

CROSSROADS CHURCH



ANNUAL REPORT

2021-2022



Lead Pastor's Report

As I write this report, I am reminded of what Solomon wrote in the Old Testament book of Ecclesiastes:

"There is a time for everything, and a season for every activity under the heavens: a time to be born and a time to die, a time to plant and a time to uproot...." —Ecclesiastes 3:1-2

I am about to enter a new season as I "retire" as the Lead Pastor of Crossroads on September 1. Although I will stay engaged and on staff in a reduced role, this is my final report. And it's my 30th report!

A lot has changed at Crossroads since 1992 when our name was "Community Covenant Church of Cottage Grove." We're now "Crossroads" and we have campuses in Eagan, Woodbury, Hastings, Cottage Grove, along with a huge online campus. We're no longer a church of a hundred people, but a church of thousands of people.

As we move forward, things will change. What won't change?

1. A laser-like focus on those far from God. As long as there is one more person who has yet to meet and be changed by Jesus, we won't stop reaching out.
2. A heart (and responsibility) for those in need, from our backyard to the ends of the earth.
3. A commitment to relevant, Biblical preaching. In a world where truth is up for grabs, we will continue to anchor our lives in God's unchanging Word.

4. A pledge to keep the pathway to Jesus unencumbered. By that, I mean we won't get sidetracked by "the issues of the day" (taking sides politically or getting involved in the culture wars). We are going to keep it simple and invite kids, teens, and adults to FOLLOW JESUS.

I'm excited about the future of Crossroads Church. God has given us a wise and mature Board of Elders, and a godly and gifted staff. And God has filled Crossroads with selfless and sacrificial people like yourself!

Thanks for your partnership. I look forward to serving with you in the days to come.

Phil Print
Lead Pastor

Campus Pastors' Reports

COTTAGE GROVE CAMPUS:

It has been an amazing year in Cottage Grove! We officially relaunched our campus in October. In the 7.5 months of gathering together, we've seen 12 people go public with their faith through baptism, and have over 125 people serving on the weekend. Our weekend attendance averages 115 adults in service and 20-30 volunteers. Not only that, but we've seen nearly 80 families be part of CR Kids at Cottage Grove since October, with 19 of those families being brand new to Crossroads!

Not a week goes by where I don't get to meet with someone reconnecting with Crossroads for the first time since quarantine, or checking out church for the first time just to "see what it's like." It has been so fun hearing stories of people meeting and being changed by Jesus through things like sharing a meal at an Alpha table, or having some lunch at a food truck after service. We even had people check out church for the first time because we painted the building!

If you've joined us on a Sunday in CG, you know that God has put together a pretty incredible team for our campus. Over this year, we have hired a producer, a worship leader, and a kids pastor. Every Wednesday, we spend time praying for our campus (and our church as a whole), and it's so encouraging to hear the heart our team has for the people of Cottage Grove. It is so much fun getting to serve with a team of people who are so passionate about what they do, and committed to the campus they love.

Selfishly as a dad, it's been really fun seeing momentum continuing to pick up in CR Kids. Since Christmas, we've had a number of families

start coming to Crossroads because of our Kids Ministry! As we move into the next year, it's going to be so important to recruit more volunteers to add to the outstanding volunteer team in CR Kids so that we're able to continue to grow as a campus and care well for the kids of our community.

For the coming year, we continue to pray that God would build our volunteer teams. In the midst of that, we're also continuing to take strides to make our campus an engaging and welcoming environment so that as people walk in, they notice something different. From fresh coats of paint to updating technology, I'm excited to see how God moves in everything from the details to the big picture as we keep praying for one more person to meet and be changed by Jesus.

Austin Walker
Campus Pastor

EAGAN CAMPUS:

The last year has been a blur! I cannot believe it is time for the annual report for the Eagan Campus! Do you know what I love about thinking through and writing this report? It gives me a moment to pause, to recognize, and to celebrate all the things God is doing at the Eagan Campus. Over the last year, life change seems to be everywhere. For example, there is a young mother who found CR through her young son. His love for CR Kids encouraged his mom and dad to start attending CR. The result... a life once on a downward spiral into addiction became a story of reconciliation and redemption! This young mother - now sober -

Campus Pastors' Reports

said yes to Jesus and yes to baptism! Now, here is the really cool thing – she is not the only one who experienced that kind of life change last year. At the Eagan Campus alone there were a handful of others with different but similar stories of finding life in their relationship with Jesus!

