

**ANNUAL MEETING AGENDA  
OCTOBER 21, 2018**

- 1. CALL TO ORDER**
- 2. PRAYER**
- 3. CHURCH BOARD REPORT**
- 4. PASTOR REPORT**
- 5. MISSIONAL COMMUNITY REPORT**
- 6. WORSHIP REPORT**
- 7. NEXT GENERATION REPORT**
- 8. DIRECTOR OF OPERATIONS AND ADMINISTRATION REPORT**
- 9. DARING FAITH CAMPAIGN UPDATE**
- 10. MAKE LIFE BETTER REPORT**
- 11. APPROVAL OF 2019 BUDGET**
- 12. NOMINATING REPORT**
- 13. ELECTION OF CHURCH BOARD MEMBERS**
- 14. CLOSING PRAYER**
- 15. ADJOURNMENT**

## **Pastor Ministry Report**

As I look back on the life Crossroads, it's hard to imagine that this journey started a little over four years ago. We had nothing but passionate faith, radical commitment to community as sharing life together and a mission-sending heart to see lives changed. This core believe or "red hot center" of Crossroads has never waned. It may have turned out the way we thought or planned, we have even had our share of set-backs and challenges. But one thing is for certain...

### **OUR GOD IS A GOD OF POSSIBILITIES**

I am in awe of God's grace and faithfulness. I'm moved by His favor upon our church. It is hard to believe that it has been nearly a year since Crossroads was accepted as a new member congregation in good standing with the ELCA. This designation has allowed us to focus on the Great Commission mandate to "go and make disciples of all nations."

Last year we celebrated the 500th anniversary of the Reformation. 500 years ago the Reformation brought necessary change to the church. But change in the church didn't end there. The church continues to change. Crossroads is committed to being a living witness for that change in our generation and time. We continue to redefine traditions and discern what it means to be the church that Jesus gave his life for in our generation.

### **Leadership**

We continue to affirm our mission "to make disciples who make disciples" and our vision to "Meet God, Meet Friends and Make Life Better. Many people responded in 2017-18 to God's call to serve. In preparation for leadership some people participated various training events. Throughout the year, different people have joined me in various leadership training opportunities available to us through the ELCA, Grand Canyon Synod and other leadership organizations. The following is list of people who accompanied me at various trainings: Lisa Parrish, Sam and Jane Pagliari attended the Newly Organized Congregation Training in November, 2017. Jane Pagliari and Sky Keaton attended the ELCA Pathway to Generosity Conference in Dallas, Texas (March, 2018). Kari Schnieder, Louise Gahm, Doug and Cindy Richter attend the ELCA Missional Church Conference in Houston, Texas (April). Louise Gahm participated in the the Grand Canyon Synod Lay School of Theology called Diakonia. Michelle Scavo and Sky Keaton attended the 3-day Phoenix Learning Community hosted by 3DMovements in Phoenix, Arizona (September 2018). Sam and Jane Pagliari participated in a 3DM workshop (February 2018).

I'm thankful to our paid staff (Sky, Louise and Kari S.) and volunteer staff team (Dave P. David S. for AVL and our Worship Team) who coordinate and lead the logical operations and key ministry functions of Crossroads. They are a wonderful team of men and women to work with. I am blessed because of them. We are blessed because of them. It's important to note that all staff are currently under compensated for the amount of time and effort they dedicate to Crossroads. I commend them for there investment in people and our church. The church would not be the church without the strength and gifts of the whole Body. Praise be to God for our leaders, teachers, musicians, and well as voluntary and paid staff. For their faithful witness and service within the life of our church family this year I say "amen!"

## **Mission Partners**

I'm thankful to the churches and organizations that continue to support us financially-ELCA-Domestic Mission Unit, Grand Canyon Synod, Desert Hills Lutheran Church, Green Valley, AZ; Gloria De Cristo, Yuma, AZ; Resurrection Lutheran Church, Scottsdale, AZ; Lord of Life Lutheran Church, Sun City, AZ. Our ability to meet the needs of people in our community and make disciples is because of their generous support and belief in our mission to disciple-making.

## **Make A Difference**

This year Crossroads continued to make a difference locally and globally. We supported over 6 different organizations and responded to disaster relief efforts. This year we hit a new record with 241 shoes donated during our annual Barefoot Sunday shoe drive. We provided a \$1,000.00 scholarship for a graduating senior going to college at Combs High School as well as sponsored a family for Christmas. Your generosity goes before you. Thank you.

