



CROSSROADS
Presbyterian Church

To know Christ and bring others to Him

"I am about to do
a new thing; now it
springs forth, do
you not perceive it?"

ISAIAH 43:18-19

ANNUAL
MINISTRY REPORT

2023-24

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ANNUAL MEETING OF THE CONGREGATION

Crossroads Presbyterian Church, Mequon, Wisconsin

June 2, 2024

10:00 a.m.

Meeting Agenda

1. Call to Order and Opening Prayer

Rev. Susan Sytsma Bratt

2. 2023–2024 Annual Reports

A. Necrology Report

Rev. Susan Sytsma Bratt remembers those members who have gone to be with our Lord from July 1, 2023 to April 30, 2024 and will lead the congregation in prayer.

Lorna M. Harmsen	7/13/2023	Daniel C. Higgins	1/27/2024
Douglas R. Thronson	10/19/2023	Bruce J. Weber	1/28/2024
Gerda J. Hayter	10/30/2023	Sara A. Depies	2/19/2024
Barbara J. Pittelkow	11/04/2023	Barbara A. Doermann	4/11/2024
Billie L. Schalla	11/26/2023	Russell T. Cramer	4/28/2024
Genevieve F. Griswold	12/29/2023		

B. Deacon Report

Shari Van Beek, Deacon Moderator

C. Compass Team Report

Elder Tom Taylor

D. Session Update

2023-2024 Session

E. Reception of Annual Report

Rev. Susan Sytsma Bratt

3. Terms of Call – Congregational Vote

Elder Trudy Lampen

4. Closing Prayer & Adjourn

Rev. Susan Sytsma Bratt

Pastor's Letter



Dear Crossroads Members,

We are reminded by Prophet Isaiah: “I am about to do a new thing; now it springs forth, do you not perceive it?” Isaiah 43:18–19

This past year has been one filled with joy, trying new things and growth. Three themes from our Phase 1 2022–2023 Compass discernment process guided our ministry.

Unity in Christ: We are seeking to build on our values of diversity and welcome, which means our unity is found primarily in Christ. Worship themes centered around unity and connection in Christ from our fall “I’ve Been Meaning to Ask” series, our winter “Sermon on the Mount” worship series, to our “Emerge: God is Doing a New Thing” series. We added small groups, and nurtured diversity of thought, with love and respect. Our Session is also working to build the muscle of crucial conversations by respectfully studying topics of welcome and inclusion this spring.

Connection: We sought to enhance our connections within our congregation, but also outside our walls. Church Life continues to provide fellowship opportunities like all-church brunches, square dancing, the variety show, and picnics in the summer. We hosted a couple of classes including one on aging featuring former Governor Marty Schreiber that drew members from the community. We continue to host support groups like Women for Sobriety, GriefShare (re-launching in fall 2024), and our Alzheimer’s Caregiver group.

Discipleship: We focus on equipping members through our Milestones program with families, Discipleship Groups for youth, and small group studies. We followed the disciple Peter during our Lent worship series and had a continued focus on prayer. I invite you to visit our Quiet Room as it has prayer tools and stations that change seasonally.

From July 1, 2023–April 30, 2024, we welcomed 30 new members and 6 confirmands, celebrated 9 Baptisms (1 adult), and gave witness to the resurrection with 14 memorial services and inurnments. We continue to welcome 20–30 visitors weekly.

Perhaps one of the greatest joys was welcoming Pastor Anna for her two-year residency. She entered uncertain about parish ministry and left confident that she is called to serve in parish ministry. Crossroads was a formative part of her journey. Thank you for taking on the collective role of welcoming a new pastor, pouring into her, and thus helping to do a new thing for the Church and God’s kingdom.

The generosity of Crossroads in sharing your time, talent, and treasure astounds me. The pages of the annual report show your generosity, and the impact of your ministry. As we look ahead to the coming program year, we have much to hope for and anticipate—from ministries to be dreamed of, to folks we have yet to connect with, to paying attention to the movement of the Holy Spirit.

In Christ,

Pastor Susan

A handwritten signature in black ink that reads "Rev. Susan Sytsma Bratt".

Rev. Susan Sytsma Bratt
Senior Pastor

Session Update

Greetings from Session!

Once again, the Session had a good and busy year, striving to faithfully live out our call as ruling Elders to both govern and discern God's call for our congregation.