So, when I talk about the many new families coming to CR this year (actually 100% more than last year); or the nearly 80% growth of those attending worship services on Sunday or for the first time since 2018 (yup 2018), we saw more than 300 people gather for Easter, I am celebrating how God is moving to allow CR Eagan to be a beacon of hope on the second highest hill in Eagan! Yes, I am excited to pause, to recognize, and to celebrate all the things God has done and I cannot wait to celebrate the year to come at the next Annual Meeting!

Chad Melton
Campus Pastor

HASTINGS CAMPUS:

I'm so incredibly grateful for the people that I get to do life with as the campus pastor in Hastings. The people of the Hastings Campus have such an amazing heart to serve, love, and grow. They're a huge part of the reason why so many of the things that have happened over the past year have been as successful as they have been. They've partnered with God in powerful ways that have echoed into eternity. They've attended and helped host Alpha (nearly 100 adults participated!), they've stepped up to serve on weekly teams, they've helped start an ongoing recovery group on Monday nights, they've

invited friends to attend and get involved, and they've loved their neighbors well in the polarized world we all find ourselves in.

On the kids side of things, we've seen an increase in our overall volunteer base with many new additions (youth and adult) to the team over the past year. Kailey Johnson has done a wonderful job connecting with families and empowering leaders. I love floating back there on occasion to see the countless kids who don't ever want to leave that space!

On the youth side of things, we've seen a record number of kids at CR Youth on Wednesday nights throughout this past year. Grace Brager has done an incredible job building the volunteer team for Wednesday nights and creating a space that middle and high school kids love to be at. My current 5th grader CANNOT wait to be part of the youth ministry when the summer starts!

We're blessed to have two incredible worship leaders at the Hastings campus with Jesse Italiano (who also serves as part-time campus pastor) and Lindsey Semrau. I can't tell you how many times people visiting from out of town or for the first time have shared with me how amazing their leadership is on Sunday mornings. These two bring a great presence from stage and also a pastoral heart off of the stage.

I'd be remiss to forget to mention the role of Robin Burow over the past year as the campus admin. She keeps all of us organized (and our whole organization!) with her thoughtfulness and thoroughness in all she does. In addition to her role in Hastings she has also helped with admin duties at Eagan and with a variety of discipleship needs throughout the year.

Campus Pastors' Reports

As I consider this past year, I fully acknowledge the difficulties that we have faced, I take note of the ways God has worked in it all, and I look to the future hopeful for what he will do in and through each of us in this next season.

Tim Stanley
Campus Pastor

WOODBURY CAMPUS:

The last year can be summed up in one word: unwavering. You might be thinking otherwise with the unknowns of the pandemic still too familiar. At the Woodbury Campus, however, our staff has been unwavering in every area of ministry. At every staff position, we have seasoned ministry veterans who continue to push the envelope of professional, spirit-led ministry.

Not only are we staffed and ready for the future, but our volunteer ministry is also set up well to build on. We currently have over 400 volunteers serving across kids, youth, and weekend services which include tech and production, prayer, greeting, worship center hosts, safety, and café teams. This may seem like a lot of volunteers, but each ministry area is continuing to grow which means there will be a need for volunteers to continue to be added to the teams allowing for continued kingdom growth.

One of the numerous, amazing ways that God has moved over this last year has been through our Alpha course we offered starting in January of 2022. We saw around 150 people sign up, learn

about Jesus, grow in their faith, and ask some hard questions about Jesus and faith. We even hosted an Alpha retreat at the Woodbury campus. We saw mature Christians grow in their faith and understanding, and many young believers or people questioning their faith come to a safe, non-judgmental setting to journey with Jesus and grow in relationships with other Crossroadians!

Lastly, CR Kids has had an incredible year of growth. Not only has the volunteer team continued to grow in adult and teen volunteers, the amount of new families and kids has grown significantly! Over the last 12 months, we have seen 305 new kids check into CR Kids at the Woodbury Campus alone. 159 of those kids have checked in two or more times. 36 have checked in at least 10 times. This may seem like a dwindling number but that is close to one new family per month choosing Crossroads as their home church. This is a pretty great trend especially when Woodbury CR Kids attendance is hovering around 25% of the adult service attendance which is 5% above the national average of kids:adult ratios.