## **Ecumenical Partners**

I continue to build bridges with our partner churches in the Episcopal, Methodist and Presbyterian denominations. These conversations while lengthy and at times seem pointless, has led to fruitful ministry partnerships. This June with our Episcopal and Lutheran common mission led to the formation of the joint Lutheran-Episcopal Ministry at ASU Polytechnic. I now serve as the campus pastor for both Lutheran and Episcopal communities. As a result, Agape Campus Ministry and Crossroads has a ministry house on the ASU Polytechnic campus. In order for this partnership to take place I became a licensed minister in the Episcopal church. I now hold pastoral credentials in both the ELCA and the Episcopal Diocese. I continue to engage the Methodist church about a shared ministry in Queen Creek for the use of their facility Song of Life Methodist Church when the time is right for public worship. I continue to have conversations with Rev. Emily Hook with the Presbyterian church regarding our ministry in Florence and with Queen Creek. I am hopeful that these conversations with our ecumenical partners will provide additional resources and support as we continue reach out into Queen Creek and Florence.

## **Looking Ahead**

It has been encouraging to lead Crossroads this year. It has been pure joy to discern where God is leading us. I continue to pray for strategic ways God is calling us to be a church for people beyond Sundays. A primary goal is to focus on our sustainability growth. Our worship attendance and giving fluctuate regularly. Additional ministry funds and passionate people joyfully investing is vital to Crossroads' being a healthy, vibrant and innovative church. I continue to evaluate the best opportunity for sustainable growth. Our pattern suggests Sunday worship celebrations are the best way to achieve this growth. Soon we will need to add an additional service to meet the needs of people with no church home or affiliation. I will work with our staff and church board to determine God's timing on this in 2019. I seek your prayers.

For 2019, I continue to hear John 14:6 as our theme scripture verse. Jesus answered, "I am the way, the truth, and the life." As we enter our 5th year of ministry, my vision and hope is that we might grow deeper in our identity, obedience, authority, power and ministries. Ultimately, I pray that we might follow Jesus as the way, the truth and the life.

**Rev. Charles Newman**

**Team Lead of Crossroads Church**

## **Church Board Ministry Report**

Crossroads has completed another year of making disciples. What a joy to work together with a group of gifted men and women this year.

This year we began to develop a strategic plan for mission and ministry. Throughout the year Pastor Charles continued to prepare our leadership for when the times comes for Crossroads to “stand on our own” and no longer receive financial mission support from the ELCA or ministry partner congregations. The board continued to work on developing ministry teams and establishing non-person dependent systems to facilitate continued the growth for Crossroads.

We continued to partner with the ELCA as we lived out the motto “God’s work, Our Hands” We attended the Annual Grand Canyon Synod Assembly in Tucson in June. We elected the first female Bishop in the Grand Canyon Synod, Bishop Deborah Hutterer. I was elected to serve as our Rio Salado Conference Representative to our Synod Council.

We experienced some set backs in transitioning our accounting system from Excel spreadsheets to an online accounting software system. We are grateful to Barbara Thomas, CPA and former Grand Canyon Synod Finance Minister, who revamped our online accounting software. We will begin utilizing our online accounting system starting in January 2019.

Our worship space has experienced continued improvements thanks to Dave and Sharon Pinska adding new lighting to the stage area. Many thanks to the volunteers and staff that set-up and tear-down each Sunday as well as our wonderful praise team who lead us in worship every Sunday.

Special thanks to Cindy Richter and Jason Gahm for their faithful two-year service as the inaugural members on the Crossroads Church Board. They have given tremendous insight and countless hours helping us to live out our vision as a church. Cindy worked with me to examine church job descriptions, roles and responsibilities. She also served as our Church Board Secretary. Jason worked to create our church financial management system as well as helped us navigate our way out of a summer financial crisis. Jason also served as a Church Board Treasurer.

Crossroads is blessed with a community of willing hearts and caring hands that respond to the call to help our brothers and sisters and care for each other. Many thanks are due to our staff for the service they provide daily to further the mission of Crossroads. Thanks to the many people who serve on our various ministry teams and serve, often behind the scenes and many times untouched but so crucial to the work of the church.

Finally, to the congregation, your response to our vision to Make God, Make Friends and Make Life Better, makes it so much more than a slogan but a real plan of action. We thank God for you and all you do in Jesus’ name.