In that spirit, we continued our Compass journey, working with Rev. Tod Bolsinger and his team to further understand our unique Crossroads charism and how best to address our particular adaptive challenges. Three Strategic Adaptive Initiative (SAI) teams made up of Crossroads leaders, staff, and church members and centered around the themes of Unity, Connection and Discipleship have been busy meeting regularly throughout the year, conducting various experiments that will help us learn and discern the path forward. We're excited to be wrapping up that experimentation phase and moving into implementation of some new ideas in the coming year.

In addition to this important big-picture work, we stayed plenty busy with overseeing the many other workings of the church – from the nuts and bolts of needed building and grounds repairs, to keeping tabs on finances and the work of all the ministry teams, to the always joyful task of receiving new members and meeting with our confirmands to hear about their faith journeys.

With so much going on inside and outside our church walls, Session put an increased emphasis this year on communication – leading to more frequent Session updates with Q&A following worship on Sunday mornings and publishing a quarterly Crossroads Express one-sheet newsletter, with recent highlights from the past and key dates for the future.

Aside from all this busyness and work of the church, one of the joys of being on Session is being able to pray together. At each Session meeting, we set aside time to pray for the concerns of individual elders and pastors as well as the church and broader world. We also draw prayer partner names each month, so we can be praying more personally for each other as we seek to build deeper and more authentic relationships as brothers and sisters in Christ.

Our doors, ears and hearts are always open to hear your thoughts and concerns, so don't hesitate to reach out!



2023-2024 Session Members: Jeff Clark, Cathy Sanders (Clerk of Session), Jack Dobson, Barbara Janssen, Erin Gibowski, Joshua Thompson, Tom Taylor, Joann Steidinger, Aricka Knox, Robin Johnson, Kris McKinney, Kevin McGowan, Trudy Lampen, Rev. Susan Sytsma Bratt, Julie Westerhausen. Missing from photo: Elder Tyler Steck

2022–2023 Crossroads Session

Elder Class of 2024: Term ending June 30, 2024

NAME	Ministry Team
Julie Westerhausen	Worship
Josh Thompson	Children & Family
Aricka Knox	Mission & Outreach
Kris McKinney	Finance Ministry Team/Foundation
Tom Taylor	Adult Education

Elder Class of 2025: Term ending June 30, 2025

NAME	Ministry Team
Jack Dobson	Adult Education
Erin Gibowski	Church Life
Robin Johnson	Children & Family
Trudy Lampen	Human Resources
Kevin McGowan	Youth

Elder Class of 2026: Term ending June 30, 2026

NAME	Ministry Team
Jeff Clark	Human Resources
Barbara Janssen	Church Life
Tyler Steck	Finance Ministry Team/Foundation
Joann Steidinger	Mission Team
Robin Johnson	Children & Family

Other Session members:

NAME	POSITION
Rev. Susan Sytsma Bratt	Senior Pastor
Rev. Scott D Samuelson	Associate Pastor of Discipleship
Cathy Sanders	Clerk of Session
Mark Laux	Treasurer

The Past Year at Crossroads

Adult Education Ministry Team

We continue to see God at work in our small groups and classes—both His calling of members to join a group or class and His presence in deep discussions as we wrestle with scripture and discern His will in our lives.

Small Groups: We have 22 small groups (9 women's, 4 men's, 3 mixed, and 6 couples). We started two new groups (Boomer Couples and Veterans) and welcomed 12 new members to existing groups. We have over 260 people involved in small groups (220 different people as some are a part of more than one group). God continues to call people to a deeper relationship with Christ and others through our small groups.



Classes: We kicked off the program year with Sunday classes on *History of the Church* with Jeff Carlson and *Creativity & Spirituality* with Mike McIntyre. On Wednesday evenings our Pastors led us in the *Spiritual Discipline of Reading Scripture* followed by discussions on *Seeing Gray in a Black & White World*. This winter we tackled loneliness with Tom Guay and Ian McKinney and *Discerning the Will of God* with Pastors Scott and Anna. On Wednesdays, we dug deeper into the sermon themes with AJ Levine's *Sermon on the Mount* and Adam Hamilton's *Simon Peter: Flawed but Faithful Servant*. We finished the program year discussing *The Spirit of Pentecost* with Jeff Carlson on Sundays.