All in all, this was an incredible year and I cannot wait to see where God brings us over this next year of ministry as we continue to add to our volunteer base in preparation for the expanded growth expected in 2022-23!

Josh Miller
Campus Pastor

Discipleship Report

Discipleship ministry at Crossroads has been very exciting and impactful in 2021-2022. We've seen hundreds of people taking next steps in their faith this year through our Growth Track (Starting Point, Connections, Foundations and Groups), baptism, Alpha, Give Hope/Do Good initiatives and through our mission trip to Mississippi this winter. Here are a few numbers that explain what God has been up to through discipleship at Crossroads:

- 141 groups offered (including 47 Alpha tables);
- 830 unique individuals in groups in 2021-2022;
- 418 adults registered for Alpha;
- 94 baptisms;
- 23 new members;
- \$77,684.72 given through Give Hope.

Some highlights for this past year include:

- Our outdoor baptism last July at Schulze Lake Beach in Eagan. We were able to worship together and celebrate baptism together as one church across four campuses. (Next outdoor baptism, June 12)!
- Elijah small groups. We studied Elijah this fall in all small groups and through the weekend teaching series. This series was fun and brought unity as everyone studied the same content.
- Alpha. Alpha is a program surrounding the biggest questions of faith and life. It kicked off in January at all campuses and online and was a HUGE HIT. We saw hundreds of people's faith take off for the first time, or for the first time in a long time. Every campus is planning to host Alpha again this fall.

- The return of mission trips! We were able to put together a team this winter to head to Mississippi to rebuild homes damaged by severe flooding last June and we are planning a trip back to our mission partners in London this summer.

Thank you for your participation in and promotion of discipleship at Crossroads! Every member and attender of CR that attends and invites others to discipleship events and activities is a part of our mission to reach one more person for Jesus. People meet Jesus through invitation and are disciplined through participation -so again, thank you! We are looking forward to another fruitful year in discipleship at Crossroads.

Joelle Hassler
Executive Pastor of Discipleship

Next Gen Report

At Crossroads, we strive to do our very best to reach this next generation for Jesus. Before you read the Next Gen highlights from this past year, I want to take a moment and thank our Kids, Youth, and Young Adults staff and volunteers. They are amazing! They love Jesus and they love kids/youth/young adults/families so well. I'm so encouraged by what is taking place in our Next Gen ministries and this is just the beginning. The future is bright. Next time you see one of our Next Gen staff or volunteers, please be sure to thank them. They deserve it.

Jonathan Maley
Executive Pastor of Next Gen

CR KIDS:

This month marks a year since I took on the CR Kids role as part time director. As I look back on this past year I feel a sense of pride with how much this team has accomplished with the goal to love and serve families and kids at Crossroads. I think back to Jingle Jam in December and how much time and effort this team put into making an incredible family experience to kick off the Christmas season for Crossroads (and how we had over 1000 people register to attend!). I think back to last year's VBS (which we've renamed "Mini-Camp" for this year) and the hundreds of kids we got to serve for three summer weeks. I think back to the "Equipping Families" event that we held last fall to help resource and encourage parents. I think back to the ways that I have watched our kids pastors show care and kindness to their volunteers and kids on Sunday mornings. This is a special group of people that love Jesus and people in powerful ways.

When I think about the future for CR Kids, I'm excited for a number of reasons and would love to share a few with you... The first reason that comes to mind is that we've been seeing attendance continue to increase on Sunday mornings in our kids areas over the past few months. That means more kids to share Jesus with every weekend! Another reason is that Mini-Camp (formerly VBS) will be held at all four of our Crossroads campuses this summer which gives us a great chance to serve and love our regular attendees and also visitors from our communities. And the final reason I want to highlight (I could go on and on but I have to keep this under 300 words!) is that this staff is continuing to build incredible teams, dreaming for the future, keeping their eyes on Jesus, and expectant that "the best is yet to come."

Tim Stanley
CR Kids Director

CR YOUTH:

CR Youth exists to lead all students into a lifelong relationship with Jesus. Over the past year we have had the privilege of seeing God move in amazing ways in and through the lives of our youth.

