



ANNUAL REPORT



2023-2024

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Crossroads Church—One Church in Four Locations

Woodbury Campus:
5900 Woodbury Drive
Woodbury, MN 55129

Cottage Grove Campus:
7955 Ivystone Ave S
Cottage Grove, MN 55016

Eagan Campus:
4100 Lexington Way
Eagan, MN 55123

Hastings Campus:
225 33rd St W, Suite 2
Hastings, MN 55033

Campus Pastors Reports

COTTAGE GROVE CAMPUS:

It is so much fun getting to be part of what God is doing at our Cottage Grove campus! One of the highlights of my week, every single week, is getting to spend time with our volunteers before the chaos of Sunday morning and pray for what God has in store that day. Week in and week out, we talk about the privilege it is to welcome people into our building without ever knowing what they think about Jesus, church, faith, or spirituality. We don't know their history, we don't know their background, we don't know their story... and we get to welcome them in and see Jesus work.

We've seen that perspective bear fruit all over the place. I can't think of a month where we haven't had multiple families "checking out church" because of what they're hearing about CR Kids. Last week, I was in Hugo and ran into someone who was telling me their elementary-age child was asking to go to CR Kids, so they were going to check out Crossroads Cottage Grove that weekend! I don't know their story, their situation, or what God is doing in that family's life... but we get to welcome them in and see Jesus work.

The perspective even impacts the "little things" like bathroom facilities. We needed a better place for people in wheelchairs, walkers, and disabilities to be able to use the restroom, so this year we completely gutted and renovated our most accessible bathroom to create an ADA-compliant space. We don't know their stories, their needs, or their situations... but we get to welcome them into our building and see Jesus work.

Our worship center is filling up with people each weekend from different backgrounds, different countries, and different situations, all coming together to worship and be part of what God is

doing at Crossroads and in Cottage Grove. Not only is our campus regularly filling up for Sunday services, but we're also getting to host weddings and funerals regularly, providing a warm, caring, Christ-centered environment for some of the most important family moments. We get to welcome them in, worship together, and see Jesus work.

My prayer over the next year, as we continue to welcome people in and see one more person in one more place meet and be changed by Jesus, is that we begin to have more volunteers than we know what to do with! God is moving and impacting Cottage Grove, and we want to be able to grow and move with God as He works!

Austin Walker
Campus Pastor

EAGAN CAMPUS:

After a year and a half of serving at the Eagan campus, I am really grateful for all the movement and momentum we have seen in the people of Eagan. I have seen many seasons of CR and to be honest, the amount of engagement I've seen at Eagan over the last ministry year has been nothing short of God's stirring in the hearts of people. There have been new members, many new guests who have continued to come, and faithful people getting re-engaged in the life of the church. I can't speak enough of how God has shown up. We have seen people say YES to Jesus, have prayers be answered, and people's faith is growing! I am amazed as God has moved through the ministry in Eagan.

Since June of 2023, we have seen 25 people get baptized! Some of those are young kids taking their first steps in following Jesus and some are like an 89-year-old man who felt God asking him to take the step since he never had after decades of following Jesus. Praise God! We also saw 25

Campus Pastors Reports

adults participating in Alpha with 13 leaders. There have been 34 new volunteers and 134 active volunteers in the past 6 months. What I love about that is it's not just a number, but it's 34 people jumping onboard feeling led to join in on the mission of the church. We want more of Eagan to know the life-changing news that Jesus loves them and has a life of fulfillment for them too. AND our Eagan campus has been committed to doing that. Since last year, the Eagan campus has roughly 30-40 new people. It has been consistent and growing. We believe God has good things in store as we keep in step with his leading. It's not by the strength of a pastor or staff person, but it's through the prayers of believers and the power of God that more people are being added to the kingdom of God. At Eagan, we are celebrating the ways God has been stirring in the hearts of our people.

