



CROSSROADS
Presbyterian Church

To know Christ and bring others to Him



***"For I know the plans I have for you," declares the Lord,
"plans to prosper you and not to harm you,
plans to give you hope and a future."***

— Jeremiah 29:11

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ANNUAL MEETING OF THE CONGREGATION

Crossroads Presbyterian Church, Mequon, Wisconsin

August 27, 2023

10:00 a.m.

Meeting Agenda

1. Call to Order and Opening Prayer Rev. Susan Sytsma Bratt

2. 2022–2023 Annual Reports

A. Necrology Report

Rev. Susan Sytsma Bratt remembers those members who have gone to be with our Lord from July 1, 2022 to June 30, 2023 and led the congregation in prayer.

Craig S. Francour	7/4/2022
Bonnie M. Anschuetz	8/21/2022
Norma A. Pierce	10/28/2022
Ann P. Anderson (Billie)	11/11/2022
David J. McLeod	11/24/2022
Pedro B. Fernandez (Pete)	12/2/2022

B. Deacon Report Carol Perlberg, 2022-2023 Deacon Moderator

C. Session Report 2022-2023 Session

D. Financial Reports Elder Kris McKinney

E. Reception of Annual Report Rev. Susan Sytsma Bratt

3. Election of the 2024 Nominating Committee Elder Hank Hart

Elder Kris McKinney – Moderator, Elder Kevin McGowan – Vice Moderator, Vice Moderator of 2024 Deacons, Tim Doedens, Jenna Kreuzer (at large), & Heather Vande Sande Johnson (at large)

4. Terms of Call – Congregational Vote Elder Trudy Lampen

5. Affirmation of the Mission of Crossroads Rev. Susan Sytsma Bratt

6. Adjourn and Closing Prayer Rev. Susan Sytsma Bratt

Pastor's Letter

"For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future." - Jeremiah 29:11



care.

Dear Crossroads members and friends,

Each year Crossroads seeks to capture a year of mission and ministry in a few pages of Annual Report. This past year has been anything but ordinary. We've entered into a year of prayerful discernment and seen time and time again how God works in our midst.

At the heart of Crossroads are people who love Jesus, one another, and their neighbor. This year, in addition to welcoming a new Youth Director, Tanya Naas, part time Middle School Coordinator Maddy Hosni, Event Coordinator Afia (Fee) Allen, and Administrative Assistant Katie Kurer, we entered a two-year partnership with Carroll University to welcome Rev. Anna Langholz as our Resident Pastor. What a gift to welcome new staff members!

This past year we listened to one another with intention as our Compass process kicked off, but most importantly for the voice of the Holy Spirit. Your Session has sought to be faithful as the spiritual leaders, planning and leading through our many ministry teams as we sought to engage in meaningful worship, learning, and service. Your Deacons continue to serve and work to knit our community together with prayer, meals, and

The fruit of the Gospel is ultimately measured in lives transformed. Statistics and budgets fail to capture the impact of a 1st grader learning how to pray, or of a student learning they are a beloved child of God. It's difficult to quantify the power of understanding Scripture anew through a week of Great Escape or wrestling with new understandings of community and justice through an adult education class, or hands on mission. I encourage you to reflect on the ways in which God was at work in your life this past year.

It has been a wonderful year in worship, mission, congregational life, and education here at Crossroads. The God who has walked with us faithfully through hard times – like my own illness earlier in the year – is leading and accompanying us into a future of faithfulness and continued transformation.

I invite you to join me in prayer as you peruse these pages. Thank God for God's faithfulness in continuing to lead us, for the ways in which God has provided us just what we need when we needed it. And, for this body of Christ to have ears to hear the whispers of the Spirit, and hands and feet ready to serve.

I look forward with hope to seeing how God will continue to work this next year. What a gift it is to be one of your pastors!

In Christ,

Rev. Susan Sytsma Bratt
Senior Pastor

Session Update

Session kicked off the 2022/23 program year by extending a warm Crossroads welcome to our broader Presbyterian community. Area churches take turns hosting the quarterly Milwaukee Presbytery meetings, and it was Crossroads' turn on September 20, 2022. Elders, pastors, staff, and volunteers joined forces to welcome Presbyterian colleagues from the 40 other southeastern Wisconsin congregations, to not only conduct official denominational business but also share in education, worship, and fellowship together. For each Presbytery meeting, congregations elect elder representatives (known as "commissioners") to attend and vote on the matters at hand; those elders then come back to Session the following month to report on pertinent business as well as insights gained from the varied and interesting guest speakers. To learn more about the Milwaukee Presbytery gatherings, check out <https://www.pbymilwaukee.org/presbytery-meetings.html>.

From there, Session continued to pursue our mandate of discerning God's call and plans for our specific congregation, in this time and place.

"For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future."
- Jeremiah 29:11

In that spirit of discernment, we officially began our Compass process, starting with a congregational survey in the fall, a three-month Session study of the book "Canoeing the Mountains" by Rev. Tod Bolsinger, a congregation-wide kick-off weekend with Tod in January, followed by focus groups, storytelling sessions, community interviews throughout the spring, and then a second leadership retreat with Tod in May. This prepared us to zero in on Crossroads' particular "charism" as well as several community pain points and adaptive challenges that we can aim to address as a congregation moving forward.



In addition to this visioning and discernment work, we oversaw the many other workings of the church – from the nuts and bolts of needed building and grounds repairs, to keeping tabs on finances and the work of all the ministry teams, to the always joyful task of receiving new members and meeting with our confirmands to hear their faith journeys.

Session also approves allocations from the Crossroads Foundation in support of various internal and external needs. This year's allocations included funding a second year of pastoral residency for our beloved Pastor Anna, support for the Compass process, special project funding for ministry partners Ministerio de Vida in Cancun and Family Sharing here in Ozaukee County, equipment for SHED and A/V needs, and a Joseph Fund contribution toward future facility's needs.

Aside from all this busy-ness and work of the church, one of the joys of being on Session is being able to pray together. At each Session meeting, we set aside time to pray for the concerns of individual elders and pastors as well as the church and broader world. We also draw prayer partner names each month, so we can be praying more personally for each other as we seek to build deeper and more authentic relationships as brothers and sisters in Christ.

Our ears and hearts are always open to hear your thoughts and concerns, so please don't hesitate to reach out!

2022-2023 Session Members: Hank Hart, Jay Sanders, Liz Sellers, Laurie Uhl, Luke Rowley, Aricka Knox, Kris McKinney, Tom Taylor, Joshua Thompson, Julie Westerhausen, Erin Gibowski, Jack Dobson, Kevin McGowan, Trudy Lampen, Robin Johnson, Rev. Susan Sytsma Bratt (Senior Pastor), Rev. Scott D. Samuelson (Associate Pastor), Cathy Sanders (Clerk), Mark Laux (Treasurer).

