

CROSSROADS



Mission & Vision Annual Report

2024

INTRODUCTION FROM ECC PRESIDENT



Hello Covenant Family,

Thank you for the many ways you have been partnering and praying with me and the Covenant denominational team this year. I send each of you my gratitude and thanks! We have been through a significant season of change and are just at the beginning of living into a new ministry structure. It is my hope and prayer that these changes will allow us to resource and partner with you more intentionally as together we join God in God's mission to see more disciples among more populations in a more caring and just world.

Please know that our denominational team is praying for you too! Each of our ministry teams has selected a regional conference to pray for this year. If you would like to send your prayer requests, we would love to receive them. We want you to know there is a concerted effort to lift you up in prayer. This is one of the many ways we can live into our Three Strand Strong commitment. I pray our good and faithful God will provide for all your needs and amplify the many ways you demonstrate the love of Christ in word and deed in your community. I pray you will be encouraged even when circumstances are challenging, knowing that God is always at work. I pray the joy of the Lord will be your strength.

The psalmist writes, "Your love, O Lord, forever will I sing; from age to age my mouth will proclaim your faithfulness" (Psalm 89:1). It is an honor, privilege, and joy to serve the Evangelical Covenant Church. This past year has been full of experiencing God's faithfulness to his beloved church; from the wonderful church anniversaries being celebrated to 100 years of the gospel coming to the Democratic Republic of Congo, God has been faithful. What a magnificent God we serve! Please continue to share your stories of how God is at work in and through your congregation with us. We love to celebrate these stories with you. They are a gift and encouragement to the whole church! Looking forward, I am excited to see how God will meet our youth as they gather for Unite 2024. I know there will be new and renewed commitments to Christ as well as responses to God's call to ministry and service.

I pray every blessing upon each of you this Advent and Christmas season. As you gather in your local church annual meetings, may you reflect and marvel at God's faithfulness to you this year. For God's glory and neighbor's good.

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For God's glory and neighbor's good,

-Tammy Swanson-Draheim,
President of the Evangelical Covenant Church



MESSAGE FROM OUR PASTOR



How I have seen God at work this past year?

Over the past year, Crossroads has experienced an incredible journey, witnessing the transformative power of God in our midst. The generosity of our community has been evident through various acts of kindness, from supporting a family of 17 during Christmas to extending a warm welcome to new faces in our congregation. We've seen God move through fundraising efforts, food and clothing drives, and our unwavering support for missionaries. Crossroads has truly been a beacon of God's love, caring for the hurting, praying for the sick, and visiting the home-bound with compassion. Our community radiates life, joy, and love, consistently sacrificing for the needs of others.

Did you know that we collected over 190lbs for Second Harvest food bank, 20 bags of clothes for Project 180, and gave over 10 percent of our income to Missionaries? Or that we impacted a family of 17 through Tree of Hope, helped 10 families with their school supplies in August, or that we provided financial resources for Options Health. Crossroads has served Hope Academy and YVCS through the Fall/October festivals, making treats for the teachers, and through young life. Crossroads has given out of an abundance to those around us.

Where do I see God leading us this coming year?

Looking ahead, I believe God is calling us to open our doors even wider, building on the foundation He has laid in our hearts over the past year. As we've immersed ourselves in Scripture and prayer, God is preparing us for growth and change. The future for Crossroads is bright, filled with the Holy Spirit's presence and God's hand guiding us. I have confidence that great things are in store for Crossroads, witnessing a flourishing church and more individuals finding their way to follow Christ.

Though challenges may arise, I am certain that God's blessings are upon us. We will grow both deeper & wider this year, committing ourselves to more prayer, scripture, and praise. Our unity and connection will strengthen, becoming a force for good in the world. This year is not just about receiving; it's about sharing the love of Christ with the world. We will go out into the world, sharing the Gospel with people of all backgrounds, ages, generations, and races. The impact of Crossroads will be felt far and wide, as we continue to be vessels of God's grace and mercy in the community and beyond.

DREAMING BEYOND

This year our Leadership team spent a lot of time praying, dreaming, & planning for the future. What will Crossroads look like in 7 years? While we aren't sure what the future holds, we wanted to share some of the things that God was saying to us. This is us surrendering ourselves before God & his plans.