Jesse Italiano
Campus Pastor

HASTINGS CAMPUS:

It has been incredible to see how God has been working through the Hastings campus. This year has been a season of building. As some of you know, the Hastings campus went through a season of transition and hiring. However, God orchestrated and put together an amazing team to help carry and continue his ministry down in Hastings. It has been exciting to see how well they have worked together to serve the community of Hastings.

There has been growth in many different aspects at our Hastings campus. The Hastings campus has seen an 8% increase in our Sunday service attendance from this year compared to last year. Kailey Johnson (Hastings CR Kids Pastor) is seeing kids growing in their faith every single week. There has been a 19% increase in CR Kids attendance this year compared to last year.

There has been story after story of how kids who are newly introduced to Jesus are excited because they prayed for the first time. In addition, we have seen God change the lives of many students as well. Of the 63 total campus baptisms this year, 17 of those were youth who decided to say "Yes" to Jesus in their life. In addition, Grace Brager (Hastings CR Youth Pastor) is consistently hosting over 100 youth students in our building on Wednesday Nights.

Rhea Wikstrom has settled in as our worship leader and has done a great job creating a space for our congregation to connect with God through worship. She and Robin Burow (Hastings Admin and Lead Admin for CR) play a big part in raising up volunteers to make sure we continue to make our Sunday experience a reflection of who God is. Furthermore, we are grateful for the continued work that Robin puts in to connect people into our Discipleship Growth Track. It has been a blessing to watch our Growth Track help people build community at our church. Through the year we have seen new members go through Starting Point, Connections, Foundations, and even plug into a small group.

I have been serving as the Associate Campus Pastor and have been able to learn and grow throughout this year. As planned, I will be moving on to be the Hastings Campus Pastor this coming year. We as a campus staff are truly blown away on how we have seen God move and change peoples' lives this past year. It is an honor for us to be witnesses of his mercy and love. We are excited for how God will continue to work through this next year!

Emmett Rogers
Hastings Campus Pastor

Campus Pastors Reports

WOODBURY CAMPUS:

The Woodbury campus has handled the transitions of this past year with resilience and grace. There has been a lot of excitement around the addition of our new Lead Pastor, Jason Anderson, and our new Executive Pastor of Operations, Keith Miraldi. They both add so much to our staff and our congregation! We also have a new Middle School Pastor, Shawn Kelly, who brings joy to every room he is in and whom the students and volunteers adore. We are grateful to God for bringing these awesome pastors to Crossroads.

Through the transitions we have seen a lot of growth at the Woodbury campus. Our weekend services are filling up, and we now regularly see over 1000 adults attending the two services. We've also added many new volunteers this past year - to our prayer team, our café teams, our production team, our greeting team and more. If you are one of those volunteers, THANK YOU! You make Woodbury such a special place to worship. If you haven't jumped into serving yet, we can always use more help in our Kids and Youth spaces, as those groups continue to grow as well, and our Next Generation is SO important to us and to God.

Something special we tried this past year to reach more people for Jesus was the Christmas Spectacular. It was a phenomenal show for both our Kids and adults and drew more than 300 new families to Crossroads. That's pretty exciting! We plan to host the Spectacular again this coming Christmas season.

As we begin this new ministry year, we are looking forward to what God has in store. We are committed to serving alongside YOU, the congregation, with our whole heart and soul, anticipating that God is going to use Crossroads to reach SO MANY in the year to come. We are

praying and preparing and as we say every weekend in our opening video, "We won't take our foot off the gas, until everyone has an opportunity to know Jesus.

Joelle Hassler

Executive Pastor of Ministry

On behalf of the Woodbury Campus Team

Next Gen Report

CR KIDS:

The ministry of CR Kids may be filled with small people, but we have a BIG mission: To help kids discover and deepen their relationship with Jesus. We focus on three elements to accomplish our mission: Jesus, community, and fun! This past year we have seen God move mightily using each of these areas to help more kids discover and deepen their relationship with Him.