2022-2023 Crossroads Session

Elder Class of 2023: Term ending June 30, 2023

NAME	COMMITTEE
Hank Hart	Worship
Jay Sanders	Youth
Liz Sellars	Mission
Laurie Uhl	Church Life
Luke Rowley (YE)	Youth

Elder Class of 2024: Term ending June 30, 2024

NAME	COMMITTEE
Aricka Knox	Mission
Kris McKinney	Finance/Foundation
Tom Taylor	Adult Ed
Joshua Thompson	Children & Family
Julie Westerhausen	Worship

Elder Class of 2025: Term ending June 30, 2025

NAME	COMMITTEE
Erin Gibowski	Church Life
Jack Dobson	Adult Ed
Kevin McGowan	Youth
Trudy Lampen	Human Resources
Robin Johnson	Children & Family

Other Session members:

NAME	POSITION
Rev. Susan Sytsma Bratt	Senior Pastor
Rev. Scott D Samuelson	Associate Pastor of Discipleship
Cathy Sanders	Clerk of Session
Mark Laux	Treasurer

The Past Year at Crossroads

Adult Education Ministry Team

We have seen God at work in Adult Education (AE) this past year in increased interest and participation in both classes and small groups along with personal testimonies of how a study affected their faith walk with Christ.

Sunday Mornings:

Fall - Harvey Bootsma led a 6-week class on *Caring for Creation* to 36 participants.

Winter - the Justice Team hosted the 10-week N.T. Wright class on *Ethnicity and the Bible* to 65 participants.

Spring - Jeff Carlson taught a 4-week class on *A Fresh Look at Spiritual Gifts* to 63 participants.

Two *Exploring Membership* classes were held in the **Fall** and **Winter** (3 weeks each) with Pastors Susan, Scott & Anna plus hosts Heather Vander Sande and Greg Johnson.

In addition, the Legacy Team offered a one-week class with Steve Shallock, and AE offered several *Wired Word* classes which were all well received.



Wednesday Evenings:

Fall – Two Classes – Pastors Scott and Anna led A.J. Levine's 6-week class, *The Parables*, to 22 participants and a 3-week class on *Gratitude* to 15 participants.

Winter – Pastors Susan, Scott & Anna led a 6-week class on the *Spiritual Discipline of Prayer* to 35 participants.

Lent – Pastors Scott & Anna led a 3-week class on *Witnesses at the Cross* to 18 participants.



Spring – Pastors Scott & Anna led a 4-week class on *Disciplines of the Spirit* to 19 participants.

Colossian Way Pilot Program: We piloted the Colossian Way Small Group on *The Intersection of Politics and Faith*. For 10 weeks, 12 participants gathered as Christians, practiced loving God and each other as they disagreed, and witnessed Christ's body being built up. Heidi Rowley and Mike McIntyre facilitated. Feedback from the pilot group was positive, and offering the experience to additional groups, and/or on additional topics, could be considered in the future.

Small Groups: We supported our 21 small groups with bi-annual newsletters containing study ideas, leader tips

and Realm training. We started three new small groups – Young Adults and two Couples Groups. In addition, 9 new people joined existing groups. Over 260 people belong to at least one small group.

Resources: We completed a major purge of unused materials in our Adult Library (Gathering Area) and Resource Room (UL Room 2) to make room for new books relating to upcoming sermon series and new studies for our small groups. We also arranged the shelves by author and topics to allow for easier perusal.

We invite all to join a small group or class this Fall to experience the joy of community and deepening faith. If you have ideas or questions, please contact one of us below or via email at adulted@crossroadspres.org.

Adult Education Ministry Team Members: Jack Dobson (Elder), Tom Guay (Co-Lead), Mike McIntyre, Nancy Ponstein (Co-Lead), Roger Root, Rev. Scott Samuelson (Associate Pastor), Tom Taylor (Elder), and Shari Van Beek.

The Past Year at Crossroads

Audit Committee

The Audit Committee of Crossroads Presbyterian Church completed its internal audit of the financial statements of the Crossroads Operating Fund, Crossroads Foundation Fund, Crossroads Preschool Fund, Crossroads Joseph Fund and Crossroads Memory Garden Fund as of June 30, 2023, and for the fiscal year then ended. There were no material misstatements in the financial statements as presented in the Annual Report to the congregation as a result of our internal audit.

Audit Committee: *Kristine Obrecht (Team Lead) and Sarah Obrecht.*

Children and Family Ministry Team

God painted beautiful, broad strokes on the Children and Family Ministry canvas this year. We saw an increase in Children's Worship attendance, including repeat visitors and new members. God blessed us with mild weather for the Advent Walk, and we made some adjustments that helped it run even smoother than last year. Attendance overall has been increasing, stretching our volunteer pool further. CFMT asked the congregation for help, and many felt called to help. We added two new Children's Worship Leaders, and eight new volunteers. God is so good!

God continued his masterpiece with the success of a Christmas and Spring musical, Milestone workshops and celebrations for each grade level, and Kids Club on Wednesday

nights. We felt God's presence with a connection between Kids Club and Ministerio de Vida, our mission partners in Cancun, Mexico. The children drew pictures, wrote letters, and made cards in Spanish to the children in Cancun, and Ministerio sent pictures of the children opening and celebrating the connection.



CFMT partnered with two other churches (St. Teresa of Calcutta Parish in North Lake and Shepherd of the Hills in Hubertus) to purchase curriculum and make large decorations for VBS this year. This partnership, along with generous donations from Crossroads' members, allowed us to keep registration prices low for families. In May, we gathered with the other churches in the CLC to make the bigger decorations, and God created a tapestry of fellowship, cooperation, and hospitality that warmed everyone's hearts.

Children and Family Ministry Team: *Robin Johnson (Elder), Grace McCreedy, Christa Middleton (Staff), Keri Patterson (Team Lead), Diane Tegtmeier, Josh*

Thompson (Elder).

Crossroads Christian Preschool

As Crossroads Christian Preschool (CCP) finished its 19th year of serving the community, we can't help but praise our loving, giving, and generous God! The dedicated, selfless, and amazing team of teachers were Denyse Rebro (3K Lead Teacher), Joan Chyko (3K Teacher Assistant), Jenny Huizenga (2K Lead Teacher) and Stacy Fernandez (2K Teacher Assistant). Maureen Leurquin, Director of Preschool, completed 18 years overseeing the school.

CCP offered a wide array of early childhood programs, including half-day 2K with 12 students and 3K with 16 students, music class with Todd and Jenée O'Connor, a Nature and Science Program, and Lunch Bunch. Every day the children are reminded that they are loved by God and are taught how to pray. The teachers also read a Bible story to the children during Bible time.

(Continued...)

The Past Year at Crossroads

Crossroads Christian Preschool (Cont'd....)



The preschool continues to have a considerable number of families enrolled who are not members of Crossroads. In addition, 8 of the 3K students participated in Vacation Bible School along with past preschool students. It was also exciting to see that many of the Crew Leaders at Vacation Bible School were alumni of CCP. The preschool continues to be a valuable outreach ministry.

There is much to celebrate, and we are always amazed by God's provision. Maureen applied and received grant money which was used to purchase materials to support the curriculum (books, puppets, science activities), tuition relief for preschool families, and enhancements to the preschool/childcare playground.

God is at work at CCP! At the beginning of the school year, each student receives The Beginner's Bible as a gift from CCP. In December, a preschool father shared with Ms. Maureen that his son asks him every night to read a story from the Bible he received at preschool and that they are now in the New Testament! A preschool mother commented that she grew up Jewish, so she is learning about Jesus through what her son shares with her from Bible time at CCP, the preschool Christmas program, and from listening to her husband read The Beginner's Bible.