Events: In April, we kicked off *Discovering Aging: It's a Family Affair* with keynote speaker, former Wisconsin Governor Martin Schreiber. Gov. Schreiber discussed his experience as a caregiver for his wife, which inspired his book, *My Two Elaines: Learning, Coping and Surviving as an Alzheimer's Caregiver*. We followed up with 4 panel discussions on caregiving, advanced care planning, myth-busting, and living a joyful and fulfilling life.



The Justice Small Group led a trip to the Black Holocaust Museum in May, after a snowstorm cancelled a planned trip the weekend before MLK Day.

Exploring Membership: We had Exploring Membership classes in fall and spring and welcomed a total of 30 new members to Crossroads.

Holy Land Pilgrimage: We have a March 2025 Holy Land Pilgrimage planned with Eric and Heather Doss of Progressive Pilgrimage (PCUSA). Signups are hovering around 20 given the October 2023 conflict in Gaza. Note that the minimum is 20 and the maximum is 30 participants. No further deposits are required beyond the initial \$500 deposit until we know it is safe to travel in Israel. Eric and Heather are visiting Israel in April and will update us in May.

Adult Education Ministry Team Members: Jack Dobson (Elder), Tom Guay (Co-Lead), Mike McIntyre, Ian McKinney, Nancy Ponstein (Co-Lead), Roger Root, Rev. Scott Samuelson (Associate Pastor), Tom Taylor (Elder), and Shari Van Beek.

The Past Year at Crossroads

Children and Family Ministry

This year in Children and Family Ministry, God made things new. Julie Westerhausen started the year by reorganizing and renovating the Children and Family Ministry Library, and children have spent hours admiring her seasonal book displays as well as coloring and playing at the small sensory and art table she designed in the narthex. It takes a lot of time and creativity to keep these projects going, and Julie blessed us with her time and talent.

We presented a three-part series of Parent Pep Talks that included planning for your children's future, ideas for parenting in the pew, and talking with your children about sex. These led to fascinating discussions and lots of information sharing. We will be sure to continue these talks next year.

Musicals create excitement in CFM, and this year Jenee O'Connor renovated an old favorite, "Angel Alert." We filled the sanctuary with clouds and angels announcing Jesus' birth. Almost 50 children participated.

Kids Club in February featured a Bring a Friend Night and Ms. Kim's Amazing Animals. This was a big hit, and we filled Praise & Plays with giggles and God's creatures.

As we get ready for VBS 2024, we revealed the "SCUBA: Diving into friendship with God" theme and Suzy Seahorse made her first appearance on the chancel in April. We are again partnering with two other churches to keep costs down and to best steward the many materials we use to create decorations.

At our spring parent meeting, we got feedback and heard ideas to find out how God will work in our ministry next year.



Children and Family Ministry Team: Jackie Buday, Robin Johnson (Elder), Christa Middleton (Staff), Jessica Minder, Annie Nielson, Keri Patterson (Chair), Josh Thompson (Elder)

The Past Year at Crossroads

Crossroads Christian Preschool

As Crossroads Christian Preschool (CCP) finished its 19th year of serving the community and enters its 20th year, we cannot help but praise our loving, giving, and generous God! The dedicated, selfless, and amazing team of teachers were Denyse Rebro (3K lead teacher), Joan Chyko (3K teacher assistant), Jenny Huizenga (2K lead teacher), and Erika Campbell (2K teacher assistant) who joined our team this year. Maureen Leurquin, Director of Preschool, completed 19 years overseeing the school.



Our dedicated substitute teachers were Ashley Hinz, Jenee O'Connor, and Laura McDowell. We were also blessed by our caring volunteers, Nancy Follis, Deb Fiedler, and Judy Fernandez.



CCP offered a wide array of early childhood programs, including half-day 2K with 12 students and 3K with 16 students, music class with Todd and Jenee O'Connor, a Nature and Science Program, and Lunch Bunch. Every day the children are reminded that they are loved by God and are taught how to pray.

The preschool continues to have a considerable number of families enrolled who are not members of Crossroads. In addition, 10 of the 3K students participated in Vacation Bible School along with past preschool students. It was also exciting to see that many of the Crew Leaders at Vacation Bible School were alumni of CCP. The preschool continues to be a valuable outreach ministry.



There is much to celebrate, and we are always amazed by God's provision. Both classes for fall 2024 were full by January 15, 2024, with a wait list. In addition, Maureen applied for and received grant money which was used to purchase materials to support the curriculum (books, puppets, science activities), tuition relief for preschool families, and enhancements to the preschool/childcare playground.