**Lisa Parrish**  
**Church Board Vice President**

## **Missional Communities** Ministry Report

There are many things a person can do alone, but being a follower of Jesus is not one of them. The point is that we are both created and called to follow Jesus into community. One of our deepest expressions of that truth is through our Missional Communities. Our desire for Crossroads is that as we continue to grow more people will “share life together” through our extended family network of missional communities.

With the departure of Brita Hammit, Michelle Scavo has volunteered to invest in Crossroads by serving as our coordinator for Missional Communities. As our church continues to grow, additional leaders are needed to help support and resource our missional community leaders. We are so grateful and honored to have 8 MC leaders who serve faithfully as either host or facilitators. We praise God for the work, growth, and love experienced through our MC's. Listed below is how our MC's live out our vision to Meet God, Meet Friends and Make Life Better:

<b>Missional Community</b>	<b>UP</b>	<b>IN</b>	<b>OUT</b>
<p><b>JOY</b> The purpose of JOY is to become better acquainted with the God, to experience the richness of the Church, and to manifest ministry to those we encounter in our daily lives.</p>	<ul style="list-style-type: none"> <li>• Weekly Bible</li> <li>• Study</li> <li>• Prayer</li> </ul>	<ul style="list-style-type: none"> <li>• Space to gather to explore life issues</li> <li>• Fellowship gathering</li> </ul>	<ul style="list-style-type: none"> <li>• Praying for others</li> <li>• Hurricane Relief</li> <li>• Nation's political concerns</li> <li>• Weekend Food Bags for Combs District students</li> <li>• Serve at Crossroads</li> </ul>
<p><b>Word and Wine</b> Focuses on spending time in the Word, in fellowship with each other and making a difference in our community.</p>	<ul style="list-style-type: none"> <li>• Bible Studies</li> <li>• Lent Journey</li> <li>• Host Pastor Engstrom to talk about Senegal</li> </ul>	<ul style="list-style-type: none"> <li>• Meeting with friends</li> <li>• Nacho Bar Nigh</li> <li>• Lent Soup Suppers</li> <li>• Outings to Old Ellsworth Brewing Co.</li> <li>• The Perch for dinner and music</li> <li>• Annual Christmas Party</li> <li>• Grandparents Day Bake Off</li> </ul>	<ul style="list-style-type: none"> <li>• Serving at Crossroads</li> <li>• Welcome Baskets at House of Refuge</li> <li>• Clean Agape House</li> <li>• Serve at ASU Poly Move-In Day</li> </ul>
<p><b>Women of Grace</b> Focuses on supporting women growing in their faith and their families.</p>	<ul style="list-style-type: none"> <li>• Monthly Bible Study</li> <li>• Prayer</li> </ul>	<ul style="list-style-type: none"> <li>• Meeting with friends</li> </ul>	<ul style="list-style-type: none"> <li>• Hope Women's Center</li> <li>• Serve at Crossroads</li> </ul>
<p><b>Agape College Ministry</b> Young Adult Ministry at ASU Polytechnic Campus. Creating a safe space to explore the Christians faith and Lutheran theology/ values.</p>	<ul style="list-style-type: none"> <li>• Bi-Weekly study</li> <li>• Weekly Spiritual conversations</li> </ul>	<ul style="list-style-type: none"> <li>• Weekly activities</li> <li>• Partner with Episcopal Campus Ministry</li> <li>• Monthly Dinner</li> </ul>	<ul style="list-style-type: none"> <li>• Serve at House of Refuge</li> <li>• Serve ASU community</li> <li>• Serve Crossroads Student Ministries</li> </ul>

## **Worship Ministry Report**

Overall, this last season has been one of change and preparation. After much prayer and discernment, it was determined that Crossroads would shift away from a “hired” professional worship leader to lead worship to a volunteer servant leadership team. Financial resources were set aside for special guest musicians on an “on-call” basis as needed. Kari Schnieder assumed the role of worship coordinator with a very modest stipend. In this role, Kari meets with the pastor to understand the vision for the teaching series and selects music connected to the theme as well as the vocal and musical gifts available each Sunday. We are fortunate to have Dave Pinska volunteer for our audio and lights, while David Schnieder volunteers to lead our visual. We have been in a season of restructuring our worship space. Kudos to our set-up and tear down team as they have faithfully set up for worship each Sunday.