Preschool Board Members: Carol Bird (Staff Liaison), Rev. Pastor Susan Sytsma Bratt (Senior Pastor), Linda Schmale, Jeffrey Clark, Robin Johnson (Elder).



Church Life Ministry Team

The Church Life Ministry Team helps Crossroads live out its mission to be a community that joyously helps and spends time with one another, both inside and outside of the sanctuary. The team supports and promotes activities, both recreational, educational and "fun" church events.



During the 2022-2023 year we supported Advent & Palm Sunday Brunches, the off campus Great Getaway, the Variety show, and a Square Dance. We also, supported lunch for the volunteer workers after the spring and fall clean ups.

We added an ice cream sundae bar to the summer worship kick off. We support several recreation activities and support groups. We expanded assistance to the exploring membership classes by adding host partners for new members.

(Continued...)

The Past Year at Crossroads

Church Life Ministry Team (Cont'd....)

We continue to offer on-going educational support to groups, including Grief Share, Loss of Spouse, Surviving the Holidays, and Alzheimer's. The Yoga ministry is also supported by our group. Yoga has several mission partners and has exceeded \$15,000 in donations since its inception.

Recreational and fellowship activities supported by this ministry team include Men and Women Golf, Pickleball, Softball, the Crossroads Dinner Group, and Great Getaway. The team also worked on coordinating the "connection hour" topics and assisting in the membership role cleaning.



Summer of 2023, we continued to support our Wednesday night services with ice cream treats after worship.

We have seen GOD at work through the well-attended events, and an enthusiasm to re-connect as a community of believers. Our host partnering has created excitement with both our current members and new members joining. We welcomed Pastor Anna to our team in August of 2022.

We look forward to what the new year has to offer and welcome any new participants to the team. We are very grateful for the determined and dedicated team.

Church Life Ministry Team: Erin Gibowski (Elder), Laurie Uhl (Elder), Jon Carlson (Team Lead), Rev. Anna Langholz (Resident Pastor), Dave Accola, John Gustafson, Lynn Klemm.

Finance Ministry Team

The Finance Ministry Team has provided detailed financial updates on pages 19-27 of this Annual Report. Highlights from the fiscal year ending June 30, 2023, include:

- Full year offerings of \$1,378,304 were \$100,367 (7.9%) over last year, and \$42,304 (3.2%) over budget. The generosity and support of the congregation helped achieve this great result for the church. FMT will continue to work with the Stewardship team to monitor giving and provide updates and information to encourage the congregation to continue to share their gifts from God with Crossroads to enable the church family to fulfill its Mission to each other and to the greater community.
- The net operating deficit was \$87,536, compared to a budgeted deficit of \$216,135. Improvement was shown over the prior year, which had a deficit of \$97,054, (or \$136,728 excluding a one-time employee retention credit of \$39,674).
- Unrestricted operating cash of \$402,935 is at the low end of the target range of \$400,000-\$650,000, or three to five months of expenses.
- The Building and Grounds team completed over \$65,000 in security enhancement projects during the fiscal year, which were funded by a federal grant.
- The Joseph Fund balance is \$166,299 and is available for major capital improvement projects. Much of this will be used for the July 2023 parking lot project.
- Session approved disbursements from the Crossroads Foundation for Family Sharing Truck \$20,000, Extending Pastor Residency Program \$29,626, Phase 2 of Compass Process \$15,000, Ministerio De Vida Roofing Project \$2,300, SHED Equipment \$1,500, CLC Audi Visual Upgrade \$2,300, Joseph Fund \$2,877.

Finance Ministry Team: Bob Anderson, Russ Cramer, Mike Davis (Team Lead), Kris McKinney (Elder), Mark Laux (Treasurer), Steve Steidinger (Foundation), Jeff Wolf (B&G), Carol Bird (Staff Liaison).

The Past Year at Crossroads

Human Resources Ministry Team

This year the church moved back to “business as usual,” after the pandemic concerns subsided. Our dedicated, spiritual and giving staff provided paths for all to experience meaningful work in God’s Kingdom. The HR team provided support and guidance to our capable staff along this year’s journey. Staff responded to opportunities and challenges with grace, humility, and determination providing all those touched with a sense of belonging.

The church started the year with 32 employees and finished with 29 Employees. There are no current plans to fill the second Children’s Intern or Facilities Assistant positions. The following summary details staff departures and additions:

- Welcomed Anna Langholz as Resident Pastor.
- Welcomed Tanya Naas as permanent Youth Director and Maddy Hosni as Middle School Youth Coordinator.
- Stacy Fernandez left as 2K Teacher Assistant.
- Jackie Bub, Administrative Assistant, left and was replaced by Katie Kurer.
- Marilyn Mullen, Hospitality Coordinator, left and was replaced by Afia Allen.
- Wanda Hodge, Grace McCreedy, and Kellen Wesson left their Childcare Provider positions.
- Ben Aspenson left the position of Facilities Assistant.

Highlights for the year include:

- Pastor Anna was ordained.
- Louanne Hockstad celebrated 25 years as a staff member.
- Lillian Schley moved to full-time status.
- Von Staff Family Singers performed at the Variety Show
- An HR team representative was added to the Preschool Board
- HR team provided support to Compass team and process.
- HR team implemented staff interviews as part of “get to know your staff” initiative.
- HR team hosted several staff recognition and celebration events.

We are thankful to Wanda Hodge for jumping in to fill the Interim Administrative Assistant duties while we were searching for a staff replacement and to all the volunteers who also helped bridge gaps when needed.

We also need to take special note of the tremendous effort put together by the entire staff to provide coverage while Pastor Susan was on medical leave. This provided comfort to her as she healed and assured seamless service to our church. A BIG THANK YOU!

We welcomed two new members to the HR Ministry Team—Wendy Bushell and Andrew Rowley! We are very blessed to add their HR experience to the team! The team reviewed employment policies and procedures along with compensation and benefits to ensure Crossroads is operating under best employment practices while also providing a God centric environment for staff.

HR Ministry Team—Wendy Bushell, Jeff Clark (Co-Team Lead), Trudy Lampen (Elder), Jeff Porter, Andrew Rowley, Mary Schigoda (Team Lead), Rev. Susan Sytsma Bratt (Senior Pastor), Carol Bird (Staff Liaison).

(Continued...)

The Past Year at Crossroads

Human Resources Team (Cont'd....)



2022-2023 Crossroads Staff (from top left):

Amy Accola, Afia Allen, Carol Bird, Jackie Buday, Kailyn Canapa, Joan Chyko, Stacy Fernandez, Erin Goldschmidt, Ashley Hinz, Louanne Hockstad, Maddi Hosni, Jenny Huizinga, Brad Johnson, Katie Kurer, Jen Lange, Rev. Anna Langholz, Carol Leonard, Maureen Leurquin, Carrie Meyer, Christa Middleton, Tanya Naas, Jenee O'Connor, Todd O'Connor, Jessie Read, Denyse Rebro, Rev. Scott Samuelson, Lillian Schley, Rev. Susan Sytsma Bratt, Morgan Weber.