Care Ministry

Multiple teams of leaders/volunteers for Care, Benevolence, & Hospitality, that are active and connect in community and sharing the Gospel.

Missions

Crossroads becomes a hub for local & global missions and needs, serving those on the street, in need, who are hungry, and need shelter.

Special Needs

Special Needs Ministry is a Core Ministry and we create spaces for both Kids and Adults.

Leadership

Leadership Development Center at Crossroads

Outreach

We are training other churches how to do outreach, reach those with different beliefs, life styles, or non believers.

Facility

Our Church building expansion is done allowing for more ministry, classroom space, and a larger worship facility. Fully built field and Field houses- a gathering space for community.

Discipleship

We are building Kingdom Discipleship Makers. Other churches are copying what we are doing and we are helping others develop Discipleship pathways for their church.

Groups

Small /Home Groups in different settings, capacities, cities, and venues. Having significant impact and transforming lives for Jesus both online and in person.

Families

Every Classroom is overflowing with kids/students

Mens and Women's Ministry

Annual nation wide conferences for Men and women hosted by Crossroads.

Tech

Our Tech is helping us connect and create a vibrant experience/community for those outside the church walls to Connect to Jesus.

Communication

A communication team that oversees the whole strategy of Connecting ourselves and others to God

WHAT GOD IS UP TO AT CROSSROADS

**A GLIMPSE OF GOD'S GOODNESS AT CROSSROADS... Full report at www.wearecrossroads.church
CARE MINISTRY- Cheryl Summers**

How I have seen God at work this past year?

With generous contributions (money, gifts, and time) from our church family, Crossroads has continued to meet needs of others in 2023. God has blessed us with many opportunities to serve, including outside our church family. We provided meals, transportation, and assistance with household repairs and small projects. Making personal calls, visiting, and cards provided us opportunities to stay connected & serve together this year.

Where do I see God leading us this coming year?

As our church family grows, I believe we are being called to recruit and mentor leaders who will then step into leadership roles in our Care Team ministry. Current leaders are developing plans to equip successors. We will focus on a discipleship role as we encourage others to serve with us and connect ourselves and others to God.

Communications & Admin- Kathy Willoughby

How I have seen God at work this past year?

2023 was a year of profound provision. We saw God's provision in providing for Crossroads during a time of need with insurance money for our fence and the ERTC funds from the government. We are grateful we've always had the money to pay our obligations. I would add that God has provided us with Ezequiel and family church who keep us up and running. God has provided us with Stephanie to take care of our tech needs and so many lay teachers to take care of our teaching needs: Steve, Sue, Linda and Ruth. This community is blessed.

Where do I see God leading us this coming year?

I believe God has us in a position to challenge us. We're going to have to trust Him for our needs, trust Him to put us in a place where He can use us to further His plan. It's going to be exciting. All I can say is "Hold On."

Praise- Wayne Hall

How I have seen God at work this past year?

In 2023, we embarked on a journey of growth and resilience, swiftly identifying and overcoming challenges while developing creative solutions. There were lots of transitions and shifts as we found our collective voice. As the year progressed, we saw God moving throughout the worship team. Our team found it's rhythm, grew as a team, harmonized, become more unified, and gained confidence in the path we're taking. God also answered our prayers and brought new people to our team. It's such a rich blessing to have different voices leading.

Where do I see God leading us this coming year?

As we move forward, we are blessed with two local worship leaders; Tj Burke and Ryan Taylor. Both of these individuals have an incredible background in praise and worship. They are working with our team to elevate our worship and to create authentic space for all of us to encounter the heavenly father.

WHAT GOD IS UP TO AT CROSSROADS

WORSHIP TECH- Stephanie Soltero

How I have seen God at work this past year?

The worship tech teams strives to provide a worshipful atmosphere in our sanctuary and online so that God's name will be honored and His Word will be proclaimed. We have been consistently praying that God would send more people to be trained to do sound and tech. This year we had 2 youth volunteers begin training, and we also trained 2 volunteers of the new Brazilian church.

Where do I see God leading us this coming year?