A preschool parent shared how God has been at work in their family due to their son attending CCP.

Our son is receiving a wonderful foundation – Christian-based teachings, hands-on work, a nurturing environment, the ability to cultivate trust with teachers, and new friendships. Seeing him thrive in preschool brings me such joy! I know I will look back on this year with pride for the little learner he has become. CCP has instilled a joy in learning for my child! —J. Angermeier

Preschool Board Members: Carol Bird (Staff Liaison), Jeffrey Clark, Robin Johnson (Elder), Linda Schmale, Rev. Susan Sytsma Bratt (Senior Pastor).

The Past Year at Crossroads

Church Life Ministry Team

The Church Life Ministry Team helps Crossroads live out its mission to be a community that joyously helps and spends time with one another, both inside and outside of the sanctuary. The team supports and promotes activities, both recreational and educational, and fun church events.

During the 2023–2024 year we have supported many intergenerational activities. Our all-church brunches have been well attended, especially the Advent brunch where we turned over the tables (in the good way) to make more space for more people. The All-Church Square Dance was attended by about 100 people. The off-campus Great Getaway was also attended by over 100 people. We supported lunch for the workers after the spring cleanup and VBS decorating event. In the summer of 2023, we continued to support Wednesday night services with ice cream treats after worship. We have continued to offer our host partner experience for all new members.

We continue to offer ongoing educational support to groups; including GriefShare, Loss of Spouse, Surviving the Holidays, and the Alzheimer’s Support Group. The Yoga ministry is also supported by our group. Yoga has several mission partners throughout the year. For 2023, total donations were \$4,325 and just two months into 2024, the total is \$1,185.



Recreational and fellowship activities supported by this ministry team include Men’s and Women’s Golf, Pickleball, Softball, and the Crossroads Dinner Group. The team also assists in the membership roles.

We have seen God at work through the well-attended events, and an enthusiasm to reconnect as a community of believers. Our Host Partner experience has created excitement with both current members and new members joining. New connections are being made within our CLMT team also.

We look forward to what the new year has to offer and welcome any new participants to the team. We are very grateful for this determined and dedicated team.

Church Life Ministry Team: Dave Accola, Erin Gibowski (Elder), John Gustafson, Barb Janssen (Elder), Lynn Klemm, Rev. Anna Langholz (Resident Pastor), Hayley Trier Laurie Uhl (Team Lead).

The Past Year at Crossroads

Human Resources Ministry Team

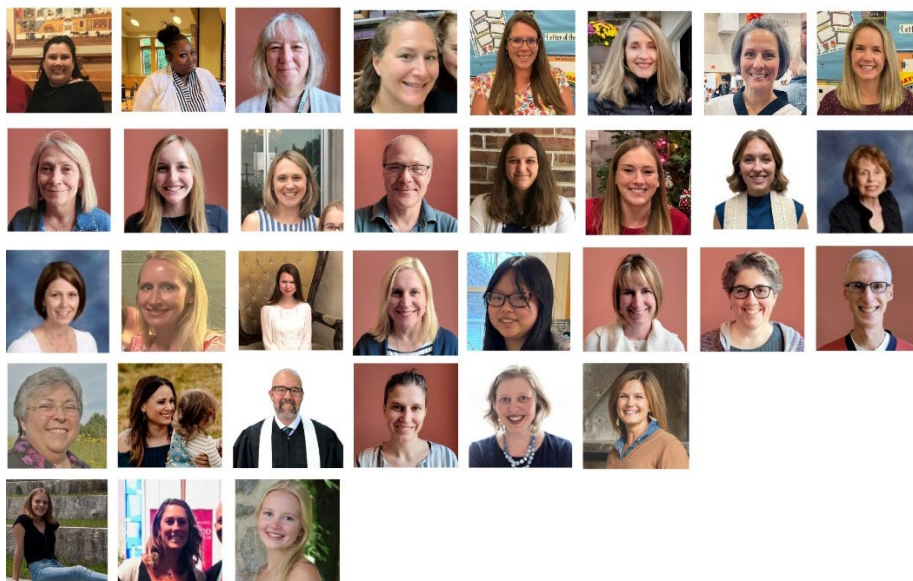
Crossroads is blessed to have a talented and dedicated staff who are instrumental in helping our flock live into our Mission of knowing Christ and bringing others to Him. All those who experienced our packed and joy-filled Easter celebration this year know that the Spirit is at work changing lives at Crossroads. That work would not be possible without our ministry and administrative staff, and it is the responsibility of the HR team to make sure our staff are supported, guided and cared for so that they can be effective in their various roles. The majority of Crossroads' staff serve in part-time roles. The church started the year with 29 employees and as of May 31, 2024 has 30 employees.

