



Annual Business Meeting Agenda

February 27, 2022

Call to Order

Welcome and Prayer

Approval of Agenda

Approval of 2022 SBM Minutes

Approval of 2021 ABM Minutes

Presentation of Nominees

2021 Financial Report

2022 Spending Plan

PASTORS REPORTS

Russ, J.D., Ben

Closing Prayer

Adjourn

CROSSROADS COMMUNITY COVENANT CHURCH

SPECIAL CONGREGATIONAL MEETING MINUTES

JANUARY 2, 2022

Purpose to consider hiring new Youth Pastor J.D. Tuell

Opened in prayer by Pastor Ben Emmons

Quorum- of 56 members in attendance was confirmed; Total membership at the time of this meeting was 279. Total in attendance was 72 voting members with 54 in person and 18 virtual voting via text. Total attendance was not taken. (see signatures-**Attachment 1**).

Called to Order:

The Special Congregational Meeting was called to order at 12:30pm by Leadership Council Chair, Nancy Beyer.

Q & A with Youth Pastor Candidate J.D. Tuell

Transition Team Chair, Patti Timbers conducted a question and answers time with the congregation. Rob Mohrweis from the Transition Team explained the process.

Quorum & Call for the Vote

Leadership Council Chair, Nancy Beyer announced that we have a quorum.

*Deborah Baker motioned that the Congregation approve to extend a letter of call to Justin Daniel (J.D.) Tuell as Youth Pastor of Crossroads Community Covenant Church. Marcel Suter seconded the motion. There was no further discussion. The vote was called for by paper ballot (**Attachment #2**).*

JoAnne Wolf and Erlene Collard counted the ballots.

Leadership Council Chair, Nancy Beyer announced that Justin Daniel (J.D.) Tuell was approved by the Congregation. *Justin Daniel (J.D.)Tuell accepted the call and was Commissioned by Pastor Ben in prayer.*

Closed in Prayer by Pastor Ben Emmons

Nancy Beyer adjourned the meeting at 1:11pm

Respectfully Submitted by Deborah Baker on behalf of Janice Asher, Secretary

ANNUAL CONGREGATIONAL BUSINESS MEETING MINUTES

FEBRUARY 21, 2021

Opened in prayer by Pastor Russ Blake

Quorum- of 57 members in attendance was confirmed; Total membership at the time of this meeting was 285. Total in attendance was 97 voting members with 91 in person, 6 virtual signed in via text. Total attendance was not taken. (see signatures-**Attachment 1**).

Called to Order;

The Congregational Annual Business Meeting was called to order at 4:05pm by Council Chair, Nancy Beyer.

Agenda;

Following review of the agenda (**Attachment 2**) *Deborah Baker motioned to approve the agenda as presented. Donna Rohrer seconded the motion. There was no discussion. Motion was unanimously approved.*

Approval of 2019 Annual Business Meeting Minutes;

The February 9th, 2020 Annual Business Meeting Minutes were reviewed (**Attachment 3**). *Deborah Baker motioned to approve the 2020 Annual Business Meeting Minutes. Patti Timbers seconded the motion. There was no discussion. Motion was unanimously approved.*

Youth and Family Ministry Report- Pastor Mike Hobbs

*Mike Hobbs reviewed his written report (**Attachment 4**). There were no questions from the floor.*

Children's Ministry Report- Crissy Hobbs

*Crissy Hobbs was unable to attend so Mike presented on her behalf. Mike reviewed Crissy's written report (**Attachment 5**). There were no questions from the floor.*

Worship Report- Debbie MacNealy

*Debbie MacNealy was unable to attend so Pat MacNealy presented on her behalf. Pat reviewed Debbie's written report (**Attachment 6**). There were no questions from the floor.*

The Lord's Tables Saturday Ministries Report- Deborah Baker, Ministry Facilitator

Deborah reviewed her written report (**Attachment 7**). In addition, Deborah shared that these ministries have experienced over a 60% increase in folks looking for help since the pandemic started. She commended the leaders Mike Pusateri, Tommie Hawkins and Sue Bauer for their creative and successful response to meet the needs safely during the pandemic lock down.

Transition Team Update - Chair, Patti Timbers

Patti discussed her report (**Attachment 8**). There were no questions from the floor.

Leadership Council Chair- Nancy Beyer

Nancy Beyer shared her written report (**Attachment 9**). There were no questions from the floor.

Pastor Russ Blake's Report

Russ reviewed his written report (**Attachment 10**). In addition, Pastor Russ shared he will not be retiring until August 2021 and will be co-pastoring with Pastor Ben Emmons until then. Leadership Council voted to hire Sarah Emmons as the interim Children's Ministry Leader to fill Crissy Hobbs position until August 2021. The goal being to not have any lapse in this ministry while searching for Crissy's replacement. Russ also explained that Sarah will report directly to Russ. Council is currently working on a Youth Ministry interim plan while the Transition Team works to fill the position

CCCC 2021 ABM Continued....

as God leads. Russ shared that while sharing with other pastors he described Crossroads response to the pandemic restrictions regarding service as, ***“The Quadruple Play”***; **Live Streaming** on YouTube, **Drive-In church** (cars in parking lot), **Lawn Chairs Outside** and **limited Indoor Seating**...all at the same time each Sunday. There were no questions from the floor

SPECIAL: There was a, “Chariots Of Fire” type presentation with retiring Senior Pastor Russ handing off the “baton” to new Lead Pastor Ben.