There are so many things we could highlight from the past year from our events to our weekly programming. Here is just a sample of CR Youth highlights from this past year:

1. We launched our first consistent summer programming called Summer Nights. For 10 weeks straight we gathered for fun-packed and impactful services. This brought high-energy momentum into the fall.

Next Gen Report

2. We kicked off the school year with a local Fall Retreat where we gathered 130 students and 50 adults at our Cottage Grove Campus for a weekend to grow deeper in our relationships with each other and Jesus.
3. We kicked off 2022 with a bang by having our first overnight retreat in two years! This was our annual winter retreat called Winter Whiteout. We had two incredible weekends of students encountering Jesus.
4. This year, all four youth pastors were able to preach at their campus for Youth Takeover where we bring CR Youth to a Sunday morning. That morning we saw 45 students take the next step in their walk with Jesus by getting baptized.
5. As we approach the end of this school year, we decided to cap the year by doing a Big Give, where we challenge our students to give towards a project that is making an impact in the world for Jesus. We partnered with Project Rescue, an organization that rescues people stuck in the grips of human trafficking. We set a goal of about \$4,000, which would be \$15 a student for our regular attendance. Over the month of April, we saw just about \$6,000 come in, we are so proud of our students and leaders!

While it's been an unbelievable year at CR Youth, we are looking forward to what God is going to continue to do in and through CR Youth as we continue to lead all students into a lifelong relationship with Jesus.

Jessie Golnick
CR Youth Lead

CR YOUNG ADULTS

CR Young Adults exists to help young adults find Christ-centered community and over the last year, that has happened for many young adults within and outside of our church. This past year, CR Young Adults hosted many fun events such as a block party, a pool party, a tubing night, and many more. On top of that, we have been hosting gatherings once a month. These gatherings included a time of worship, a message, and an opportunity to build community. A highlight from the past year was that we hosted our first-ever Young Adults retreat with 70 young adults. It was such a special weekend to see God moving in the lives of this generation.

God has been on the move within this ministry, and as we look forward to this next year, we know He will continue to move in a powerful way. We will continue to host events, small groups, services, and a Fall Young Adult Retreat. In addition to the above, we are excited to launch a new one-day local retreat designed specifically for young adults in August.

Because of Crossroads, more young adults are getting connected, serving, and becoming deeper followers of Jesus, and that is something to be excited about.

Joey King
Young Adults Pastor

Operations Report

Another year has come and one with much happening from the operations side for Crossroads Church. Many changes have taken place, from a new church management system, new website, upgrades to facilities and grounds, and production improvements just to name a few. Financially, we have continued to improve our financial position and had our first audit in many years.

God is at work to help support all our ministry areas! More people are attending our facilities and we reopened our Cottage Grove Campus which brought several extra projects to prepare for that.

Here are some highlights from the year:

- Recruited and hired 13 staff members;
- Established shared leadership model for the TLT (Transitional Leadership Team);
- 90 day communication plan for Transitional Leadership Team;
- Consulting agreement with retiring Lead Pastor established;
- In Human Resources, we hired a part-time HR Generalist to help with training, hiring, onboarding, and staff appreciation. We also hired an experienced HR Consultant to help update the hiring and onboarding processes.
- Improvements to the staff benefits were added in November. We believe we have great benefits to help support our staff and retain them with these changes.
- We implemented Planning Center as our new church Management System. This included moving all our giving over to this new platform without losing any giving overall. We will be saving thousands of dollars in expense because of this move, plus it gives us a better system to do ministry.
- Completed our first audit in many years. Audit found no material deficiencies. You can be confident that we are handling the generous gifts you give to CR.
- Implemented collaborative budget process and meetings with budget owners.
- We continue to pay down our debt aggressively so we can be debt free in about six and a half years (loan balance about \$4.45M).
- In the financial area we continue to improve and build consistency. Giving is strong (up about 11.6% to last fiscal year and 5.0% to budget) and expenses tracking on budget for the fiscal year ending. We continue to have at least 16 weeks for reserves (number of weeks we could operate without any income coming in).
- Renegotiated the Hasting Campus lease to three more years with five years of that option that saved us money.
- Launching a new church website in May that will engage people more like our weekends and be easier to use.
- Reopened our Cottage Grove Campus by getting the building some much needed updating, like painting inside and out and some new furnaces.
- Our Woodbury Campus had several improvements from the parking lot, to landscaping, new carpet and tile and painting. A new sign on the building is being changed out to match our present branding.
- With the strong giving, our Elders approved an extra \$200K of capital spending. This includes projects like Eagan carpeting, mic system, and landscaping; at Cottage Grove, finish outside painting, new sound board and furniture; Hastings new speakers; and Woodbury

Operations Report

irrigation system, camera stands and carpeting in the main office area.