The following summary details staff departures and additions:

- We wished Pastor Anna Langholz God's blessings as her two-year residency came to an end in May.
- We wish Katie Kurer success as she moves on from her Administrative Assistant position to a new opportunity. We are grateful that she continues to help us with various projects during our hiring process.

Highlights for the year include:

- The 2023–2024 church year was one of relatively greater stability from an HR standpoint than previous years, which gave the HR team the opportunity review and update much of the documentation that guides and informs our work. This included updating:
 - Job Descriptions for most staff
 - HR Committee Mission and Guiding Principles
 - Pastoral goals for 2023–2024
 - Review of policies and procedures and compensation and benefits analysis to ensure Crossroads is operating under best employment practices and creating a caring, Christ centric work environment.
 - Reviewed the significant changes to PCUSA's benefit programs for pastors and evaluated how Crossroads should best structure these benefits for our staff.
- To support the Compass process, the HR team studied *Canoeing the Mountains*, by Rev. Tod Bolsinger
- This year we welcomed Jim Trubshaw to the team and are excited to add his experience. We also thank Mary Schigoda for her service as our Team Leader these last three years, as her term ends in June.



2023–2024 Crossroads Staff (from top left):

Amy Accola, Afia Allen, Carol Bird, Jackie Buday, Erika Campbell, Joan Chyko, Erin Goldschmidt, Ashley Hinz, Louanne Hockstad, Maddi Hosni, Jenny Huizinga, Brad Johnson, Katie Kurer, Jen Lange, Rev. Anna Langholz, Carol Leonard, Maureen Leurquin, Laura McDowell, Carrie Meyer, Christa Middleton, Maya Middleton, Tanya Naas, Jenee O'Connor, Todd O'Connor, Jessie Read, Denyse Rebro, Rev. Scott Samuelson, Lillian Ramsey-Schley, Rev. Susan Sytsma Bratt, Kim Theune

Former Staff (bottom row):

Kailyn Canapa, Stacy Fernandez, Morgan Weber.

HR Ministry Team: Carol Bird (Staff Liaison), Wendy Bushell, Jeff Clark (Co-Team Leader), Trudy Lampen (Elder), Jeff Porter, Andrew Rowley, Mary Schigoda (Team Leader), Rev. Susan Sytsma Bratt (Lead Pastor), Jim Trubshaw.

The Past Year at Crossroads

Mission and Outreach Ministry Team

“For I was hungry, and you gave me something to eat, I was thirsty, and you gave me something to drink, I was a stranger, and you invited me in, I needed clothes, and you clothed me, I was sick and you looked after me, I was in prison, and you came to visit me.”

Matthew 25:35–36

As followers of Christ, we are called to serve our brothers and sisters in need. The Crossroads Mission Ministry team helps members live out that call as we serve and seek justice for the poor and marginalized. Every month, we highlight roughly 30 mission service opportunities through **Let’s Go Serve**, providing many ways to put one’s faith into action at one of our mission partners and/or through our mission ministries.



- **Gracious Gifts** raised nearly \$20,000, benefiting 23 of Crossroads’ mission partners and other charities.
- Since its inception in 2019, Crossroads Yoga ministry donations have exceeded \$20,000 through April 2024. These funds are distributed to a variety of Crossroads mission partners.
- A team of six traveled to **Ministerio de Vida** in Cancun, Mexico, to deepen our relationship and serve our brothers and sisters in Christ through fellowship, making and pouring concrete, painting, youth and community outreach, breaking bread, song, Bible study, and worship.
- Our members jumped into **Faith in Action**, with 155 volunteers serving in 21 different service opportunities in Ozaukee and Milwaukee Counties. We concluded with a celebratory dinner filled with testimonies from the day.
- Crossroads members helped **Family Promise** by preparing, delivering, and serving nearly 300 meals to families and individuals experiencing homelessness in Ozaukee County.
- Crossroads members helped **Cathedral Center** guests by preparing, delivering, and serving 1,200 meals to women and families experiencing homelessness in Milwaukee County.
- Crossroads members donated 1,640 pounds of food to **Family Sharing**, enough to feed 30 families facing food insecurity for a full year.
- Crossroads members helped the Presbytery Coalition complete its 28th **Habitat for Humanity** home.
- Crossroads members and friends served lunch at **Milwaukee Rescue Mission** to approximately 400 single men, women, and children experiencing homelessness in Milwaukee County.
- The **Chili Guys** made and delivered 336 gallons of chili for St. Ben’s meal program.