It is a privilege to work with an incredibly gifted CR Kids team. They keep the focus on Jesus, invest in the lives of kids, and prayerfully partner with parents. Each identifies and invests in leaders on our Kids Crew - the superheroes that make ministry possible. This past year we focused on outreach and volunteer culture. We prioritized aligning the team in mission and empowering them to lead.

I believe you are never more like Jesus than when you are investing in the life of a child. And let me tell you, the CR Kids Crew is committed to our mission. They take ownership, have fun serving, and even find community doing so.

There is so much to be thankful for and excited about in CR Kids. Here are some highlights from this past year:

- Approximately 4,000 kids engaged through services, events, and camps!
- 790 new kids attending services!
- 315 volunteers served on the CR Kids Crew!
- 36 Parent-Child Dedications!
- 305 attended Family Movie Night (some invited 2 and even 3 new families to join them)!
- Over 330 attended PJ's & Pancakes and invited many new families to CR!
- 360 attended the Kids Christmas Spectacular!
- 765 people participated in Mini-Camp at one of our four campuses (505 kids & 260

volunteers)!

- 82 Mini-Campers had never been to CR before (and for some it was their first time at a church)!
- Dozens of newcomers said 'Yes' to Jesus for the first time at Mini-Camp!

The formation and growth of a child's faith can't be easily quantified, but it is on display throughout the ministry. We hear it through parents celebrating when their child shares God's story at home or school. We see it when familiar smiling faces bring new faces to church with excitement, or in the indescribable sound of a room full of kids authentically signing praise, and in the artistic creations of preschoolers showing what they've learned. You hear it in small groups making connections with Jesus, one another, and their choices. We see it the moment a child born with special needs sees themselves the way God sees them. It's witnessed when elementary students are baptized. We see it in the eager class of graduating 5th graders entering CR Youth and in the many student volunteers in CR Kids.

The growth, health, and momentum of CR Kids is exciting. Both the Woodbury and Hastings campuses have had to reconfigure how we use our spaces multiple times due to capacity constraints. These are the kind of problems most churches pray for, and ones we feel blessed to solve. We expect to see the growth of CR Kids continue in the year ahead as we remain committed to creating safe, fun, transformational experiences kids want to attend. We're excited about improving our outreach strategy and how we equip parents.

God is doing great things in CR Kids through the support and generosity of our church. Praying for the year ahead!

Calvin Omtvedt
CR Kids Lead

CR YOUTH:

Several of our social media posts, as well as some of our merch, say “THE BEST NIGHT OF THE WEEK” because we think what is happening at CR Youth is truly the best thing teenagers can do with their time. Across our campuses this year, we have seen an average of 280 students walk through our doors on a typical night. During our services, we worship together, laugh, and create memories through games, hearing an inspiring message, and debriefing in small groups.

Over this past year, our students have really taken ownership of their faith and CR Youth as a whole. We are celebrating 46 students who decided to go public with their faith through baptisms. We have been blown away by students wanting more opportunities to dive into their faith and to help foster that desire, we started offering early morning worship twice a month called “Monday Morning.” Students gather from 6:00 to 8:00 a.m. to worship together and share testimonies of how they have seen God move in their lives.

Our retreats this year, Fall Retreat and Winter Whiteout, yielded some amazing moments. And while I would love to spend the next couple of pages listing them all, I am limited in these paragraphs, so let me give two numbers we are so grateful for- 274 & 27. Between these two retreats, 274 students felt they heard God speak to them & 27 students said “YES” to a relationship with Jesus for the very first time! YAY GOD!

We ended our spring semester as we typically do with The Big Give. The Big Give is an initiative to teach our students the importance and impact of generosity. CR Youth will pick an organization that is bringing the hope of Jesus somewhere in the world. This year we decided to partner with

World Vision, a Christian organization that is working to end the clean water crisis that is still impacting two billion people. So, we set a huge goal of \$9,000 which would provide 180 people with clean water for life. After the four weeks, we not only met our goal, but we surpassed it and gave \$14,381.04 which provides 288 people with clean water for life.