New Lead Pastor, Ben Emmons Report

Pastor Ben shared his written report (**Attachment 11**). In addition Pastor Ben shared his vision for Crossroads moving forward from Isaiah 54. That Crossroads will continue to, *“Be the Church”*, helping the hurting and introducing folks to Jesus!!!

Elected Leadership Positions Affirmation

Nancy Beyer explained the process. *Deborah Baker motioned to affirm the nominees presented by the Nominating Committee (Attachment 12), Floyd Dugger seconded the motion. There were no questions.* Members were asked to cast their votes by ballot. JoAnne Wolf and Erlene Collard counted the ballots and reported that all nominations were approved.

Financial Report Jim Downing- Financial Officer

Jim reviewed his written report (**Attachment 13**). In addition Nancy thanked the Finance Team.

2020 Year End Financial Report and 2021 Spending Plan Proposal- Jim Downing- Financial Officer;

Jim reviewed the 2020 yearend report and the 2021 Spending Plan proposal (**Attachment 14**). In addition, Jim shared the following;

- Although 2020 ended with a shortfall of \$160K in budgeted income, actual expenses did not exceed actual income. In fact we ended 2020 with a positive balance.
- Goals for the 2021 spending plan is to fully fund full staffing, keep the lights on and support ministries. There were questions and answers from the floor.

Deborah Baker motioned to approve the 2021 Spending Plan, Ron Morse seconded the motion. There were questions and answers from the floor. The vote was called for by ballot.

JoAnne Wolf and Erlene Collard counted the ballots and announced that the 2021 Spending Plan was approved.

Elected Leadership Positions Affirmation-Commissioning of New Leaders

Russ commissioned the new affirmed leaders with the congregation;

Michael Davenport-Council, Janice Asher-Council, Dean Prayner-Council, Annie Ford-Council, Luke Clark- Council, Seth Timbers-Nominating Committee and Felicia Pearson-Nominating Committee

Written ministry reports were handed out at registration (**Attachment 15**). Also included is the signed Ballot Tally Sheet (**Attachment 16**).

Closed in Prayer by Pastor Ben Emmons

Nancy Beyer adjourned the meeting at 5:23pm

2022 LEADERSHIP NOMINEES

Candidates for open positions in leadership to be affirmed at the Annual Business Meeting 2.27.22

candidates serving a second term ** mid-term replacement *partial-term replacement up for first term*

Leadership Council

New Nominees: Shawn Hummel, Steve Simpson

Pat MacNealy*, Annie Ford***

Nominating Committee

New Nominees: Linda Brockmeier

Mutual Ministries

New Nominees: Donna Moline, Dave Shaw, Ron Morse

RETURNING LEADERS

Leadership Council Members serving in 2022

Pat MacNealy *

Michael Davenport

Janice Asher

Dean Prayner

Annie Ford***

Todd Gathany**

_____ (open position)

_____ (open position)

Pastor Ben Emmons; Ex-Officio

Pastor Russ Blake; Non-Voting Ex-Officio

Nomination Committee Members serving in 2022

Seth Timbers

Felicia Pearson

_____ (open position)

_____ (appt. from L.C.)

Pastor Ben Emmons

Mutual Ministries Members serving in 2022

Deborah Baker

_____ (open position)

_____ (open position)

_____ (open position)

_____ (Vice Chair of L.C.)

_____ (appt. from L.C.)

Pastor Ben Emmons

TERMS COMPLETED:

Leadership Council: Nancy Beyer, Keith Hillstead

Nomination Committee: Peggy Normet

Mutual Ministries: Mike Lynch, Sue Bauer

TERMS NOT COMPLETED:

Leadership Council: Luke Clark

Council Chair Report

As my time as the Council Chairperson comes to an end, I want to say thank you for entrusting me to be a part of the Leadership Team. I have had the honor to serve with two amazing teams over the last four years. I will miss the time spent making decisions that help Crossroads be the great church that it is, but I know that I have served my time on this team and I know that God has other plans for me here.

As the chairperson and lead of the Welcome team, I think the most exciting part of this year was watching us grow as a church. Seeing people come back after watching church from home to seeing new faces walk through the door each week. I know God has great plans for our church and I feel blessed to be part of it.

Thank you again for allowing me to serve God, the church and you in such a capacity.

Nancy Beyer

Financial Officer Report

Hello fellow Crossroaders,

We continue to face challenges but as overcomers, we put them behind us. God blesses us in our needs to see us through so that we may continue the mission. While we adapt to the ever-changing environment, we do this looking forward. As you have and will hear from ministry leaders, we continue to have success within the church and the community.