Mission & Outreach Steering Team Members: Joann Steidinger (Chair), Jean Ellen Trubshaw (Vice Chair), Aricka Knox (Elder), Rev. Scott Samuelson (Associate Pastor), Kelly Carter, Wendy Jabas, Suzy Frazier, Liz Sellers. **Mission Partner Liaisons:** Mary Schigoda (Advocates), Shari Van Beek (Benedict Center), Bob Anderson (Big Brothers/Big Sisters), Joann Steidinger (Bread of Healing, Milwaukee Rescue Mission), Liz Sellers (Cathedral Center), Suzy Frazier (Family Promise), Wendy Jabas (Family Sharing, Our Next Generation), Jon Strawbridge (Habitat for Humanity), Pat Weatherhogg (Interfaith Caregivers), Cathy Sanders (Ministerio de Vida, Tippecanoe), Sarah Stefaniak (Sea Literacy). **Mission Ministry Leaders:** Greer Patton (Alabaster Jar), Trudy Lampen (Angel Tree), Dick Janssen (Chili Guys: St. Ben’s), Nancy Follis (Craft Corps), Julie Westerhausen (Gracious Gifts), Pat Vicenzi (Hotel Freebies, Mitten Tree Ministry), Erin Goldschmidt (Mission Garden), Bonnie Patton (Quilting & Sewing Ministry), Bill Hoover (S.H.E.D. a.k.a. Serve Him Every Day)

The Past Year at Crossroads

Worship Ministry Team

Throughout the program year, the Crossroads Worship Ministry Team (WMT) has lived into its mission to foster the creation of worship experiences that glorify the triune God and uplift His church. God's Spirit has truly been at work cultivating a community where children, youth, and adults joyfully and willingly lead worship serving as musicians, liturgists, audiovisual techs, ushers, decorators, and more.



Outdoor Worship occurred Wednesdays in late June through early August 2023, adding Communion twice. 9:00 a.m. Sunday services continued year-round (with livestreaming), led by Rev. Susan Sytsma Bratt (Senior Pastor), Rev. Scott D. Samuelson (Associate Pastor), and Rev. Anna Langholz (Resident Pastor).

Our pastors and Worship Ministry Directors Todd and Jenee O'Connor thoughtfully planned music, liturgy, and sermons for each worship series with guidance from the Vision Team: "Anything but Ordinary" (summer 2023), "I've been meaning to ask..." (fall with conversations), "Legacy: Preparing for a Future Not Our Own" (stewardship), "How Does a Weary World Rejoice?" (Advent), "Sermon on the Mount" (winter), "Wandering Heart: Figuring out Faith with Peter" (Lent), and "Emerge: God Is Doing a New Thing" (spring with butterflies). Themes were often mirrored by Adult Education opportunities on Sundays and Wednesdays. The Quiet Room continued a second season as a Prayer Room, beautifully appointed with self-guided experiential prayer stations rotating according to the church year.



Worship highlights were many, including July testimonies outdoors, lovely quilts on World Communion Sunday, energetic praise times at Great Getaway, and five opportunities for children to sing up front: November, January, March, and two musicals ("Angel Alert!" and "Livin' Inside Out"). Music groups were in full swing, with quarterly appearances by the Festival Choir & Orchestra, women's and men's ensembles at the March Variety Show, and notably intergenerational handbells: joyful August and Christmas bell ringers plus the 3-octave Chancel Ringers in February. Crossroads hosted three Sunday community choir matinees in November and December as well as the Heritage Presbyterian Church Shelter Service mid-January.

WMT provided interactive tactile ways to engage during services and respond to God: in dedication building Christ's cross with colorful Duplo bricks; in reverence lighting Christmas Eve candles during Silent Night; in wonder choosing Epiphany Star Words; in renewal of baptismal vows by taking glass stones from the font; in repentance receiving ashes; in reflection writing Lenten prayers on paper hearts; in celebration waving palm branches; in darkness extinguishing Good Friday candles; in joy shouting "Christ is Risen" at sunrise and decorating two Flowering Crosses of Easter; and in gratitude being anointed with water crosses to wash away the ashes of Lent for Eastertide. "Praise God from whom all blessings flow!"