We are so thankful for the ways God has moved this year in CR Youth and we cannot wait to see what happens next year!

Pastor Jessie Nelson
CR Youth Lead

CR YOUNG ADULTS

Young adulthood is a strange season of so much transition, big life decisions, growing-up questions, and growth. We're honored that we can make space for the 18 to 32-year-olds at Crossroads to find a church family and grow closer to God in a season where it's so easy to drift. That's why our vision is “community is possible.” It has been encouraging to see God breathe passion and faith into these lives, and to watch them pour that passion back into their circles and our church. As I reflect on the last year of Crossroads Young Adults, a couple of words come to mind: “eager ownership.” Here are a few glimpses of how we see that happening.

Each season, we host a YA Gathering where we participate in worship together, hear a message pointed to the young adult season, and have gathering time afterward. It's a fun way to come together across all campuses. Every time we open the building for a YA Gathering, Worship Night, or Afterparty I have to move the crew to another after hang spot because they just don't want to go home yet.

Next Gen Report

We have also been facilitating Mini-Hangs where a person in our community hosts a group of young adults to connect over the same shared hobby or activity. These have included game nights, paintball, mini golf. At our last two Mini-Hangs we had 35 ladies gather for Galantines and over 55 people come play pickleball. At this rate, we will need to take the “mini” from mini-hang! These hangouts have been a huge catalyst for growing relationships and helping our YA feel like they have a place to belong.

It's our hope that YA are participating in the larger community at Crossroads too. Across our campuses, young adults are pouring into our next generations at CR Kids and CR Youth and have gathered for Alpha at specific young adult tables. Plus, check out our stages- many of our worship team members are young adults. At the Hastings campus, there is a crew of young adults who faithfully sit together for worship week to week and often round out their time with lunch and fellowship.

CR Young Adults are taking our Crossroads mission of “one more person in one more place” personally. Six of the 12 DR missions trip team were young adults. We have a small group that has outgrown their home and the 25 members have moved to a campus to make more space. One of our current small groups has more non-believer friends and co-workers in attendance than believers and are hearing about the hope of Jesus. Weekly YA are inviting people to join worship at CR.

This year we “graduated” some of our founding young adult team. We thank Neal, Emily, and Danielle for all the passion, prayers, and time they gave to this ministry. They set us on a great foundation. We welcomed Olivia and Bryson to the team who are coming with all kinds of new excitement, and Jessie is still bringing the big

ideas and laughs! I'll be stepping out of my staff role as Young Adult Pastor as I look forward to welcoming our first baby boy this summer, but I plan to serve on the team and continue to see God move. I'm so very thankful to have this ministry for myself, my friends, and the “one more” that's out there seeking.

Kailey Johnson
Young Adults Pastor

Care Ministry Report

It is a blessing and a privilege to serve our congregation through our care ministry. We lean in during times of celebrating what God is doing and during times when life can be difficult as well. We desire to celebrate in sweet moments and to walk with you when times are tough. As a church we have served in the following ways through our care ministry

- > We have helped more than 42 families with financial assistance during a time when they were experiencing hardship.
- > We have celebrated and officiated 10 weddings, helping prepare them before the wedding for a Christ-centered marriage through mentoring.
- > We have served 17 funerals where we have been able to walk alongside families in their grieving and provide care and support.
- > Over 90 meals have been delivered to families who needed additional support.
- > We received and prayed over 6066 prayer requests.
- > An average of 100+ cards each month have been sent in response to prayers and praise
- > Our care team has also done multiple at-home and hospital visits, offering prayer and encouragement in a time of need.

May you feel our prayers over each of you and know that we are thankful for you.

Lisa Renlund
Care Pastor

Discipleship Report

Our 2023-2024 ministry season has been jam-packed with tons of great opportunities for people to grow deeper in their faith. Through our Growth Track, we've seen hundreds of people connect at Crossroads and grow closer to Jesus.