We said goodbye to a few key staff in 2021, promoted a pastor and partially retired another. Many of these changes lead to cost savings that allowed the budget to remain positive even though we did not reach our giving goal. While we missed this goal by some \$130,000 or about 14%, we increased the general giving by about \$60,000. In an era where members can “attend” from anywhere (online) and do not pass an offering plate, God blesses us with increases to general giving. We painted the church’s exterior, got the PPE loan forgiven, supported a free VBS, and various celebrations. We have seen members step up and fill these vacancies to ensure the church and its mission continue to function.

The spending plan for 2022 proposes an increase which is less than measured inflation. While there are plenty of projects to fund, we continue to think strategically taking baby steps toward future goals. We have filled the Youth Pastor vacancy but there are others that need to be filled. There will be repairs and maintenance needed as the building continues to age. Also, there is outreach, while we ourselves feel the pressures of inflation, we recognize that others feel that pinch as well. We want to play a part in God’s plan to provide.

While I think about the last couple of years and consider all the changes we have seen I see that we, the body of Christ, are still moving forward. I am reminded of Psalm 81:10 *For it was I, the LORD your God, who rescued you from the land of Egypt. Open your mouth wide, and I will fill it with good things.* I feel our financial needs are proof that God looks out for us, providing for all our needs. I pray that we will always be looking up, for the good things as well as looking around to share these good things.

Mike Davenport

Financial Officer

Crossroads Community Covenant Church 2022 Proposed Spending Plan

	2021 Approved <3.5 %	2021 Actuals	2022 Proposed <2.6%
INCOME			
General Funds			
General Giving	930,529.00	799,141.75	954,217.00
Total Income	930,529.00	799,141.75	954,217.00
Tithe to Denomination and Reserves			
Tithe to Denomination	(139,579.35)	(119,871.26)	(143,132.55)
Reserve Fund 1/4% GG	(2,326.32)	(1,997.85)	(2,385.54)
Total Tithe to Deno. & Reserves	(141,905.67)	(121,869.11)	(145,518.09)
Interest			
Interest on Savings/Dividends		235.28	
Total Interest		235.28	
Gross Income	788,623.33	677,507.92	808,698.91
EXPENSES			
Administrative Expenses			
Accounting Costs	1,000.00	990.42	1,000.00
Background Check Fees	1,000.00	1,223.12	1,400.00
Copier Expense	9,000.00	7,697.98	8,000.00
Facility Supplies	2,350.00	3,465.89	3,500.00
Food/Hospitality/Cong Meetings	1,500.00	1,247.07	1,500.00
Information Technology	4,200.00	2,119.54	4,600.00
Office Supplies	2,000.00	1,531.02	2,000.00
Postage	600.00	710.15	750.00
Telephone/Internet	6,000.00	5,027.78	5,250.00
Website	2,000.00	1,944.19	2,000.00
Total Administrative Expenses	29,650.00	25,957.16	30,000.00
Operations Expenses			
*Cleaning Services			5,200.00
Grounds	3,250.00	2,752.84	4,250.00
Honoraria	1,000.00	106.27	1,000.00
Insurance - F/L	4,900.00	5,311.00	6,000.00
Maintenance	3,500.00	2,898.63	4,000.00
Mortgage	152,320.00	144,228.00	156,247.00
Permits/Fees	3,100.00	4,120.92	4,700.00
Promotion	500.00	0.00	500.00
Property Tax	2,200.00	2,040.64	3,000.00
Utilities	15,000.00	17,174.76	18,500.00
Total Operations Expenses	185,770.00	178,633.06	203,397.00
Staff Salaries/Expenses			
Total Staff Salaries/Expenses	538,953.49	423,790.13	529,214.00

Crossroads Community Covenant Church 2022 Proposed Spending Plan

	2021 Approved <3.5 %	2021 Actuals	2022 Proposed <2.6%
Ministries Services Expenses			
Adult Ministries	500.00	0.00	500.00
*Appreciation			1,000.00
Childcare	2,000.00	978.97	2,500.00
Children's Program	7,000.00	5,243.03	9,138.00
Coffee	3,250.00	1,928.05	3,250.00
Congregational Care	250.00	50.83	250.00
Family Ministry & Select Events	3,900.00	3,818.36	3,000.00
Outreach Program	2,900.00	775.03	2,000.00
Sound/Media	1,500.00	1,484.31	4,600.00
*Sports Ministry			1,000.00
Sunday Morning Support	500.00	2,361.40	2,000.00
Worship Program	1,750.00	1,669.02	3,750.00
Youth Program	3,500.00	1,824.90	3,500.00
Total Ministries Services	27,050.00	20,133.90	36,488.00
Mission Support			
MAF Simons	600.00	600.00	1,200.00
Truly Motivated	6,000.00	6,000.00	7,200.00
Young Life	600.00	600.00	1,200.00
Total Mission Support	7,200.00	7,200.00	9,600.00
Total Expenses			
	788,623.49	655,714.25	808,699.00
Surplus Income			
	(0)	21,793.67	(0)
10% of surplus to Reserve Fund		2179.36	
Remaining surplus to Savings		19,614.31	
Net Income		0.00	
* Indicates New Items			

page 2

Pastor Ben's Report

Much of 2021 was a blur. I am reminded of the truth that this life is fleeting...