With the use of our Daring Faith Campaign funds we purchased sound equipment from Hope Lutheran Church. The equipment included a new sound board, projector screens, projectors, cable connections, 150-ft. cable snake, equipment carts, curtain poles and curtains. This has enhanced our worship space and created more of an intimate sacred worship space. Through a special donor the worship team now uses planning center online. This is a helpful tool to schedule team availability, song selection and chord charts and plan the order of worship.

We have added new directional signs and prayer room sign. Worshipers are invited to gather for worship at 8:30 to pray for the church, individuals, as well as the needs around the world. From the stewardship conference Jane, Sky and Pastor visited a church that created a simple yet powerful space for families with small children who want to stay in the worship space and not feel obligated to send children to Wiggle Way (nursery) in Kids’ City (Sunday School). In the back corner of the worship space this is an open space for families with little ones to sit, dance, play, sing and hear God’s Word in meaningful ways.

Though our worship and music ministry we seek to provide inspiring worship by giving people of all ages opportunities to express their faith and explore their God-given talents and offer those back to God. If you would like to use your creative gifts to the glory of God and worship, please contact Kari Schneider.

**Kari Schnieder**  
**Worship Coordinator**

## **Next Generation Ministries Report**

Kids City, Students Ministries and Agape College Ministry are part of our next generation ministries. We seek to journey together to be transformed by God's Spirit as we follow Jesus and grow in discipleship. We are a diverse group created in God's image, designed to Worship God and be valued, having a place and presence in the church community.

### **KIDS CITY**

Kids City is a place where Kinder -5th grade students spend time hearing and learning about Jesus and building friendships. On Sunday mornings, children begin their time of worship with their families and then after Sharing of the Peace, Kids City is open. We are thankful to have dedicated volunteer teachers, Seneca Johnson, Michelle Scavo, Tina Justice, Lori Stickley, and Sydney Newman. I am excited to see God work within the people of Crossroads and the children in the coming year. We are continuing to grow this ministry for the children and their families.

This past year our activities included our 1st Fall Festival and Truck or Treat. We will continue this community outreach as we strengthen our partnership with the Combs Education Foundation. In December we had a Keepsake Christmas and Gingerbread House outreach to the community. Families were able to create and take home a Nativity Set and hear the Christmas story.

During Lent children with their families prepared for their 1st Communion by attending classes after church. This opportunity is available each year before Easter. Parents who believe their student is ready to learn about and receive communion instruction should take this 4-week class. Easter was celebrated with an Easter picnic and Egg Hunt at the Empire Park in the Circle Cross community. We spent time in fellowship, playing games, eating amazing food and collecting more Easter Eggs than children could hold.

### **STUDENT MINISTRY**

Student Ministry is for 6-12 grade students to who have questions about God, their identity and can find ways to make a difference in the world by attending fun events, community outreach opportunities and grow in healthy relationships within a faith community. We meet Sunday mornings following the worship until 11:30am. 2018 was an amazing year for our Student Ministry! Last May we celebrated the confirmation of Emily Grace Lambert.

A big highlight this past year was when our high school students, Sydney, Kedrik, CJ, Ethan and Emily, along with adult leaders, Pr. Charles and Jenifer Newman participated in the ELCA Youth Gathering in Houston. During their 5 days in Houston, they were able to worship in a stadium alongside 30,000 other youth from all over the world, participate in service projects that benefited the community of Houston and hear from many outstanding speakers who shared their stories about their faith journey. We look forward to sending high school students to the ELCA Youth Gathering again in 2021 to Minneapolis, MN.

The big event the middle school students look forward to each year is Campfirmation. Campfirmation is a time for students in 6-9th grade throughout the Grand Canyon Synod gather together to grow in faith, and build relationships with other youth and God. During the month of July, we had 5 students, Emily, Elizabeth, Emma, Laynee and Alex, attend Campfirmation in Prescott.

The High School and Middle School students connect with each other on Sunday mornings following worship. They continue to learn and grow closer to God and each other. Each month has a discussion series with a specific topic that is relevant to today's teens. We see what scripture has to say about this topic and discuss it together. This time is also used to grow closer together as a group. Students are encouraged to bring friends. Throughout the year we participate in service projects like Feed My Starving Children and collect food for the Combs Food Bank, just to name a few.