Here are some fun numbers to celebrate:

Starting Point (for those new to CR): 146

Connections (connect people to one another): 101

Foundations (Evangelism course): 82

Alpha (outreach to non-believers): 269

Groups (growing in faith): 697

One highlight for Groups is that this past fall we hosted a church-wide group series on the study of Paul. There was an incredible feeling of unity as we aligned our groups across all campuses. Plus, it was really cool to learn about the Apostle Paul! And then, in January, a HUGE number of people signed up to be a part of our Alpha course. Through Alpha, we saw so much personal and spiritual growth happen. We plan to run Alpha again in the fall of 2025!

Here are a few more highlights from the Discipleship Ministry:

> Five teams from across our Crossroads campuses cared for six families who had newly arrived in the United States through Arrive Ministries. They cared for these families faithfully for the past year. In the fall, our Give Hope Initiative raised funds to provide for these families' basic needs including coats for the winter, transportation assistance, and flight fees.

> We also sent mission teams to London and the Dominican Republic this ministry year. We served New River church in London to help put on their yearly Vacation Bible School. And in the DR, we partnered with Doulos Discovery School, whose goal is to raise up revolutionary Dominican

servant-leaders from all social classes to address the spiritual, social, and economic challenges of their country for the glory of God. This coming year we are planning several more mission trips through an organization called Praying Pelican Missions.

> Many people took huge steps of faith at Crossroads this year as well. 207 people were baptized this ministry year and over 200 placed their faith in Jesus either as a commitment or a recommitment. Each new believer receives an awesome resource called our "Yes Booklet" that helps them get started as a new disciple of Jesus.

> Lastly, we experimented with gathering men and women at Crossroads at two events. The men gathered at Top Golf this fall and the women will gather at a spring event in less than a week (May 19). We are hoping these kinds of events catapult more people into community at Crossroads.

We are looking forward to a wonderful year of discipleship ahead! Thank you for your support, prayers, and involvement this past year!

Jen Pattengill
Discipleship Developer

Joelle Hassler
Executive Pastor of Ministry

Elders Report

The current state of the elder board is summed up in one word: Grateful!

We are grateful to God for answering prayers for unity and clarity in our Lead Pastor search. God's faithfulness over the past 30+ years in bringing the right people to Crossroads as needs arise is an incredible blessing.

We are grateful for Crossroads staff who persevered through the uncertainty of change while accepting new roles and challenges with the determination to do them well.

We are grateful for our campus communities and their commitment to prayer as well as their willingness to give of their time, talents and treasure to reach one more for Christ.

We are grateful to Jason and Amy Anderson for answering the call to the next level of church leadership in their lives.

As Chairman of the elder board finishing up my last term, I am grateful for the elders who are called to serve in that capacity for Crossroads. It is a group of leaders who share a common commitment to build an organization with a focus on connecting people to Jesus and Jesus to people with a goal of reaching one more for Christ.

With our new leadership group in place and new elder terms beginning in June, the next year will bring a lot of discussion on what is next for Crossroads. How will we as a church set out to be the best we can be at reaching one more for Christ?

What can you do to help in that effort? Two things: First, pray for God's guidance. Pray for Crossroads and your community. Ask God to open the hearts of those far from Him in your community so they can experience amazing life change through a relationship with Jesus.

Secondly, be available. Make yourself available to whatever role God has for you to reach your community. I heard an NFL player last year say "the best thing you can be for your team is available." Think about that for a minute. You can be the most gifted and skilled person for a particular role but if you aren't available, your skills go unused and the team suffers. For those of you who make being available a priority, thank you! For those who struggle with busy-ness, put some effort into making yourself less busy and more available for the greatest mission on earth: reaching one more for Christ. Changed lives make God happy!