Teach us to realize the brevity of life, so that we may grow in wisdom. (Psalm 90:12)

It was an honor to be installed as the Lead Pastor of Crossroads on February 21st, 2021. Working alongside Pastor Russ Blake has been an amazing experience. We are blessed that Russ has agreed to stay on in a part time Associate Pastor role. Russ and Cindy dedicated much of their lives to building up this movement called Crossroads, with the belief that, "God desires to raise up a group of people that are willing to 'be the church' and not 'play church'."

It is with this same vision that we continue to reach into our community to show the love of God in a practical way and help people reconnect with God. I am so proud of the way Crossroaders continue to love the community unconditionally.

Our teaching team spent time addressing our core values at Crossroads (We Are Crossroads). For 15 weeks were spent studying how culture has and is attempting to impact the Church (Still True). We encourage Crossroaders to purposefully practice spiritual disciplines in the series Rhythm. In December we had an amazing advent season together.

Our family is so blessed to have the opportunity to serve at Crossroads. We love you all and are looking forward to 2022... Let's Grow!

God Bless,

A handwritten signature in black ink, appearing to read "Ben Emmons". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Dr. Ben Emmons
Lead Pastor

Pastor Russ' Report

What a joy to write this report from the other side of full-time ministry responsibilities, better known as “semi” retirement. That being said, my pastoring of Crossroads for 21 ½ years has truly been the best ministry years of life! But it is nice to reach retirement. Let me also say how grateful Cindy and I are for the celebration party back in September! What a great experience it was to not only celebrate my retirement with Crossroaders, but with so many from our ministry past!

Here is what I am celebrating at this point of ministry life:

That God has been faithful in the calling of Pastor Ben as our new Lead Pastor! Our designed transition plan has worked, I truly praise God for that and I have always believed (and am now convinced) that Pastor Ben is absolutely the right person for this position. Thank you Patti Timbers and the Transition Team for your faithful work!

That we have welcomed J.D. Tuell on board to minister to our youth!

That the future of Crossroads will be phenomenal in so many ways, as God continues this “movement” of following Jesus into the next decade and beyond!

That I have the privilege to continue, in a part time basis, my ministry here at Crossroads. My main focus (besides providing a little mentoring to Ben) will be the ministries of Holy Grounds, Youth 2.0 (our 50+ year olds), MNU, Congregational Care, and a new sport ministry to begin to develop this spring. I’m having too much fun, I think.

That Cindy has also retired with me – and we are enjoying more time and opportunities for grandkids, travel and simply time with ourselves (no surprise that we have overfilled our schedules at this point... maybe we’ll need to go back to full time work in order to get some rest)!

So, with joy I write this report! Yet I know these past couple of years have been very difficult for so many as our world has gone through such challenging changes that has affected all of us. But God is still on the throne! He is the Lord of Lords, the King of Kings and His faithfulness will continue in a mighty way!

May Psalm 26:3 be a trademark for all of us; *“for I have always been mindful of your unfailing love and have lived in reliance on your faithfulness.”*

Always with His love,



Pastor Russ

Crossroads Kids

2021 was an exciting year to be a part of Crossroads! I came on board around Easter with a fully functioning team for Sundays Sunday School. We have had a few expansions of classes with the return of families from the pandemic with a new need for new teachers to fill these classes. We hope to recruit a few more teachers to help with our growing classes.

This Summer we had an amazing outreach to our community with over 200 kids plus volunteers at VBS. Without the many volunteers, we would not have been able to pull VBS off. We saw several families continue to come on Sundays from VBS. This year we are anticipating a fun and exciting week at Sky VBS.

We have upgraded our check-in system software to help with integration with the new church database system. We look forward to using our new self-check-in on mounted iPads for both youth and children's events. We have also added Roku devices to the TV's in all of the rooms for access to online materials.

In the spring we will be replacing the nursery/preschool playground with newer and safer equipment for the youngest ones in our church.

Thanks to all of our weekly volunteers and substitutes! We could not reach the kids of Yelm and surrounding area without your support. We are looking forward to a great and exciting 2022!

Sarah Emmons

Facility Director

Hello Crossroaders! First and foremost, I would like to thank all the great volunteers that help with maintaining our facilities and grounds. Your hard work and dedication are very much appreciated. This year the big project was painting the building exterior, which for the most part was contracted out, but there was some extensive prep work done by volunteers which cut down the expense...Thank you! Keeping the grass green has been a challenge, but we also have some amazing volunteers helping in that area as well. Thanks to a handful of awesome individuals who gave up their time to staff the tent, help direct traffic, and park cars, the pumpkin patch and Trunk or Treat returned to normal this year and it was great to see everyone enjoy it on foot!