Former Staff (bottom row):

Ben Aspenson, Jackie Bub, Grace McCreedy, Wanda Hodge, Marilyn Mullen, Bailey Timmer.

Mission Ministry Team

With Matthew 25 as our foundation, our team continued to implement the strategic plan developed in 2021-2022 and lived into the mission, vision, and values we defined in 2022.

By the grace of God, 127 volunteers made the return of **Faith in Action** a big success. The October weekend offered 25 different ways to serve Crossroads at 7 of our 12 mission partners, including Saturday service opportunities for the first time. **Let's Go Serve** offers ongoing opportunities for members to put their faith in action year-round.

VISION: *We are an inclusive, just, and loving community mobilized to alleviate suffering and break the cycles of poverty and marginalization; stewarding our resources (human, spiritual, and financial) to best love, serve, and care for those in need. Through this work, we seek to know Christ and bring others to him and nurture congregational vitality.*

MISSION: *Inspired by God's abundant grace, we respond in gratitude by sharing God's love with those in need through service, generosity, and compassion.*

New Partners in 2022-2023

Big Brothers Big Sisters became an active mission partner in 2022-2023 in response to the request of three Crossroads members who are actively engaged with BBBS. Crossroads will provide volunteer and other opportunities for members to engage with BBBS and support their program. Crossroads also welcomed **SEA Literacy** as a new active partner in 2022-2023 after being introduced to their programs through the tutoring services they provided to our Afghan refugee family.

(Continued...)

The Past Year at Crossroads

Mission Ministry Team (Cont'd...)

Major financial Impacts in 2022-2023

Family Promise—With a grant from Crossroads Foundation to cover the materials, the S.H.E.D. ministry helped furnish the new Portlight shelter by making the beds, tables, and nightstands for each of the eight guest rooms and common areas. In addition, the Mission Ministry team donated the \$19,200 allocated to the ministry from the sale of the manse, to purchase equipment and furnishings for the Portlight kitchen.



Family Sharing—when their food truck broke down, Mission Ministry responded with a \$10,000 grant toward the purchase of a replacement, in addition to a \$20,000 grant from Crossroads Foundation.

Gracious Gifts—raised over \$20,000 in 2022 benefiting a variety of mission partners and friends. Yoga Ministry— Over \$3,000 of donations were raised to support Crossroads School Supply Drive, Tippecanoe, Family Promise, and Family Sharing.

Mission & Outreach Steering Team Members: Wendy Jabas, Suzy Frazier, Aricka Knox (Elder), Joann Steidinger (Team Lead), Jean Ellen Trubshaw (Co-Lead), Liz Sellers (Elder), Rev. Scott Samuelson (Associate Pastor).

Mission Partner Liaisons: Mary Schigoda (Advocates of Ozaukee County), Shari VanBeek (Benedict Center), Bill Bushell/Bob Anderson (Big Brothers/Big Sisters), Joann Steidinger (Bread of Healing), Pat Vicenzi/ Liz Sellars (Cathedral Center), Barb Janssen/Suzy Frazier (Family Promise of Ozaukee County), Wendy Jabas (Family Sharing Food Pantry), Jon Strawbridge (Habitat for Humanity), Pat Weatherhogg (Interfaith Caregivers), Joann Steidinger (Milwaukee Rescue Mission), Cathy Sanders (Ministerio de Vida), Wendy Jabas (Our Next Generation), Sarah Stefaniak (SEA Literacy), Bill Bushell, Jay & Cathy Sanders (Tippecanoe).



Mission Ministry Leaders: Aiden & Greer Patton (Alabaster Jar Ministry), Trudy Lampen (Angel Tree), Dick Janssen (Chili Guys), Nancy Follis (Craft Corps), Joann Steidinger/Crossroads MOPS (Diaper Drive), Dorothy Kelley/Julie Westerhausen (Gracious Gifts), Pat Vicenzi (Hotel Freebies), Karen McKinney/Pat Vicenzi/Erin Goldschmidt/Dennis Krings (Mission Garden), Pat Vicenzi (Mitten Tree Ministry), Bonnie Patton (Quilting & Sewing Ministry), Bonnie Patton (School Supply Drive), Bill Hoover (Serve Him Every Day a.k.a. S.H.E.D.).

Worship Ministry Team

What a joy to look back on the 2022–2023 program year and see how the Worship Ministry Team has fostered the creation of worship experiences that glorify the triune God and uplift His church.

Wednesday Night Outdoor Worship services concluded in August 2022 with a concert by Life Church Music from Germantown, the worship band from The Great Escape Midwest. Single 9:00 a.m. Sunday services continued year-round, led by Rev. Susan Sytsma Bratt (Senior Pastor), Rev. Scott D. Samuelson (Associate Pastor), and newly ordained Rev. Anna Langholz (Resident Pastor) who split her time between Crossroads and the Carroll University chaplain's office in Waukesha.



(Continued...)

The Past Year at Crossroads

Worship Ministry Team (Cont'd...)

With the guidance of the Vision Team, our three pastors and Worship Ministry Directors Todd and Jenee O'Connor thoughtfully planned music, liturgy, and sermons for these sanctuary worship series: "Faces of Our Faith" (with summer testimonies), "The Tie that Binds," "Grace in Action" (stewardship), "From Generation to Generation" (Advent), "The Prayer of Jesus," "Cultivating & Letting Go" (Lent), "Fruit of the Spirit," and "Anything but Ordinary" (summer 2023). Several themes were mirrored by Adult Education small group studies on Sundays and Wednesdays. The nearby Quiet Room was reimagined as a Prayer Room, beautifully appointed with self-guided experiential prayer stations that rotated to correspond with the seasons of the church year.



Highlights of the year were many: the post-pandemic return of both the Fall and Christmas Festival Choir & Orchestra, a beautifully woven autumn heart-shaped tapestry showing our unity and love, bagpipes resounding on Reformation Sunday, fun children's musicals "Good News Ahead" and "Called," and

joyful bell-ringing on Christmas morning. Additionally, Star Words revisited on Epiphany 2023, a Lord's Prayer setting was sung regularly, an Ash Wednesday service moved to noon due to a blizzard forecast, and colorful Lenten origami prayers falling off and growing on trees decorated the chancel. A Tenebrae cantata following our woven heart completely unraveled, an Easter sunrise service was held outdoors and then Festival Choir indoors (so much brass, Hallelujah!). Grade 4 celebrated their Worship Milestone, a stellar VBS Celebration Sunday, the In Memoriam service was moved indoors due to late June heat, and early summer Outdoor Worship also indoors due to Canadian wildfire smoke. Not forgetting the Cherub Choir, Worship Choir, Instrumental Ensemble, youth worship teams, and dozens of lay leaders ushering, serving Communion, and reading liturgy...all in all it was a wonderfully normal year of music and worship at Crossroads!



WMT Members: Jennifer Carlson (Team Lead), Hank Hart (Elder), Jenee O'Connor (Worship Ministry Associate Director), Todd O'Connor (Worship Ministry Director), Rev. Susan Sytsma Bratt (Senior Pastor), Julie Westerhausen (Elder).