### **Agape College Ministry @ ASU**

This year was an exciting time for the Agape College Ministry at ASU Polytechnic Campus. We saw an increase in the level of participation and intentional engagement, but our biggest shift came with our joint partnership with the Episcopal Diocese of Arizona. We started off the year with Move-In Day and cleaning the new ministry house. I help to coordinate ministry needs with students and Crossroads Church. Agape has a regular rhythm of UP as Pastor Charles connects with students for faith conversations. The IN is focused with weekly gatherings as students hang out together. The OUT is practiced as students mentor junior and senior high students at House of Refuge monthly. We are working to build our leadership team to plan future events like a winter retreat, spring break mission trip.

We know God has great things planned for us with our Next Generation. If you have a particular gift or ministry passion for growing God's Kingdom through the Kids City, Student Ministries or our College Ministry, I'd love to talk with you about your ideas. Feel free to contact me.

**Louise Gahm**

**Director of Next Generation**

## **Director of Church Operations & Administration Ministry Report**

Providing our congregation, pastor, staff and key volunteers with the support they need to implement and carry out the mission of our church is critical. Key areas of responsibility include and my work this year have included may different areas and aspects of ministry.

This includes:

- Website
- Communications (Internal and External)
- Marketing
- Online giving
- General office activities
- Payroll and paying expenses
- Decorations and enhancements for worship celebrations
- Scheduling
- Providing administrative support to the pastor
- Communication with our ministry partners

It is weird to say AMEN for all things Crossroads!!! This year we made a cooperative effort to sure up some of our systems - website, on-line directory, online and text giving, and database management, along with providing support to the pastor. My AMEN doesn't come from that. My AMEN comes from being able to structure for inclusion. My desire in all things operation is first and foremost to love God and to love people. It has been such a blessing to be able to alleviate some of the administrative hang-ups in order to carve out more time and space to focus on God and on people. I also say AMEN in response to the sense of genuine community that exists within Crossroads. Our staff , ministry leaders, and disciples care for one another. Seeing this every day, and being able to be part of this community, is something for which I am so thankful.

2018 has been a year of growth for me personally. I've truly opened my heart and mind to God. As Pastor Charles has said, "if we allow ourselves to be open to transformation and change - it will open our minds."

Special shout-out to volunteers that help me every Sunday...Sharon Pinska for her amazing eye and Dave Pinska for his audio/visual and light expertise! Roberta Feingold for making our refreshment area look so inviting. Lisa Parrish for setting up the communion table. Cindy Richter and Jenifer Newman for bringing donuts and Doug Richter and Jason Gahm for doing tear-down every Sunday. I don't know what I would do with out you all. Thank you so much.

**Sky Keaton**  
**Director of Operations and Administration**

## **Daring Faith Campaign Ministry Report**

In February 2017, we launched the Daring Faith Campaign, a bold goal of raising \$250,000.00 over a 2-year period to support existing and new ministries. This is in addition to our regular giving. Since that time, 18 Covenant Disciples (our version of members) have responded to this call, contributing a total of \$77,880 or 31% of our total goal. Those who have supported this campaign-we thank you! Much has been accomplished yet there is still work to be done. Realizing the campaign ends in February of 2019, with only 31% of our funding goal realized, the Church Board voted to extend the campaign until 2020. We need additional support for a successful completion of this effort. Here is a breakdown of our DF campaign goals:

**Worship Technology Upgrades** \$15,000 (6%)  
**Children & Student Ministries** \$20,000 (8%)  
**Give to Local and Global Partners** \$25,000.00 (10%)  
**Search for Church Land/Home** \$50,000 (20%)  
**Coffee Shop Start Up** \$55,000.00 (22%)  
**Staffing Needs/Volunteer Training** **\$85,000.00**

### Accomplishments:

- Conducted first VBS program in 2017
- Sent 5 High School students to National Youth Gathering in Houston, TX.
- Purchased sound equipment from Hope Lutheran Church
- Held First All Church Retreat
- Lay/Pastor trainings in stewardship, mission and discipleship
- Awarded \$1,000.00 Scholarship to student to the JO Combs Community Foundation
- Hired Scott Carpenter Attorney at Law for Coffee Shop

We are thankful to the Church Board for their shepherding of this process to this point. After realizing our anticipated goals we determined someone needed to be a “champion” for this campaign. Melanie Moscicki has volunteered to step us and lead us as our campaign chair. Melanie will work with our Generosity Team and Church Board to remind us and identify creative ways to reach our goal. Please reach out to Melanie if you are interested in supporting our Daring Faith Initiative.