Wow..."normal"...I'm not even sure what that word means anymore. We're still in need of a larger storage facility, and I am well aware of a few other issues that need to be addressed. 2021 was a tough year...We have all felt the loss of a couple very special volunteers this year...Harold "Hal" Shepherd and Sam Baker. Those two men were constantly giving up their time to make Crossroads a better place and are missed dearly. I'm confident that the Lord has a plan to fill their shoes but I'll never forget their tireless efforts and love for their church home. We're always looking for help around the facility, so if you have an able body and a willing heart, come talk to me and I'll let you know how you can help. We're all in this together!

Justin Doud

Office Administrator

I am always amazed by the servant hearts, dedication and commitment of our Crossroads family. Through your faithfulness, Crossroads continues to bring the love of Christ by *reaching the lost and helping the hurting in the community around us* through all that you do. Our staff could not do what we do without ALL of you. Thank You!

Serving alongside such a dedicated and humble staff is a blessing. Thank all of you for your friendship and support. For 2022 I will continue to work behind the scenes with a focus on Accounting, Facility Scheduling, Event Scheduling/Planning, Ministry Communication & Support, and Staff Support. I am so grateful for the opportunity to grow and learn as I serve all of you.



Laura Williams

Office Assistant

2021 was a great year. We were able to pick ourselves up and hit the ground running with our regularly scheduled events, which in turn kept us busy in the office. With so many things being postponed or canceled it was inspiring to look around and see us marching on. As many of you may have heard, I will no longer be on staff here at Crossroads. I have been incredibly blessed to have worked here going on 7 years. I will still be attending, so I will be able to stay connected with my church family. Thank you all so much for helping to make my time in the office so amazing.

Cyndie Doud

Worship Ministry

As I reflect on 2021, I thank God for his grace and mercy. God is so good, and I love that Crossroads keeps the call of God to reach the lost and help the hurting as a priority, and that month by month there are so many ministries that do exactly that. The worship ministry is a piece of that call and I'm thankful to be able to work with so many fantastically talented people. Week by week, it is the team's privilege and responsibility to lead us in song to lift the Holy Name of the Lord.

In 2022, we will continue to praise God for His holiness. Music and the lyrics are tools that we use to prepare our souls for the word of the Lord. I work consciously to choose songs not for the style, time signature or pleasing melody, rather and more importantly than any of that, I desire to choose songs that reveal God's amazing grace and character, lead us to humility and open our ears and eyes for growth in our relationship with our creator.

*Sincerely in Christ,
Debbie MacNealy*

Youth Ministry

2021 was an unusual year in Youth Group. We started with Mike Hobbs, had Pastor Russ in spring and summer then Derek Mordus and myself (Cyndie Doud) for fall. The students have taken this ride very well. There was a lot of fun and learning through this time. This fall a new aspect was added to the Youth Group. We implemented a student leadership team of High School students. They are called IMPACT; Influencing My Piers As a Christian Teen. They have a lot of responsibilities within their Youth Group. They come an hour prior to Middle School Youth Group to set up and have a meeting of what to expect for the evening. They help facilitate small groups and the evening game or activity. They also make sure everything is cleaned up and put away at the end of the night, and so much more. This has been a wonderful addition.

We now have J.D. Tuell as the new Youth Pastor. We are very excited to see what he has planned. I just know 2022 is going to be amazing!

Cyndie Doud
Volunteer Youth Coordinator

Communion Ministry

It is a privilege and blessing to help facilitate the holiest of our faiths practices. Communion as instructed by Christ is a reminder of his death and suffering for us so that we might have life eternal despite our sin and failures. We praise Jesus for his sacrifice and suffering to cover our sins and bring us into communion with him. Praise be to God.

Tom and Donna Moline

Compassion Mercy and Justice “...helping the hurting”

Whereas Outreach is the, “Reaching the lost” part of Crossroad's mission statement, Compassion, Mercy & Justice ‘CMJ’ is the “...Helping the hurting” part, meeting the practical needs of the hurting in our community. Here is an update of some of the ways the CMJ ministries at Crossroads endeavors to “...help the hurting” on the Prairie.

· The Lord's Table, The Lord's Pantry and The Lord's Closet

Most Saturday's from 2-4pm at Crossroads you'll find The Lord's Pantry (food bank) ,The Lord's Closet (clothing bank), and The Lord's Table (free meal) this year serving approximately 100-125 folks each week. In addition, The Lord's Closet has seasonal special give away events. Stop by some Saturday afternoon and see how God is working through this ministry. Food, clothing donations and volunteers are always welcome. Many, many thanks to all the volunteers who so faithfully convey God's love to those in need through these ministries.

· Holiday Food Baskets Ministry

Each Christmas and Easter Crossroads assembles food & hygiene baskets for families in need. We provided approximately 40 Easter and helped 86 families with gifts and/or Christmas food and hygiene baskets to families in need this past year. Thank you Crossroaders for your donations that blessed so many folks in need in the Yelm Prairie Communities in 2021. This ministry will be gearing up soon for our 2022 Easter Food & Hygiene Baskets. Thank You to all the great volunteers who faithfully serve our Lord through this ministry.

· Kids Christmas Gifts Ministry

Christmas gifts for kids in struggling families. In 2021 Crossroaders generous donations provided Christmas gifts for approximately 190 kids in need and also some elderly shut in's. Thank You Crossroaders for conveying the love of our Lord through this ministry.