It would be easy to highlight the dreams for all types of updated technology; there is always an update available. However, the dream for this ministry is people. The worship tech ministry is a great place for tech minded people, both youth and adult, to serve. The prayer is that God would prepare more volunteers.

FINANCIAL- Greg Jensen

How I have seen God at work this past year?

2023 was a great year of opportunities, challenges and growth. Our leaders listened to God and made plans to continue growing our footprint in most/all areas of ministry. And so we targeted a necessarily large "stretch" income goal to match. But God also spoke to the hearts of our congregation family – and they responded with faithfulness and generosity – again! Plus our ministry leaders were able to contain costs and root out external funds to bring us in under our expected spending plan.

Where do I see God leading us this coming year?

We already believe 2024 will be another incredible year of opportunities, challenges and growth. If last year's "T-shirt size" of our challenges was a MEDIUM, I believe this year's will be a LARGE. But the excitement for worshipping, growing and serving together is palpable – can you feel it? If not yet, roll up your sleeves and dive in – I guarantee you will catch the excitement bug too! We have some significant work to do this year to invest in our facilities and other upgrades to enable thriving ministry this year AND for the years to come.

FACILITY- Wayne Hudlin

How I have seen God at work this past year?

Our facility has become more welcoming. Though out the year, we have partnered with Hope Academy, Family Church, Fountain Church, & YVCS to elevate our grounds. Our sanctuary has new lighting, new painting, & other improvements. The outside got spruced up with new plants and irrigation systems. For Christmas we decorated both the indoors & outdoors with lights and décor. We have seen an increase in our numbers. God is good.

Where do I see God leading us this coming year?

We have had several first timers, some have stayed to be part of our community, and I believe if we continue to pray then more people will become part of our wonderful community. This takes the work of everyone.

MISSIONS- Linda Knight

Options Health serves women and their families in crisis pregnancies. They had a wonderful year as God provided a new building which enlarged their facilities and allowed them to double the families they served.

Project 180 serves the poor/homeless in the greater San Francisco area. We collected coats, blankets, etc. for them to distribute at the end of the year and a rehab/transition home in Benecia.

Bay Area Chaplains Ministry provides many services to both incarcerated men and women. Chaplin John and Chaplin Kate regularly meet with inmates in our county jails.

The Stokers, Carolyn and Jeff, retired in June after serving for 30 years in Africa.

Nathaniel and Darla Gregoriev had a very busy year! Quality checks on several media projects, 3 home/ministry moves, several overseas trips to conduct media production technical training, and duplication of several media projects to their target language groups around the world.

Bridges of Hope, Karyn Sorenson's work in Micronesia includes classes and a vibrant summer camp for teens. The island was hard hit by a typhoon and the repairs needed to the University were extensive but God was gracious and met needs both physically and spiritually.

BUILDING THE DREAM

RAISE

\$180,000

REPLACE

Roof on the Main Building,

RENOVATE

**Classrooms 110, 210,
Sanctuary and Entryway**

REMODEL

Kitchen Cabinets and Paint

REPAIR

**Toilets, Sidewalk, Patio
Tables, Garbage Cans**

RENEW

New Signage around Campus

**RISE UP
AGAINST
HUNGER**

**A Portion of Building the Dream
will go to provide meals through
Rise Against Hunger.**

Welcome to Building the Dream. We are embarking on an exciting journey to bring our shared vision to life, and we invite you to invest in this transformative endeavor.

VISION

Our church is more than just a building; it's a spiritual home where lives are transformed, and relationships are deepened. With your support, we have the opportunity to begin Building the Dream. Updating our facilities to enhance our ministries, and strengthen our impact.

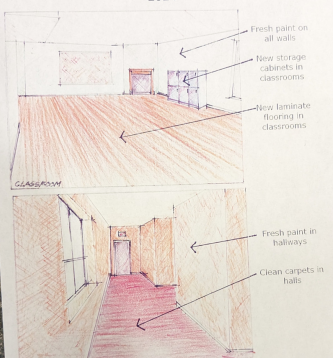
We want to create a space that is welcoming to kids, families, visitors, and our current community.

To help everyone who comes onto our campus feel Value, Worth, and Purpose in God.