### Coffee Shop

“We felt like Jesus didn’t hang out at the synagogue, he hung out at wells. Coffeehouses are postmodern wells. Let’s not wait for people to come to us, let’s go to them,” states Pastor Mark Batterson in a NY Times article. From Crossroads’ inception, establishing a “well” in the community has been our vision. We continue to negotiate management operations and license agreements with Elevate Coffee Company. A coffee shop task force was assembled in 2016 from Crossroads disciples with expertise in business, management, city planning, and project management. The team has taken careful steps to approach this entrepreneurial faith venture. The retail industry in San Tan Valley is increasing. After our initial study, a more in-depth feasibility study was completed. We contracted the services of Scott Carpenter Attorney at Law, to create our operating agreement and structure to file our Limited Liability Company with the Arizona Commissions Office in 2019. The feasibility study and daily traffic count revealed that we should locate the coffee shop on the north side of Gantzel as more cars travel towards Ocotillo or the 60-fwy in the mornings. Having a drive-through location is critical to the project as similar businesses estimate a 40% increase in revenue. The next steps involve raising the required capital for the project. If you are interested in helping Crossroads raise the needed capital, please contact Sam Pagliari.

## **Make Life Better** Ministry Report

The Grand Canyon Synod is a regional Partner in Ministry. There are approximately 89 churches in the GC Synod, including Crossroads. The synod supports and strengthens churches for strategic ministry collaboration and innovative leadership development. Lisa Parrish and Kari Schnieder represented Crossroads at the 2018 Synod Assembly in June. There was an audible cheer as Rev. Deborah Hutterer was elected to serve as the first female Bishop of the Grand Canyon Synod.

### The ELCA Churchwide Office

Affectionately called "Headquarters" of the ELCA, the ELCA Churchwide Office supports the work and witness of the Lutheran Church, nationally and globally. A Churchwide grant paid for a team to attend the Pathway to Generosity Conference in Texas, and the missional church conference in Houston. Pastor Charles lead a workshop for leaders seeking to start a church at the August Training of leaders in Seattle, WA. There are so many opportunities to engage at the national level. If you are interested to become more involved with ministry and ministry with the ELCA, please contact Pastor Charles. We are excited for our 2018-2019 partnership with the ELCA. We are seeking to provide innovative and strategic direction for starting new churches in the ELCA. Crossroads is committed to partnering with the ELCA to identify and develop leaders for the church.

### J.O. Combs School District

We are blessed to worship at Combs Traditional Academy. As we seek to be a blessing, we partner to Make Life Better in the lives of students and their families. Crossroads donated over \$400.00 in supplies to the school and \$1,000 from our Daring Faith Campaign to establish a college scholarship for a Combs High school graduate. We provided the annual Welcome Back Lunch for the staff at CTA. Crossroads supported the work of the JO Combs Community food/clothing bank. The food and clothing bank seeks to support families in need with new or gently used kids clothing as well as nutritious food items. Pastor Charles served on the J.O. Combs Community Foundation which raises funds for teacher mini-grants and scholarships for high school seniors in the district. Crossroads is gearing up to support the Annual Thanksgiving Dinner for needy families and will sponsor one family during the Christmas season. If you would like to be involved in this ministry, contact Sky at [skeaton@iamcrossroads.org](mailto:skeaton@iamcrossroads.org)

### House of Refuge

We continued our partnership with House of Refuge by providing welcome baskets to new residents. Individual disciples and our missional communities volunteer there as their schedules permit. Agape College Ministry students serve by leading their Teen Night on the first Tuesday of every month. House of Refuge is a faith-based, non-profit organization helping homeless families in crisis by providing transitional housing and supportive services that assist participants as they strive towards self-sufficiency. If you would like to serve with this organization contact Pr. Charles.

## **Ministry Exploration Ministry Reports**

Pr. Charles serves on the Grand Canyon Synod New Start and Redevelopment Ministry Table. This committee is tasked to identify new mission fields and recommend established congregations in decline that with proper resource and support can “turn the ministry around” and become a thriving congregation. Pr. Charles started conversations with the Grand Canyon Synod and the ELCA-Domestic Mission Unit regarding the potential new mission fields in Florence and Queen Creek. The Grand Canyon Synod and ELCA made clear there is no strategic plan to start a new ministry in these communities as the costs to start a new church in these areas which includes funding, securing pastoral leadership and a ministry base is not feasible at this time. In addition, the ELCA is shifting its paradigm from starting churches from “scratch” to a churches starting churches model. This approach has been appeal as it’s in the DNA of Crossroads to always impact more lives in more ways in more places.