The Past Year at Crossroads

Youth Ministry Team

God has been hard at work in youth ministries this year! The consistency in staffing with Tanya Naas as Youth Ministry Director and Maddy Hosni as the Middle School Coordinator has allowed God's plans for our students to prosper. With the love and support of parents and our congregation, there was an excitement and a sense of God's spirit moving throughout the activities and events this year.

The mantra of "if you feed them, they will come" was a driving force in youth ministries this year. Jesus spent much of His ministry around tables sharing meals which inspired the high school program "At the Table". Once a month, our high schoolers gathered in the Crossroads kitchen to prepare and enjoy a meal together. Our students tried new foods and built new friendships while learning some skills in the kitchen. It quickly became a favorite way for our high schoolers to connect. God has been hard at work building relationships and making room for everyone at the table! We look forward to ways this ministry might serve others in coming years.

Our middle schoolers filled Wednesday nights with their enthusiasm for high energy fun and games. Our group of students has created an authentic community where they feel comfortable sharing their thoughts about faith and having honest conversations about applying scripture in their lives. Many of our students shared their gifts for leading worship each week as part of the sending service. Although much changes throughout middle school, the welcoming community here at youth group is a steady constant.

Big highlights of the year remain in our time away with our students on trips and retreats. The Great Escape, winter retreats, and summer mission trip are times when students get to slow down and leave some of their day-to-day worries behind. Students can focus on serving, worshipping, learning, and connecting with other students and caring adult leaders. God stretches our students through these trips, and God helps students see His plans for them more clearly with some of the distractions left behind.



Whether it was at youth group, Sunday school, on retreat, at mini-golf, or during the infamous Christians vs. Romans; our students showed up eager to engage with one another and open themselves up to what God might have planned for them, and those plans are oh so good!

Youth Ministry Team: Tanya Naas (Youth Ministry Director), Maddy Hosni (Middle School Coordinator), Kevin McGowan (Elder), Jay Sanders (Elder), Luke Rowley (Youth Elder), Hyndie Steck, Karen Patten (Team Lead).

Deacon Ministry

28 Deacons, including two youth Deacons, served Christ's church at Crossroads in the 2022-2023 term. Carol Perlberg was Moderator of Deacons and Pastor Scott, Associate Pastor, serviced as the liaison.

New Initiatives:

We have seen God working through our Deacons with a helping hand, a visit, or a phone call. This has been a great way to further friendships and bring our communities together as a church family. It was wonderful to have our youth Deacons back at our meetings with their updates. We had a few vlogs from our youth Deacons Katie O'Connor and Abby Steffen which were a new addition to our meetings.

Ongoing Accomplishments:

Our Deacons provided comfort and care to our church communities through telephone calls, text messages, email, cards, visits, and meals as well as other expressions of compassionate hospitality.

- Emailed or mailed a uniform quarterly letter to community members.
- Provided 40 Christmas flowers and 30 Easter flowers to the homebound and those grieving the prior 6 months.
- Provided 26 Valentine bags to the homebound members.
- Sent 35 cards to the Veterans of Crossroads.
- Presented the families of children and 1 adult being baptized with a blanket embroidered with Crossroads as a symbol of the vows we take as a congregation to nurture the child/adult as they grow in their faith.
- Served host/hostesses for 6 funerals, memorial services and receptions held at Crossroads.
- Meal trains for 4 families were set up and food delivered.
- Presented prayer shawls to those who experienced a loss or health concern.
- Provided home communion for those members who are unable to attend communion at church.
- Served communion regularly throughout the year.
- Met with the Elders on the fourth Monday of each month celebrating fellowship, sharing, and a meal. Great to be together again.
- Encouraged Deacons to remember their community members with personal birthday cards and messages of care and concern. Deacons sent Christmas, Easter, and Valentine cards to their community.



Deacons serving in 2022-2023

Deacons in alphabetical order: Karen Barnes, Melissa Berg, Melinda Bootsma, Jill Casper, Meredith Crosby, Nancy Dowling, Dawn Fuchs, Jeff Funnell, Erin Goldschmidt, Calli Guay, Kevin Gwidt, Lois Hoover, Pat Hopfensperger, Laura Hosni, Maria Jarvi, Bill McCreedy, Melinda McCreedy, Karen McKinney, Dawn Nimtz, Katie O'Connor, Carol Perlberg, Rhonda Perry, Tom Ramsey, Rev. Scott D. Samuelson, Cindy Shallock, Steve Shallock, Shirley Stang, Abby Steffen, Katie Straub, Karen Taylor, Shari Van Beek, Elaine Wilcox.

Statistical Review

STATISTICAL REPORT - Fiscal Year July 1, 2022 – June 30, 2023

MEMBERSHIP

Membership July 1, 2022 851

Gains 07.01.22 to 06.30.23

By Profession, Reaffirmation, Reinstate

a. 17 and under 12

b. 18 and over 13

By Letter of Transfer 12

Total Gains 37

Losses 07.01.2022 to 06.30.2023

By Letter of Transfer 0

By Death (6)

By Deletion (43)

Total Losses (49)

Membership June 30, 2023 839

BAPTISMS

Infants and Children 3

Adults 1

Financial Reports

Operating Fund – Balance Sheet

	For the Year Ending			Change
	June 30, 2021	June 30, 2022	June 30, 2023	2022-2023
Assets				
Cash	\$ 131,661	\$ 26,115	\$ 6,053	\$ (20,062)
Cash—Money Market Funds	662,544	600,805	251,005	(349,800)
Short Term Investments	-	9	255,236	255,227
Total cash and short-term investments	794,205	626,929	512,294	(114,635)
Prepaid Program Expenses	19,364	30,548	23,848	(6,700)
Church Premises, Furniture and Equipment ¹	5,413,320	5,413,320	5,413,320	-
Total Fixed Assets, Net	5,413,320	5,413,320	5,413,320	-
Total Assets	\$ 6,226,889	\$ 6,070,797	\$ 5,949,462	\$ (121,335)
Liabilities and Net Assets:				
Caravan and Great Escape Funds	\$ 5,580	\$ 12,873	\$ 19,972	7,099
Youth Fundraiser Funds	12,351	14,907	9,433	(5,474)
Mission Donations Payable ²	19,200	-	-	-
Other Accruals and Payables	8,687	5,117	7,817	2,700
Total current liabilities	45,818	32,897	37,221	4,324
Mortgage Loan	-	-	-	-
Total liabilities	45,818	32,897	37,221	4,324
Temporarily Restricted Funds	193,599	147,482	109,359	(38,123)
Membership Investment - Cash Basis	574,152	477,098	389,561	(87,537)
Membership Investment - Church Premises	5,413,320	5,413,320	5,413,320	-
Total Liabilities and Net Assets	\$ 6,226,889	\$ 6,070,797	\$ 5,949,462	\$ (121,335)

1. Historical (purchase) price. We elected to not depreciate our capital assets so have not reported accumulated depreciation on our balance sheet. We also elected to stop capitalizing assets prior to 6/30/2020.
2. The remaining balance in mission-designated funds from the manse sale was paid out in 2021-2022.