- On the technology front we added new equipment at each of our campuses to improve the weekend experience. Staff computers are updated on a schedule, so they have the equipment needed to do their job effectively.

Operationally, we are set up to continue to support the ministry and have flexibility to deal with any unforeseen situations. God is so good to supply for His Church! We are so thankful for you continued support so we can carry out our mission of “bringing more people in more places to Jesus.”

Dan Delaney
Director of Operations

Dave Kell
Executive Pastor of Operations

Elders' Report

The one word that represents the state of the elder board as we bring this fiscal year to a close is “thankful.” We are thankful to be through the succession planning for Phil Print’s retirement. After many nights of discussion, debate, thought, and prayer, we are thankful for God leading us to a plan for strong leadership of Crossroads Church for many years ahead. As we look back on the process, God’s hand was certainly in it through the twists and turns it took over the past few years.

We are thankful for the strong leaders we have in Joelle Hassler, Jonathan Maley, and Dave Kell, who will lead Crossroads through our next level of growth. In church ministries, finding someone who is a great communicator (aka preacher), and who can also manage people well is a very difficult find. Most great preachers are poor managers of people. Crossroads is blessed with two great communicators who also have great management skills: Joelle and Jonathan. Having spent many years in church leadership, I can’t stress enough what a blessing it is to have great communicators who can also manage well. To top it off, Crossroads has been blessed with many great communicators beyond these two to carry the load so we can be sure that every weekend we will have fresh and effective communicators delivering messages that move people to life change.

We chose a leadership team approach rather than a single leader approach for a few key reasons. First, in any organization, the leader who follows a long-term highly successful leader is most often doomed to failure for no other reason than the new person isn’t the old person. Given the high potential of our leaders under

Phil, we didn’t want to put any one of them in a situation where they are set up for failure. The other key reason for a team approach is simply the size of the role. With four campuses and over 3000 attendees, expecting one person to write, preach, and lead the organization and do all three of those things extremely well isn’t realistic. Dave Kell’s role was added to the leadership team to manage the business side of the organization. This role manages the corporate side of Crossroads: finance, accounting, HR, buildings and grounds. As a retired manufacturing executive, Dave brings great experience to Crossroads which allows the pastoral staff to focus on their goal of bringing life change to our communities.

The elders are also very thankful for all of you who call Crossroads your church and your commitment to give of your time, talents and resources. Your support of Crossroads through a pandemic with the mandates and restrictions imposed upon us over the past two years is amazing. While churches around the world struggled or failed during this difficult time, you stepped up your commitment level. Thank you all for your commitment to bringing life change to those in our communities and around the world who need it.

Lastly, the elders are thankful for Pastor Phil’s 30 years of excellent service to Crossroads. The “DNA of Crossroads” as we call it, came from Phil’s desire to build a church for people who have given up on church but haven’t given up on God, a church where no perfect people are allowed. You’ve heard our slogans over the years. They all point to one main mission: change lives by introducing people to Jesus.

Elders' Report

Phil's focus on the life change available through Jesus grew Crossroads into what it is today. Our job over the past many years was to put a good process in place to continue this life change work long after Phil, and the rest of us for that matter, retire. Thank you, Phil, and everyone who has called Crossroads "home" over the past 30 years. Heaven's population will be higher because of your commitment.

Paul Curtis
Elder Board Chairman

2022-23 Budget

General Fund	2022-23 (in \$000s)	2021-22 (in \$000s)
Budget	822	822
Debt	822	822
Operations	1,398	1,338
Discipleship	1,523	1,415
Capital	84	353
Next Gen	756	564
Total Budget	\$4,583	\$4,492

Actual Budget