We believe this is the beginning to Building the Dream that God has for us.

Now glory be to God, who by his mighty power at work within us is able to do far more than we would ever dare to ask or even dream of—ininitely beyond our highest prayers, desires, thoughts, or hopes.
Ephesians 3:20

Crossroads Covenant Church
Education Building
Remodel/Refresh Improvements
2024



OUR MISSION & VISION

Our Mission

Moving To Connect Ourselves and Others to God

Our Principles

Our Desire is that everyone knows they have Value, Worth, and Purpose in God

Our Values | What drives us Forward

- We believe the Bible is the Word of God and our standard for living.
- We follow Jesus.
- We are welcoming and loving.
- We embrace and support our community worldwide.
- We are a church in motion.

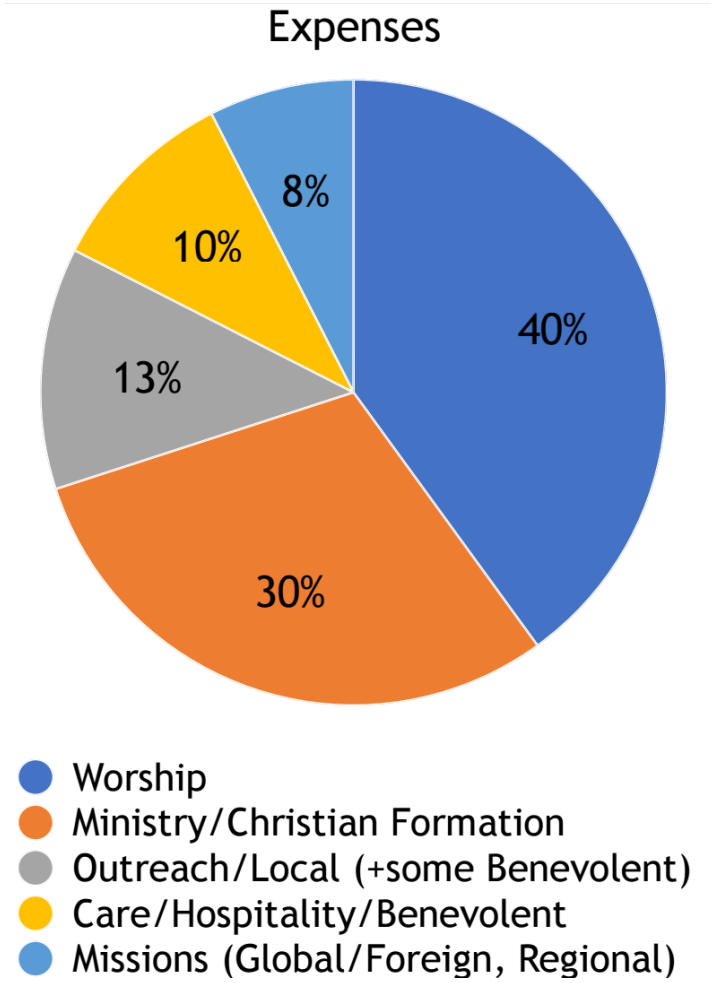
Our Vision

Crossroads Covenant Church desires to make an impact on your life, in our community, and in the world for Jesus Christ.

WORD for 2024 | MISSIONAL IMAGINATION

Scripture for 2024 | Philippians 3:12-14

12 Not that I have already obtained all this, or have already arrived at my goal, but I press on to take hold of that for which Christ Jesus took hold of me. 13 Brothers and sisters, I do not consider myself yet to have taken hold of it. But one thing I do: Forgetting what is behind and straining toward what is ahead, 14 I press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus.