Financial Reports

Operating Fund – Income and Expenses

	For the Twelve Months Ended			Change from	Budget	2022-2023
	<u>June 30, 2021</u>	<u>June 30, 2022</u>	<u>June 30, 2023</u>	<u>Prior Year</u>	<u>2022- 2023</u>	<u>Variance from Budget</u>
Income						
Offerings:						
Offerings	\$ 1,302,441	\$ 1,271,764	\$ 1,371,734	\$ 99,970	\$ 1,332,400	\$ 39,334
Offerings - Per Capita	5,812	6,173	6,570	397	3,600	2,970
Designated Offerings	2,928	1,037	930	(107)	-	930
Use of Church & other receipts	2,974	7,199	18,398	11,199	5,300	13,098
PPP Grant Income	138,020	-	-	-	-	-
Gov't Employee Retention Credit	-	39,674	-	(39,674)	-	-
Non Budgeted Program Receipts	18,414	30,904	53,681	22,777	-	53,681
Total Receipts	\$ 1,470,589	\$ 1,356,751	\$ 1,451,312	\$ 94,561	\$ 1,341,300	\$ 110,012
Expenses						
General and Administrative	\$ 61,241	\$ 72,184	\$ 84,589	\$ 12,405	\$ 88,700	\$ 4,111
Denominational Giving	45,610	46,721	41,080	(5,641)	47,580	6,500
Buildings and Grounds	228,955	237,679	257,579	19,900	257,600	21
Technology	28,869	33,712	30,120	(3,592)	34,600	4,480
Total Business	364,675	390,296	413,368	23,072	428,480	15,112
Human Resources	875,108	901,220	944,483	43,263	987,500	43,017
Ministry Teams (Worship, Education, Church Life)	22,358	24,669	36,737	12,068	39,955	3,218
Missions	65,598	64,795	65,264	469	65,500	236
Non Budgeted Program Expenditures	24,697	36,824	61,310	24,486	-	(61,310)
Total Expenses	\$ 1,352,436	\$ 1,417,804	\$ 1,521,162	\$ 103,358	\$ 1,521,435	\$ 273
Excess (Deficit)	\$ 118,153	\$ (61,053)	\$ (69,850)	\$ (8,797)	\$ (180,135)	\$ 109,739
Transfer to Joseph Fund	(24,000)	(36,000)	(21,000)	15,000	(36,000)	15,000
Transfer from/(to) Preschool	-	-	3,314	3,314	-	3,314
Excess (deficit) after transfers from (to) other funds	\$ 94,153	\$ (97,053)	\$ (87,536)	\$ 9,517	\$ (216,135)	\$ 128,053

Financial Reports

Crossroads Christian Preschool

Balance Sheet – Preschool

	For the Year Ended		
	<u>June 30, 2021</u>	<u>June 30, 2022</u>	<u>June 30, 2023</u>
Assets			
Cash	\$ 11,856	\$ 21,703	\$ 22,711
Total Assets	11,856	21,703	22,711
Liabilities			
Accounts Payable	787	-	1,212
Total Prepaid Receipts/Scholarship	8,080	8,250	10,414
Total Liabilities	8,867	8,250	11,625
Fund Principal			
Net Assets			
Temporarily restricted funds	2,989	13,453	11,086
Total Restricted Funds	2,989	13,453	11,086
Total Liabilities, Fund Principal, & Restricted Funds	\$ 11,856	\$ 21,703	\$ 22,711

Income Statement – Preschool

	Actual For 12 Months Ending			Budget	Variance
	<u>June 30, 2021</u>	<u>June 30, 2022</u>	<u>June 30, 2023</u>	<u>2022-2023</u>	<u>from Budget</u>
Revenues					
Tuition	\$ 67,219	\$ 76,026	\$ 82,490	\$ 73,044	\$ 9,446
Programs	311	1,818	806	560	246
Total Revenues	67,530	77,844	83,296	73,604	9,692
Expenses					
General & Administrative	3,752	1,046	3,245	3,180	(65)
Program Expenses	2,050	1,259	1,794	2,195	401
Salary & Benefits	57,401	65,959	71,043	66,402	(4,641)
Total Expenses	63,203	68,264	76,083	71,777	(4,306)
Excess (Deficit)	4,327	9,580	7,214	1,827	5,387
Distributions to/(from) Operating Fund	-	-	3,314	-	(3,314)
Distributions to Scholarship and Temporarily Restricted funds	4,327	9,580	3,900	-	(3,900)
Net Revenues less Expenses/Distributions	\$ -	\$ -	\$ 0	\$ 1,827	\$ (1,827)

Financial Reports

Joseph Fund

The Joseph Fund is used at Crossroads to accumulate funds for major building and grounds related expenditures. The name – Joseph Fund – comes from the story of Joseph in Genesis 41:29-41. Based on a vision from God, Joseph gathered resources for use as needs arose in the future. Contributions to the Joseph Fund come from members of Crossroads, and transfers from the Operating Fund or Foundation. Expenditures occur periodically based on the life spans of items needing major repair or replacement. Examples include roofing, heating and air-conditioning equipment, and the parking lot.



The Joseph Fund had a balance of \$141,486 on July 1, 2022, and \$166,299 on June 30, 2023. During the 2022-2023 fiscal year, the Joseph Fund received \$13,125 in contributions from members, a \$21,000 transfer from the Operating Fund, and \$62,984 in a Federal government FEMA grant. The FEMA grant funds were used for a variety of security related projects around the church buildings. Other projects included gutter and soffit replacements, an electrical upgrade in the Great Room, flagpole lighting, and new tables.

Going into the 2023-2024 fiscal year, Crossroads has a major parking lot project underway to improve drainage and replace damaged pavement. Work is also scheduled to repair aging air conditioning units. Much of the Joseph Fund will be expended. Please consider contributing to the Joseph Fund.

	As of and For the Twelve Months Ended		
	<u>June 30, 2021</u>	<u>June 30, 2022</u>	<u>June 30, 2023</u>
Beginning Cash and Grant Receivable Balance	\$ 51,455	\$ 81,841	\$ 141,486
Contributions	20,978	23,671	13,125
Designated Bequest	-	139,900	-
NSGP Grant income	-	55,699	62,984
Change in Restricted Funds	3,500	5,000	(7,995)
Transfer from Foundation	48,313	38,980	-
Transfer from Operating	24,000	36,000	21,000
Interest income	87	205	2,224
Major Building Projects	(66,492)	(239,810)	(66,525)
Ending Cash and Grant Receivable balance	\$ 81,841	\$ 141,486	\$ 166,299
Temporarily Restricted Funds	3,500	8,500	505
Ending Cash and Grant Receivable balance, less Restricted Funds	\$ 78,341	\$ 132,986	\$ 165,794

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 missions, and ministries; and capital improvements not usually a part of the normal operating budget of the Church.

Foundation Team Members: Dick Janssen (Team Lead), Elizabeth Idleman (Secretary), Kris McKinney (Elder), Steve Steidinger, Dave Stern, Jeff Krygiel, Bill Hoover, Stan Smith, Rev. Susan Sytsma Bratt (Senior Pastor), Carol Bird (Staff Liaison).