The Grand Canyon Synod and the ELCA provided grants to Crossroads to explore the possibility of a Lutheran ministry presence in Florence and Queen Creek. Teams from Crossroads have attended ELCA trainings on Churches starting Churches for the past year and half. The existing Crossroads staff has taken the primary leadership roles in exploring ministry possibilities in these communities. Pr. Charles has meet with area pastors and leaders as well as local residents to determine general needs in this area. Sky Keaton has provided logical support providing all necessary paper work required of the Grand Canyon Synod and ELCA to register these sites as ministry explorations. Louise Gahm has conducted field studies and examine the range of the types of ministries possible and evaluated Crossroads capacity to implement ministry reaching these targeted communities. Kari Schnieder has thought about ways to meet the worship needs when the time is appropriate to offer worship experiences in these communities.

The recommendation was to continue the exploration and begin gathering with people as a spiritual community. This is best achieved by starting a missional community. If you are interested in starting or being part of a missional community in Florence or Queen Creek or your have family or friends in these areas that might be interested in a faith community, please contact Pr. Charles.

### **Crossroads Staff**

# Resource Allocation\*

October 2017 - September 2018

## Meet God

Gathering for teaching and worshipping God  
 Audio & Visual needs to enhance worship  
 Kids' City  
 Confirmation  
 Music Ministry  
 Worship Rental

## Meet Friends

Retreat  
 Marketing & Materials  
 Leadership Development  
 Faith Formation  
 Special Events

## Make Life Better

Engaging mission & serving others  
 Global & Local Missions

## Meet Friends

Operations  
 Administration  
 Hospitality  
 Missional Communities  
 Children's Ministry Events

\*NOTE: Staff Compensation has been split between Meet God, Meet Friends and Make Life Better since each staff is involved in all three areas of ministry.

## Mission Spending

2019

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### Income

ELCA..... \$32,000.00  
 Grand Canyon Synod...\$15,000.00  
 Offerings ..... \$113,000.00  
 Mission Partners ..... \$38,000.00  
 Daring Faith..... \$32,000.00  
**Total.....\$230,000.00**

### Expenses

Meet God.....\$81,000.00  
 Meet Friends.....\$76,000.00  
 Make Life Better..... \$69,000.00  
**Total.....\$230,000.00**

## Mission Spending Plan

2018 YTD thru September

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### Income

Offerings..... \$83,000.00  
 Mission Partners and Synod...\$51,000.00  
**Total.....\$134,000.00**

### Expenses

Meet God.....\$61,000.00  
 Meet Friends.....\$57,000.00  
 Make Life Better..... \$52,000.00  
**Total..... \$170,000.00**

# The Stories Behind the Numbers

We are the Body of Christ, called to mission and ministry in the San Tan Valley community and beyond. From mission work in faraway lands like Senegal to Agape College ministry, from disaster assistance to providing food for hungry school children, from children's ministry to weekly worship experiences Crossroads Lutheran Church continues in its mission of partnering with God to transform the world by offering help, hope and healing as disciples of Jesus Christ. As the church prepares to celebrate 5 years of worship and service, we look forward to the challenges of growing this ministry for generations to come. Listed below is how we can partner together to provide the resources for ministry. Please be in prayer as to your commitment and participation in providing resources for growing in mission and moving forward in faith!

### Meet God - \$61,000.00

Through music and worship we have the opportunity to express our faith and explore our God-given talents and offer those back to God.

Pastoral ministry to partner with the congregation to lead, nurture and embody Christian discipleship. This includes facility rental for our worship needs.

### Meet Friends - \$57,000.00

As we live in authentic community with other believers, Christ uses these relationships to change us and mature our faith. Providing our church, pastors and ministry staff with the support needed to implement and carry out the mission of our church. Technology, graphic design, marketing, communication, church management software and special events allows us to continue extending love, grace and hope of Jesus to our friends and the San Tan Valley community and surrounding areas.

### Make Life Better - \$52,000.00

Whether down the street or across the ocean, we extend the hope and love of Christ to a world in need by offering our resources to make a tangible and significant difference for the Kingdom of God in the world. Through benevolence giving and outreach ministries to House of Refuge, Navajo Mission, Combs Unified School District, Agape Campus Ministry and outreach to Florence and Queen Creek we extend the love of God for human fulfillment.