Unrestricted Net Assets include the earnings on investments and are available to be spent subject to the Foundation Spending Policy
2. Temporarily Restricted Net Assets are gifts where the intent of the donor is to designate the asset for a specific use or purpose.
3. Permanently Restricted Funds are gifts received by the donor specifically designating that the principal amount be held in perpetuity.

Foundation Report

Statement of Activities For the Year Ended June 30, 2017

Unrestricted Net Assets

Revenue

Donations - Unrestricted		285
Earnings on Investments:		
Interest and Dividends		75,261
Realized Gains(Losses)		68,500
Unrealized Gains(Losses)		<u>(4,621)</u>
Total Earnings on Investments		139,140
		<hr/>
Total Revenue - Unrestricted		139,425

Disbursements

Foundation Grants from Unrestricted Funds	1	85,500
---	---	--------

Expenses

Administrative Expenses	2	<u>6,227</u>
-------------------------	---	--------------

Total Disbursements and Expenses - Unrestricted		<u>91,727</u>
--	--	----------------------

Total Increase(Decrease) in Unrestricted Net Assets		<u>47,698</u>
--	--	----------------------

Temporarily Restricted Net Assets

Contributions		-
---------------	--	---

Net Assets released from restrictions	3	<u>86,734</u>
---------------------------------------	---	---------------

Total Increase(Decrease) in Temporarily Restricted Net Assets		<u>(86,734)</u>
--	--	------------------------

Permanently Restricted Net Assets - Contributions		<u>32,019</u>
--	--	----------------------

Total Increase(Decrease) in Net Assets		(7,017)
---	--	----------------

Net Assets, Beginning of the Year		<u>1,625,715</u>
--	--	-------------------------

Net Assets- End of Year		1,618,698
--------------------------------	--	------------------

1. Grants from Foundation Unrestricted Funds: \$25,000 Habitat House Build; \$25,000 Joseph Fund; \$22,000 Cathedral Center; \$8,500 Tippecanoe Garden Keepers and Literacy Camp; \$5,000 Family Promise
2. Includes member donation of \$5,500 for Legacy Giving Website
3. Memory Garden moved to a separate fund \$49,999.09; Memorial Funds designated for Youth \$4,216.11; Member Donation transferred to Permanent Fund \$32,018.55; Member Donation distributed for Family Promise \$1,000

Church Staff

Pastoral Staff:

Senior Pastor/Head of Staff: Rev. Scott Hauser (through February, 2017)
Associate Pastor of Discipleship: Rev. Dr. Christopher Spotts (May 20, 2017)
Pastoral Care: Rev. Susan J. Stoll (began February, 2017)

Program Staff:

Worship Ministry Director: Todd O'Connor
Worship Ministry Associate Director: Jenee O'Connor
Handbell Choir Director: Betsy Tiedens Genné
Organists: Carol Leonard, Dr. Stephen E. Carlton
Youth Ministry Director: Victor Vilar (through December, 2016)
Dave Garvey (began June, 2017)
Interim Youth Ministry Coordinator: Karen Weber (January-June, 2017)
Youth Ministries Intern: Meg Anderson
Children's Ministry Director: Tina Carroll
Children's Ministry Intern: Meg Anderson
Congregational Care Director: Karen Barnes

Administrative Staff:

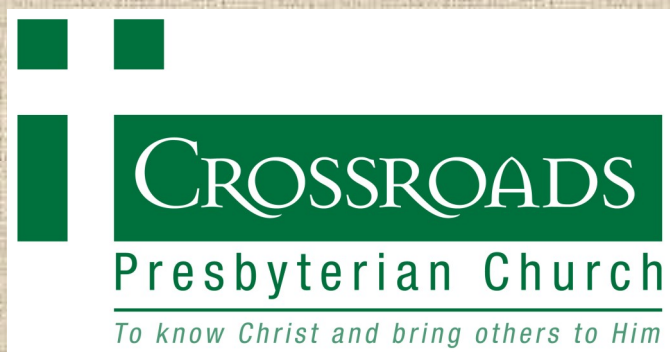
Church Administrator: Mary Schigoda
Administrative Assistants: Louanne Hockstad, Kristine Hunt (began February, 2017),
Tricia Landrum, Jamie Stoecker (through February, 2017)
Staff Accountant: Jessie Read
Systems Administrator: Mike Corbett (through December, 2016)
Childcare Coordinator: Valerie Hawkins
Childcare Providers: Alexa Blake, Amy Blake, Heather Busby, Maggie Goodman,
Amy Katz, Carol Perlberg, Sloane Williams

Facilities and Hospitality Staff:

Facility Managers: Bob Keebler, Jim Lippe
Hospitality Coordinator: Marilyn Mullen
Facility Assistant: J.C. Griffin

Crossroads Christian Preschool:

Preschool Director: Maureen Leurquin
Preschool Teachers: Valerie Hawkins, Christine Korb,
Becky Pillsbury, Denyse Rebro, Linda Schmale
Preschool Substitute Teachers: Sharman Brown, Heather Busby



6031 West Chapel Hill Road

Mequon, WI 53097 262-242-1670

www.crossroadspres.org