Paul Curtis
Elder Board Chair

Operations Report

The Operations world exists to serve behind the scenes to “protect the church” and set up our ministry world with the right systems and process to thrive and accomplish the mission that God lets us be a part of. It has been so fun for me to get to know our talented team and see how each of their roles is vital to the ongoing operations at our church. With the staff transitions in the Ops world over the last 12 months the focus has been on maintaining ministry. While I know our report in 12 months will be look WAY more robust, the focus of this year has been keeping the church steady, and our Ops team keeping themselves steady as the “new guy” came in and asked lots of questions, while our team patiently answered them and helped me get my feet settled in my role.

The Operations world consists of:

Finance — Led by Violah Kamusiime and her team of finance volunteers, we are able to have millions of dollars pass through the accounts of the church and to make sure we are best set up for the funding of ministry. Our volunteers handle their responsibilities with incredible integrity and have a heart to serve our church through tasks such as counting money each weekend, signing checks for vendors, and serving our elder board as we leverage the gifts and talents of the whole church. Violah is working on numerous ways to automate processes so that she can be the best “one woman staff band” that the church world has ever seen.

Facility Management — Led by Murphy Lawson, we have been working on both reactive and preventative tasks to help set our buildings up for long-term success. Murphy is working on an overall vision and strategy for how to best maintain our buildings, while looking at ways to best leverage volunteer teams to help in areas where their skills and talents can help keep our facilities looking and running great. Murphy works closely with staff, vendors, and contractors to accomplish all

the things needed for our facilities.

Administration — Led by Robin Burrow and Shellie Otto, we have continued to leverage our church management system to help free our pastors to do “what only they can do,” and to let our church management system be the driver of the organization of our operations and volunteer worlds. PCO is a great tool, and we have only scratched the surface of how we can best leverage it as a ministry tool. Shellie continues to be the glue that holds lots of things together as she helps our staff and attenders with whatever their moment of crisis is with incredible grace and wisdom.

Human Resources — We transitioned towards working with a company that provides contract HR help, rather than have a full-time staff member in HR. This allows us to have the legal and staffing expertise we need, while allowing us to plan for what the long term staffing of our HR world needs to look like at Crossroads. We are in the process of transitioning to a web-based HR Management platform, that will help our hiring, staff management, and benefits management be more seamless as we move into the future.

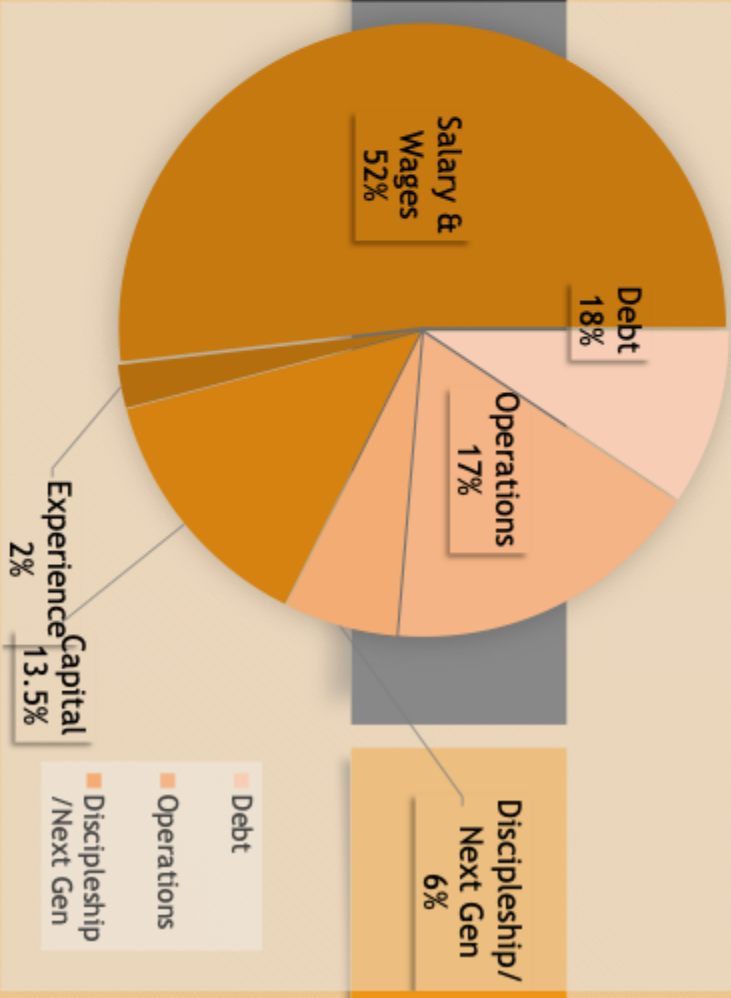
Operations — I have been working on big picture operations tasks that impact all of these areas. I am working to make sure that our staff have the right tools to be able to do their job. In each of the areas above we are looking at what the best short- and long-term tools are for us to most efficiently move the mission of our church forward. We are growing as a church, we are growing as a team, and we know that for God to do the work that He has called us to, as a church we have to keep doing our work behind the scenes to protect our church and set us up for effective future ministry.