Balance Sheet as of June 30, 2023

Assets

Cash (not including cash equivalent at Northern Trust)	\$	95,954
CD's and Short-term investments		95,305
Investments at Fair Market Value		1,707,465

Total Assets

\$ 1,898,724

Liabilities

Accrued Obligation to Habitat Refugee Guarantee	\$	7,264
Designated Funds to be distributed		52,437
Pink Umbrella Theatre		750

Total Liabilities

\$ 60,451

Net Assets

Unrestricted Net Assets ¹	\$	459,855
Temporarily Restricted: ²		
Paul Doedens Scholarship		18,865
Total Temporarily Restricted Net Assets		18,865
Permanently Restricted Assets by Donor ³		1,359,552

Total Net Assets

\$ 1,838,273

Total Liabilities and Net Assets

\$ 1,898,724

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 from the donor specifically designating that the principal amount be held in perpetuity.

Foundation Report

Statement of Activities for the Year Ended June 30, 2022

Unrestricted Net Assets

Revenue

Earnings on Investments:

Interest and Dividends \$ 45,728

Realized Gains (Losses) 12,525

Unrealized Gains (Losses) 136,551

Total Earnings on Investments 194,805

Total Revenue – Unrestricted 194,805

Disbursements

Foundation Grants from Unrestricted Funds ¹ 73,603

Expenses

Administrative Expenses ² 20,191

Total Disbursements and Expenses – Unrestricted 93,794

Total Increase (Decrease) in Unrestricted Net Assets \$ 101,010

Temporarily Restricted Net Assets

Contributions \$ -

Net Assets Released from restrictions -

Total Increase (Decrease) in Temporarily Restricted Net Assets \$ -

Permanently Restricted Net Assets – Contributions \$ 700

Total Increase (Decrease) in Net Assets \$ 101,010

Net Assets, beginning of the year 1,736,563

Net Assets – End of Year \$ 1,838,273

1. Grants from Foundation Unrestricted Funds: Pastoral Resident \$29,626; Family Sharing (food truck) \$20,000; Compass Phase II \$15,000; Joseph Fund \$2,877; Ministerio de Vida \$2,300; CLC A/V upgrade \$2,300; SHED Ministry \$1,500.
2. Administrative Expenses: Legacy Giving Team expenses \$3,971, Northern Trust fees \$16,220.
3. The Memory Garden Fund is a separate account administered by the Memory Garden Governing Committee, invested by the Foundation. See separate Memory Garden Annual Report.

Memory Garden

The Memory Garden, located on the upper level of the church grounds just outside of the Fireside Room, was constructed in 2008 and dedicated on November 2nd of that year. The columbarium has 220 niches, each able to hold two urns, and we now have 125 niches that have been purchased. The Memory Garden is available to Crossroads members and their immediate families, and we now have 82 inurned.

In this past fiscal year ending June 30, 2023, there were 11 niches purchased for a total of \$27,500. Total expenses, including maintenance, landscaping, snow removal, engraving, and investment fees totaled \$2,973.

Current Assets

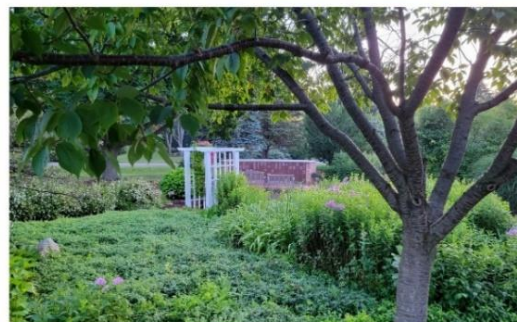
Cash Accounts	\$	14,575
CD's		27,003
Investments		47,648
Total Assets	\$	89,226

Investments are administered by the Memory Garden Governing Committee and invested by the Crossroads Foundation Committee.

An In Memoriam Service was held at the Memory Garden on Sunday, June 25th with friends and family of those inurned in the columbarium.

The fee for a niche is \$2,500, which includes two urns as well as the engraving. There are no other expenses. Having a niche can be a big part of end-of-life planning and can be especially comforting for the next generation.

Memory Garden Governing Committee members: Pam Thiede (Team Lead), Carol Bird (Staff Liaison), Al Casper, Bill Genne, Karen McKinney, Cindy Siebert, Stan Smith and Gordon Wardius.



Foundation Report

The Paul and Connie Doedens Legacy Society

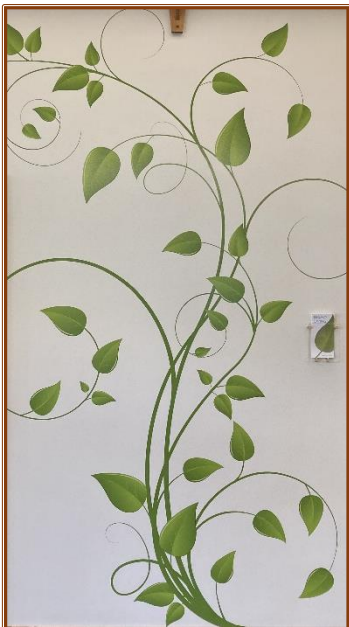
"Where your treasure is, there your heart will be also." Matthew 6:21

The Paul and Connie Doedens Legacy Society includes those who have self-identified that a gift to Crossroads is in their will and/or estate plan. This past year, the Society has grown by 10 members so there are new leaves on the vine mural in the narthex. Regular emails and the "Giving Thanks" dinner have served to make our congregation more aware of this vital ministry.

James & Jane Armstrong
Douglas & Caroline Ault
Frank & Susan Ball
Bruce & Karen Barnes
Peter & Rev. Susan Sytsma Bratt
Richard Brown & Betty Philipps
Steven & Abigail Carpenter
Randy & Meredith Crosby
Beth Dall
Michael Disabato & Nancy Ponstein
Sharon Elias
Harold & Nancy Follis
Bill Genne & Betsy Tiedens
Drew & Jackie Glaubke
William & Lois Hoover
Kenneth Keith
Edward & Dorothy Kelley

Mark Laux & Wendy Jabas
Jorjan Loos
Kris & Karen McKinney
Martha Moore
Miriam Patton
Diane Petersen
Dawn & Roger Root
Catherine & John Sanders
Dave & Mary Schigoda
Tom & Elizabeth Sellars
Steve & Lucinda Shallock
Stanford Smith
David & Hyndie Steck
Steve & Joann Steidinger
Mark & Patricia Weatherhogg
Nancy Wiese
Jeffrey & Deborah Wolf

Doug & Laurie Uhl
Sharman Brown*
Douglas Dall*
Susann Friesch*
Rev. Scott Hauser*
Patricia Lawrence*
Lois Orndorff*
Robert Patton*
Michael Peters*
Martin Petersen*
Catherine Smith*
John Wiese*
Albert Zuelske*
4 Anonymous
**Deceased*



If you are interested in learning more about Legacy Giving and/or if you would like to notify us that Crossroads is in your will or estate plan, please contact the church office.

Legacy Giving Team: Randy Crosby, Bill Hoover, Martha Morse, Steve Shallock, Josh Thompson, Carol Bird (Staff Liaison).