· The Samaritan Fund

As funds are available, this ministry tries to meet emergency needs for families in distress. Funds distribution is done by a team, facilitated by Deborah Baker. Focusing on the fact that God is our first resource through prayer, the Samaritan Team was busy in 2021 working and praying with several families who were experiencing a crisis.

Compassion Mercy & Justice ministries at Crossroads greatly appreciates all of your support and prayers. Jesus said, *“The King will reply, “I tell you the truth, whatever you did for one of the least of these of my brothers of mine, you did for me.””*

If you would like more information about these ministries contact Deborah Baker at (360) 894-6535.

Respectfully Submitted by Deborah Baker;

Compassion, Mercy & Justice, “CMJ” Ministries Facilitator

Financial Secretary

The responsibility of the Sunday financial team is to collect, count, post and report tithes and offerings for all services and events for the purpose of tax reporting. We send annual statements and keep track of attendance as well.

A special thank you to all the volunteers that help with these tasks.

Blessings!

Erlene Collard

Information Technology

The computer network continues to be a functional support system for the day to day business operations at Crossroads. Last year saw an upgrade to the workroom PC, realignment of the wireless network and some planning for the eventual deployment of a media PC capable of high speed A/V editing. For 2022, fortifying the problem areas in the wireless network have been planned. This will provide better Wi-Fi coverage in the lobby area and in the classrooms. Also, a server upgrade is in the planning phase as well as plans to bring more internet bandwidth to the building to support higher quality streaming services.

It has been my joy to serve Crossroads and I look forward to continued growth.

Mark Williams

Volunteer Computer Network Administrator

Men's Ministry

As iron sharpens iron, so one man sharpens another. Proverbs 27:17

This was a great year for men's ministry. We built our bible study back up to 12-15 men utilizing video studies By Max Lucado, Louie Giglio, Andy Stanley, & Craig Groeschel. The Saturday Breakfasts were awesome beginning with meeting out at Blake Acres and had great turnouts. On father's day weekend we had 54 men come out for steak and eggs. In September we moved back to Mr. Doug's but we will head back to Blake Acres in May. We had a summer day where 25 guys showed up for horsing around with a BBQ and yard games.

This next year our goal is to grow in numbers and as brothers in the Lord. We hope to have 2 summer events and a fall/ winter event that can be "easy to invite" events to get more men to come out that are not attending men's group currently. I know I speak for the whole group of men that we look forward to see were God leads us.

Be truly glad. There is wonderful joy ahead!" - I Peter 1:6

Mike Lynch

Men's Ministry Leader

Outreach Ministry

Our Outreach mission is to live out the "Reaching the lost" part of Crossroad's vision statement *"To demonstrate God's love in a real and relevant fashion to the community around us. Seeking to follow Christ's example and thus by divine appointment pose the question, "Who is Jesus?" in the hearts of those we contact. Ready with an answer to preach the gospel and sometimes use words."* Based on Col 4:2-6 *"....Be wise in the way you act toward outsiders; make the most of every opportunity. Let your conversation be always full of grace, seasoned with salt, so that you may know how to answer everyone."* Outreach strives to create a culture of evangelism through, "Easy To Invite" events. **The following are some highlights from our, "Easy To Invite" events in 2021.**

- **Crossroads 10th Annual Pumpkin Patch was held from Oct 10th – 31st, 2021.** Again this year, our local Nisqually Springs Farm provided pumpkins and more for our pumpkin patch. We found fun ways to stay socially distanced and safe. This unique, invitational, outreach opportunity turned out to be a fruitful way to connect with folks in our community. In the process we raised over \$10,400 for Yelm Dollars For Scholars and The Rainier Education Foundation. The real treasure was the lives that were touched. Stay tuned for our 2022 Pumpkin Patch.
- **2021 Harvest Fest featuring "Trunk O' Treat" Oct 31st, 2021.** We enjoyed a huge turnout from the community. Folks enjoyed trunks and vehicles of all kinds with unique displays for "Trunk O' Treat". Many thanks to all the great volunteers and to those who donated candy, brought displays, attended and prayed for this event. Looking forward to seeing how God will use this ministry in 2022.
- **"The Christmas Card" Christmas event had five performances in early December 2021.** Most performances were sold out. It was also available online for viewing. The message in the production and the proceeds from the donations bless many

continued....

continued....

struggling families in our community with food baskets and more. Many thanks to Debbie & Pat MacNealy, the worship team, the cast and all the volunteers for serving our Lord through this exciting ministry. In 2022 we are considering adding more performances.

Unless God directs otherwise, Outreach plans to continue along the path of, *"Easy To Invite"* events in the coming year. So Mark Your Calendars, Set Aside These Dates to Get Involved in one or more of these, *"Easy To Invite"* Events with the vision of, *"Reaching out to the Prairie"* letting them know that they are loved by our God!!! If you would like to know more want to find out how you can help. Contact; Deborah Baker at (360) 894-6535 or email bakermartin38@yahoo.com.