Keith Miraldi
Executive Pastor of Operations

2024-25 Budget

General Fund	2024-25
	Actual
Debt	\$482,442
Operations	\$876,503
Discipleship/Next Gen	\$310,825
Capital	\$700,000
Experience	\$118,323
Salary & Wages	\$2,674,253
Total Budget	\$5,162,366

Actual Budget



New Elder Board Candidates:

Rufus Adewola

Rufus and his wife Eddie have been married for almost 30 years and blessed with six grown-up children. Rufus migrated to the United States in 1982 from Nigeria and they have called Crossroad Church home since 2016. They attend the Woodbury Campus. Rufus serves on the worship center host team and volunteers in other areas in the church, while Eddie serves on the prayer team.

Rufus received a degree in Accounting from Prairie View A & M University in Houston. He has owned and operated a homecare business based in West Saint Paul with his wife since 1999, providing services to persons with disabilities, both adults and children.

Rufus is well-connected in the Cottage Grove community, having coached youth soccer for about fifteen years, and is well-recognized and participates in the Nigerian community activities. Rufus enjoys watching sports and travelling.

Scott Sinclair:

Scott has been married to Nikki for 23 years. He received his Bachelor of Architecture from Iowa State (2001) and Master of Architecture from Pratt Institute (2004). Scott attended ISU on an Air Force ROTC scholarship and was commissioned as a 2nd Lieutenant (Civil Engineer Officer) upon graduating with a degree in Architecture.

Nikki and Scott met their freshman year and married after he graduated in 2001. They then spent six years on active duty stationed in Colorado, Ohio, New York, Kuwait, and Iraq. In 2006, Scott separated from the Air Force after spending a year in Baghdad and took a job with a Minneapolis architecture firm. This was also when they started a family with little Jacob arriving

about 9 months and 1 day after Scott returned home from Iraq. His civilian career was cut short by the economic slowdown of 2008, and facing unemployment, Scott decided to start his own business. God has been good as they have seen steady growth for both the business and family (Nathan was born in 2011) since starting the business. Today, Enviros is a team of 45 remote-based employees focused on energy engineering and building performance management for numerous federal and commercial clients. The Sinclairs moved to Hastings in 2008 and spent the first 10 years attending The Harbor Church, and then transitioned to Crossroads shortly after the Hastings campus was launched. In the church, Nikki and Scott have been fortunate to lead a number of marriage ministry small groups, Financial Peace University classes, and a variety of other small groups. One particularly memorable mission was joining the World Vision team for the 2019 Twin Cities Marathon and helping raise over \$5000 for clean water projects (something Scott will never do again... 26.2 miles is driving distance, not running).

For fun, Scott enjoys traveling with his family, anything outdoors (fishing, mountain biking, skiing, hiking), garage sale-ing ('tis the season!), and making pots in his pottery studio.

Scott is humbled and excited to be given the opportunity to serve Crossroads and help continue our mission, while also being challenged to grow in his own faith and walk with Christ

NOTES:

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