Looking Ahead at Crossroads

Looking ahead to the 2023-2024 fiscal year:

- The 2023-2024 offerings budget has a 3% increase over 2022-2023 actual offerings.
- Expenses are budgeted at \$1,511,447, an increase of 3.5%.
- A deficit of \$79,927 is projected for the 2023-2024 fiscal year. Progress has been made over the last three years toward achieving a balanced budget, but more work remains. FMT is evaluating a variety of approaches to closing the deficit and will present options for consideration by Session.

Operating Fund– Income and Expenses 2023-2024 Budget

	Actual Year Ending <u>June 30, 2023</u>	Budget <u>2023 - 2024</u>	Budgeted Growth Year-to-Year	
			<u>\$ Amt.</u>	<u>Pctg.</u>
Income				
Offerings:				
Offerings	\$ 1,371,734	\$ 1,413,000	\$ 41,266	3.0%
Offerings - Per Capita	6,570	7,000	\$ 430	6.5%
Designated Offerings	930	-	\$ (930)	-100.0%
Total Offerings	1,379,234	1,420,000	40,766	3.0%
Use of Church & other receipts	18,398	11,520	\$ (6,878)	-37.4%
Total Receipts, excl. Nonbudgeted	1,397,631	1,431,520	33,889	2.4%
Non Budgeted Program Receipts	53,681	-	\$ (53,681)	-100.0%
Total Receipts	\$ 1,451,312	\$ 1,431,520	\$ (19,792)	-1.4%
Expenses				
General and Administrative	\$ 84,589	\$ 93,350	\$ 8,761	10.4%
Denominational Giving	41,080	40,300	\$ (780)	-1.9%
Buildings and Grounds	257,579	262,200	\$ 4,621	1.8%
Technology	30,120	34,000	\$ 3,880	12.9%
Total Business	413,368	429,850	16,482	4.0%
Human Resources	944,483	974,997	\$ 30,514	3.2%
Ministry Teams (Worship, Education, Church Life)	36,737	41,100	\$ 4,363	11.9%
Missions	65,264	65,500	\$ 236	0.4%
Total Expenses, excl. Nonbudgeted	1,459,852	1,511,447	51,595	3.5%
Non-Budgeted Program Expenditures	61,310	-	\$ (61,310)	-100.0%
Total Expenses	\$ 1,521,162	\$ 1,511,447	\$ (9,715)	-0.6%
Excess (Deficit)	\$ (69,850)	\$ (79,927)	\$ (10,077)	14.4%
Transfer to Joseph Fund	(21,000)	-	\$ 21,000	-100.0%
Transfer from/(to) Preschool	3,314	-	\$ (3,314)	-100.0%
Excess (deficit) after transfers from (to) other funds	\$ (87,536)	\$ (79,927)	\$ 7,609	-8.7%

Church Staff

Pastoral Staff

Senior Pastor/Head of Staff:	Rev. Susan Sytsma Bratt
Associate Pastor of Discipleship:	Rev. Scott D. Samuelson
Resident Pastor:	Rev. Anna Langholz

Program Staff

Worship Ministry Director:	Todd O'Connor
Worship Ministry Associate Director:	Jenee O'Connor
Director of Children and Family Ministry:	Christa Middleton
Director of Youth Ministry:	Tanya Naas
Middle School Youth Coordinator:	Maddy Hosni
Children's Ministry Intern:	Bailey Timmer (ended June 2023) and Morgan Weber
Organist:	Carol Leonard

Administrative Staff

Operations Director:	Carol Bird
Administrative Assistants:	Jackie Bub (ended December 2022), Louanne Hockstad, Lillian Schley, Katie Kurer (Started May 2023)
Staff Accountant:	Jessie Read
Childcare Providers:	Amy Accola, Jackie Buday, Kailyn Canapa, Erin Goldschmidt, Wanda Hodge (ended April 2023), Jennifer Lange (started September 2022), Carolyn Meyer, Grace McCreedy (ended May 2023)

Facilities and Hospitality Staff

Facility Manager:	Brad Johnson
Facility Assistant:	Ben Aspenson (ended April 2023)
Hospitality Coordinator:	Marilyn Mullen (ended July 2022), Afia Allen (started August 2022)

Crossroads Christian Preschool

Preschool Director:	Maureen Leurquin
Preschool Teachers:	Joan Chyko, Stacy Fernandez, Jennifer Huizenga, Denyse Rebro
Preschool Substitute Teachers:	Ashley Hinz, Jenee O'Connor

Pastor's Sending & Blessing

Dear Member of the Crossroads Church Family,



God is good, all the time! And over this past year, we've experienced afresh how Jesus Christ is shepherding this church family, leading us into places of growth and new life. We've been reminded that each one of us is a minister called to help one another grow in faith and trust Jesus in everything. We've felt the strength of the Spirit helping us overcome our anxieties and go out with confidence to love this world as God loves it. God continues to be faithful. And we sense God's presence every time we are together!

As we enter a new program year, let's continue to quiet ourselves and be guided by the Spirit's voice. Let's walk with the Spirit wherever we go. Let's wrestle honestly about our struggles and allow the Spirit to transform us. Let's chase after truths that change how we see the world and how we live. Let's welcome all who would come to us with joy and delight.

And let's bring light and hope to every place the Spirit leads us.

Now, receive this charge and blessing:

Remember that life is short, and we haven't much time to gladden the hearts of those who make the journey with us. So, be swift to love and make haste to be kind.

And, may the LORD take great delight in you;

the LORD quiet your heart with God's love;

the LORD rejoice over you with singing, this day and forevermore.

Alleluia! Amen.

Grace upon grace,

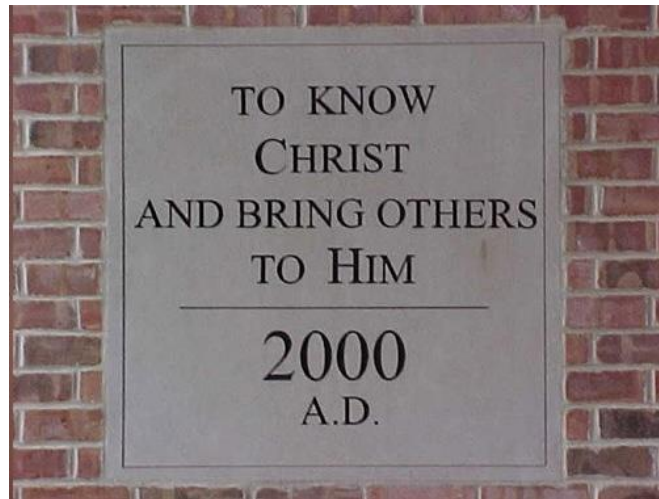
Rev. Scott D. Samuelson

Associate Pastor of Discipleship

Rev. Anna Langholz

Resident Pastor

Crossroads Mission Statement



Inspired by God's abundant grace, Crossroads welcomes, loves, and offers all a safe place to experience authentic connection.

We love and value everyone as Christ first loved and valued us.

In an imperfect world we remember, and remind others, that all belong to God, all are redeemed by Christ's sacrifice, and all are indwelt by the living spirit of God.

Understanding the strength of a rope with many strands, we rely on our diversity of theological perspectives to bind us as a family in common purpose equipped to make a lasting positive impact locally and around the world.

Matthew 28:18–20





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