Please pray that Outreach ministries will bear fruit for Gods glory.

Respectfully submitted,
Deborah Baker; Outreach Facilitator

Transition Team

We accomplished our 2021 goal! J.D. is here and blessing our students. Our next step is to begin the process to begin recruiting our Associate Pastor. Keep in mind, the vision is to have a Triad of pastors. For a church our size we should have more pastoral support for the Congregation. Our goal is to bring Russ' vision to life within the next year. The team - Carmin Long, Nancy Beyer, Sharon Middleton, Kurt Fourre, Jim Downing, Rob Mohrweis, Laura Williams and Pastor Ben have given tirelessly for every search and I can't thank each of them enough. Each person brings prayerful decision making to every one of these decisions. Thank you to the team for all you do!!

Patti Timbers
Transition Team Chair

Ushers

Another year has gone by way too fast. First we would like to say to all of the Ushers, thank you for your service! Since in the last year our number of ushers has doubled. We have 15 ushers to date. We would like to have that number up to 20. If you are interested in serving in a rewarding position, please reach to Kerry Hull or Kyle Beyer. Thank you!

Head Ushers,
Kerry Hull and Kyle Beyer

Women's Ministry

2021 has been an amazing growing time for Women's Ministry. Our studies continue to grow. We have 4 studies that are frequently attended.

We had held events that were strongly attended. The most enjoyable was hiking to several beaches from the local area. We plan on making more of these trips in the future.

This year started out with a big hit. The paint and sip was attended by nearly 100 amazing artists. We will be excited to hold this event again.

Thank you for your encouragement,
Shannon Lemke
Women's Ministry Coordinator

Truly Motivated 2021 Report
Crossroads Community Covenant Church

Wow, another year is on the books!

I am happy to share about another year in the life of Truly Motivated.

Let me start by saying how much gratitude and love I feel for Crossroads. What a truly unique and special place God has given us to be His hands. Truly Motivated and Crossroads missions to be a safe, healing place for hurting people is making an eternal impact.

We have men attending men's breakfast, both men and women finding mentors, attending Bible studies and a place to serve on Sunday mornings, whether ushering, or being a part of the worship team. Our program criteria includes church attendance; many of our residents have never walked into a church, and have commented on how comfortable they feel and how good they feel after spending the morning at church. Thank you, Crossroads! You are a huge part of our success and impact!!

Truly Motivated Statistics 2021

We have served thirty-eight men and women this past year, many are still in our program currently. The disease of addiction is a family disease, so we are pleased to share that while we have served thirty-eight men and women directly; their families have been impacted as well by their loved one's recovery. We as staff and our board of directors are honored to be a part of the restoration process for our residents and their families as well.

In addition to our program offerings, we hosted four weekly twelve step meetings in our community meeting hall. Members of our greater community come weekly for support, connection, and encouragement. That is 208 meetings a year with an average of forty people connecting in recovery meetings a week!

Here are some highlights from the year for our program -

- 9 graduated from outpatient treatment
- 9 restored driving privileges
- 18 reestablished relationships with children and family
- 6 successfully transitioned to independent living
- 9 completed the Genesis Process for relapse prevention
- 8 made faith decisions and/or recommitted in their faith
- 50% secured employment
- 63% maintained sobriety

Exciting Happenings 2021

As we entered 2021, it became apparent that the impact of Covid was not going anywhere soon. We held our annual fundraising auction in June virtually once more and the outpouring of support was miraculous! We raised \$70,000 in sales for the event and new monthly partnerships for the year. We were thrilled to get back to making cardamom bread in November, which we could not do in 2020. This has been a fun annual tradition and a great fundraiser for us and a tasty holiday favorite for Crossroaders! We were able to start and finish our Outdoor Meeting Space project and the finished project is a beautiful gazebo complete with a fire pit that holds 25 people comfortably.

We have added to our team! Barbara Alig joined us as a Staff Coach in March. She has been a wonderful addition to our team. She completed her 40-hour Genesis training in June and is meeting with the ladies to go through the Genesis Process, leading morning devotionals, coaching through phase work and recovery navigating through ReCap (Recovery Capital) software. Tom Alig moved to full-time in June as well and the two were married in October.

We purchased two of our four homes in 2021! House 1 purchase was finalized in February, and we were able to purchase our home for women in June with a loan from National Covenant Properties. Our financial position remains strong through all the ups and downs of the economy and the oppression of Covid around us; with support from foundation grants, private donors and successful fundraising we have been truly blessed.

continued...

Upcoming Plans

We have exciting plans taking shape in 2022. We are excited to be a part of a pilot program in Washington state. We are 1 of 8 housing providers who have been awarded state contracts to expand our homes. What does this mean? Washington state has become aware of the great need for quality providers to add to their quantity of homes. The continuum of care beyond treatment and prison by way of recovery homes is a need we have been aware of since we opened! The state will be paying the operating costs of opening and sustaining a home for the next two years, and likely beyond. We are actively seeking a home in Yelm to open a Men's Graduate Home. The model is men who have successfully gone through the heart of our program, and are ready to move on, but want to stay in supported community. If you would like to partner with Truly Motivated, please reach out to Carmin.