Crossroads 2024 Ministry Financial Plan

Projected Income		Year	Monthly
	Tithes & Offerings (70%) + “Stretch” (5%)	\$ 249,389	\$ 20,782
	Facilities Use (25%)	\$ 83,400	\$ 6,950
	TOTAL Income	\$ 332,789	\$ 27,732
Projected Expenses			
	Worship	\$ 133,116	\$ 11,093
	Ministry/Christian Formation	\$ 99,837	\$ 8,320
	Outreach/Local (+some Benevolent)	\$ 41,599	\$ 3,467
	Care/Hospitality/Benevolent	\$ 33,279	\$ 2,773
	Missions (Global/Foreign, Regional)	\$ 24,959	\$ 2,080
	TOTAL Expenses	\$ 332,789	\$ 27,732



NEXT STEPS



We believe that our walk with Jesus is about taking steps every day towards God and that there are certain milestones along the way to mark our faith Journey. These milestones are outward expressions of an inward understanding of our faith. Connect to God, Connect to Others, and Connect Others to God.

Our desire is become **Kingdom Discipleship Makers**

In order to do that **Our Rhythms** must mirror that of Jesus. In all things we must ascribe to be more like Christ.

For us to have strong **Rhythms** we need **Healthy GROWING Habits**

Our **Momentum** forward is dependent upon our Rhythms and Habits.

Jesus replied: "Love the Lord your God with all your heart and with all your soul and with all your mind. 'This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself.'- Matthew 22:37-39

Our Discipleship Rhythms

UP | CONNECT TO GOD

We receive the promises of God and reorient oneself to God.

This looks like | Worship, Prayer, God's Word, Sacraments, Baptism, Communion, and other Spiritual Habits.

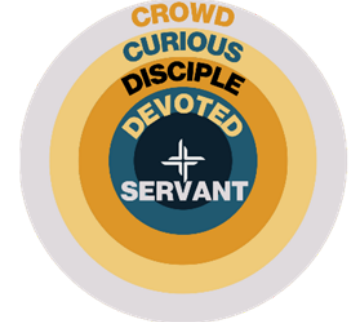
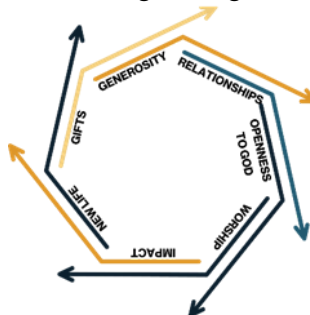
IN | CONNECT TO OTHERS

We become persons in the fullest sense in our relationship with God and with others.

This looks like | Groups, Discipleship, Serving, Care, and Fellowship

OUT | CONNECT OTHERS TO GOD

We believe that God is love and the best way to reflect God in the world is to live out his love through our thoughts, words, and actions. **This looks like** | Serving, Giving, Evangelism, Stories, Missions, and Outreach



HEALTHY GROWING HABITS

As a church we are committed to connecting with God and with one another. The way we do that is by participating in the community at Crossroads and Developing Spiritual Habits that elevate our faith and the faith of this community.

Where might God be GROWING you in this next season?

God- connect with God

Mark 1:17; Psalm 119:105 | What does connecting with God look like to you?... Opening the Bible, spiritual habits, praying, and discovering how best to connect with God.

Relationships- be in community

Matt 18; Acts 2:42-47 | Engaging in healthy community, small groups/ministry teams, is about growing in Christlike relationships w/everyone. How are you connecting /others?

Offering- give to God

Luke 21:1-4; 2 Corinthians 9:6-10 | We love seeing hearts desiring to share resources in order to grow the Kingdom. What would it look like to offer up your financial resources and watch God do incredible things through your giving?

Worship- praise God

John 4:23-24 | We do this by praising God through music, prayer, hearing God's truth, and rejoicing before our Creator. How are you aligning your heart with God's heart?

Impact- serve our community

Matthew 20:28 | God speaks often of the poor and needy. He commands us to give generously to them and to speak up on their behalf. How might you serve the community?

New Life- share stories/testimony

Luke 15; Acts 4:18-20 | Be ready for what God is doing in you, through you, and around you. Pray that you have a desire to share Christ w/your friends, family, and neighbors. Whom has God put on your heart to share His word with?

Gifts- serve at crossroads

Matthew 10:1; Ephesians 4:11-13 | How might you serve at Crossroads? Let God use the gifts that He has given you for His glory (worship, kids, youth, groups leader, greeter, food).

Baptism- Discovering A New You



Matthew 3:11-17 | If you are new to the faith be baptized & confess your love for God! Talk with us about what it looks like to have new life in Jesus.