We successfully secured our women's home last year and along with that home is acreage directly across from Crossroads. We are strategizing on plans to build a home for men there to allow us to move out of our current rented home and decrease overhead and continue to stabilize our presence at 4-corners.

It has been 16 years since we first started with a dream and a vision of a community of health, hope and wholeness, a place where the most wounded can heal and find refuge. It has been an honor and a privilege to journey with Crossroads as we execute our like-minded missions to help the hurting in our communities and beyond. To God be the Glory; great things He has done!

P.S. I have added a wonderful picture of two TMTL alumni; both who's lives were impacted by Crossroads members. One is with Jesus now, the other is enjoying life with his wife and family. The picture was taken at the groundbreaking ceremony for Crossroads. A testament to our partnership in ministry!

Yours in Service & Gratitude,

Carmin Long
Executive Director
Truly Motivated Transitional Living





DECEMBER 9, 2021

Dear Mission Friends,

Greetings in the name of our Lord Jesus Christ.

As you gather for your congregational annual meeting, I want you to know how much I appreciate you and our partnership in the Gospel. Together we share and tell more of God's story. Thank you for the many ways you have proclaimed and demonstrated the love of Christ. This is who we are: a Gospel-centered people, grounded in the Scriptures, and unified in our shared mission.

Our mission is to join God in God's mission to see more disciples in more populations in a more caring and just world. **This mission advances through the mosaic of churches of which we are all a part. Together we bring hope and transformation to a world weary with despair and confusion.**

Missional traction flows from our relationship with Jesus and with each other. The Holy Spirit continues to do amazing things on, in, and through the Evangelical Covenant Church. Yes, we have many challenges, we are working through those challenges, and we will emerge stronger on the other side.

I recently visited two vibrant Covenant churches on a Sunday morning. Although the churches were 22 miles apart and different in ministry style, I was delighted to hear both pastors preaching on the Holy Spirit. A conscious dependence on the Holy Spirit is one of our Covenant Affirmations. As a mosaic of mission friends, we continue to listen to what the Spirit is saying to churches. May we have ears to hear and hearts to respond.

As we navigate the days ahead, let us hold fast to the enduring promises of God's kingdom. May we remain centered by asking the three Covenant questions:

- **Where is it written?**
- **How goes your walk?**
- **Are you alive in Christ?**

I am confident that these questions will help to keep us focused on what matters most and on mission.

Remember that you are not alone. You are part of a union of churches, over 900 strong throughout North America. Together we share the Gospel in word and deed in more than 50 countries. Together we see more people transformed by the love of Christ. Thank you for all the ways you remain faithful in giving to our shared mission. We can do more with God and for God as we join our hearts and hands for mission. I encourage you to stay connected and encouraged by signing up for Covchurch Now, a weekly email communicating the stories of God's work among us. You can sign up online [here](#).

I pray that in the coming year, God blesses you and your congregation in every way. May your congregation overflow with joy and thanksgiving as you celebrate the work of God in your midst.

May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit (Romans 15:13).

In Christ's love,

John Wenrich, PRESIDENT, EVANGELICAL COVENANT CHURCH



PACIFIC NORTHWEST C O N F E R E N C E

January 10, 2022

Dear Conference Churches,

In the name of our Lord and Savior Jesus Christ, our Great Intercessor, our Way-Maker, greetings! In these disorienting times I am ever thankful for you and our Conference family of 75 churches and 180+ pastors/chaplains/ministers. I am ever grateful for our collective commitment to be a mosaic of churches working interdependently together to transform lives and communities.

New Year blessings to you as you gather for your semi-annual/annual meeting. On behalf of the Conference staff and the Executive Board, we pray that a spirit of pervading joy and hope fills you as you lean into these days. We pray for ongoing discernment and conviction. We pray for a spirit of watchfulness and agility. We pray for growing unity as the Fruit of the Spirit centers your community. May God continue to lead your church into great faith and mission.

This year's Conference Annual Meeting Celebration will be April 29-30 at Harbor Covenant Church, Gig Harbor, WA. Barring unsafe meeting conditions, we are planning a hybrid meeting with delegates present in-person and online. We also will have workshops offered on Friday, a special dinner, and a prayer and worship time together that night. We will announce details as they develop and as we determine the safety of in-person offerings.

Gather 22 (ECC annual meeting) will also be a hybrid approach in Kansas City. This will increase the ability of all churches to send their maximum number of delegates and participate. This is a presidential election year. Please continue to keep our church family in prayer.

We are deeply grateful for your partnership in our shared work. May the Holy Spirit continue to lead you and set your hearts on fire. We remember before our God and Father your work produced by faith, your labor prompted by love, and your endurance inspired by hope in our Lord Jesus Christ (1 Thess. 1:3 NIV).

With enduring hope,

Rev. Greg Yee, Superintendent

P.S. Stay connected through our monthly e-newsletter *The Catch*
(<http://pacnwc.org/connect/newsletter>) AND on Facebook group *Pacific Northwest Conference*