WMT Members: Hank Hart (Team Lead), Jenee O'Connor (Worship Ministry Associate Director), Todd O'Connor (Worship Ministry Director), Rev. Susan Sytsma Bratt (Lead Pastor), Julie Westerhausen (Elder)

The Past Year at Crossroads

Youth Ministry Team

After years with change being the only constant in youth ministries, this past year has been full of wonderful new ways we are seeing consistency—in staff, in volunteers, and in attendance. The steadiness of this past year has brought a level of comfort and ease to our youth groups. Relationships have deepened as students spend time together creating memories. The Holy Spirit is at work in our students' lives as they ask big faith questions and share life stories. The “idea squad” is routinely asking for more activities and ways they can hang out at church and have fun together. What a beautiful sight to see our students joyful and happy together!



Our students have continued to be fed both spiritually and literally through youth groups, Sunday school, retreats and At the Table. Our high schoolers created amazingly tasty dishes to impress our guest judge, Chef Fee, during our competition in January. Confirmation and Middle School Youth Group joined High School Youth Group on Sunday nights. This change provides middle and high schoolers with time to worship together with the High School Worship Team and other opportunities for shared ministry. This year Divine Donuts happened on some of our Communion Sundays. Donuts made middle school Sunday school a bit sweeter and gave high schoolers a chance to hang out during Connection Hour.



God has been at work building connections inside and outside of our building! Our Youth Ministry Director, Tanya Naas, and our Middle School Coordinator, Maddy Hosni, focus on spending time with students outside of church in addition to all the fun they have with

students here on Crossroads' campus. They strive to connect with students and families where they are by enjoying student performances, attending school concerts, and watching sporting events. How amazing to see our students using their gifts from God!

With God's help, youth ministry is creating a safe community for our students to engage with God, their faith, and their peers, alongside caring adults, and a loving congregation. Whether it was at youth group, at Sunday school, on retreat, at Christians and Romans, or during At the Table, our students showed up eager to engage with one another and open themselves up to what God might have planned for them, and those plans are oh so good!



Youth Ministry Team: Maddy Hosni (Middle School Coordinator), Kevin McGowan (Elder), Tanya Naas (Youth Ministry Director), Karen Patten (Team Lead), Hyndie Steck.

The Past Year at Crossroads

Deacon Ministry

29 Deacons, including three-year Deacons, served our communities at Crossroads in the 2023–2024 term. Shari Van Beek was Moderator of the Deacons and Pastor Scott served as the staff liaison.

New Initiatives

This year at our meetings, we focused on serving others by having a person from a ministry team come to talk about their ministry in more detail. We hope to be able to do that same event in the coming program year. The Youth Deacons did a great job keeping us up to date on their community by making vlogs showing us all the wonderful things our youth were doing throughout this year. As Deacons, we served our communities by sending out two Deacon letters to our church families and reaching out with visits or phone calls. We have also been helping some of our older members get to church by giving rides.

Some of the events and initiatives included:

- Emailed or mailed out a uniform letter twice this year.
- Provided 50 Christmas flowers and 30 Easter flowers to the homebound and those grieving the prior 6 months.
- Sent cards to Veterans.
- Presented children and adults being baptized with a blanket or prayer shawl.
- Provided 5 families with meals at a time of need.
- Served at funerals and memorial services and receptions held here at Crossroads.
- Presented prayer shawls to those who experienced a loss or health concern.
- Provided home communion for members who are unable to attend church.
- Met with Elders on the fourth Monday of each month celebrating fellowship and sharing company and a meal. It was a great time being together.
- Encouraged Deacons to remember their community members with personal birthday cards, anniversary cards, and messages of care and concern throughout the year.
- Delivered 30 Valentine bags to the homebound this year.

Deacon Team: Rhonda Perry, Tom & Jonnie Dvorak, Pat Hopfensperger, Shari Van Beek, Bob Anderson, Sharyl Dobson, Nancy Dowling, Jill Casper, Shirley Stang, Karen McKinney, Karen Taylor, Aaron Van Genderen, Karen Barnes, Rev. Scott Samuelson, Samantha Carlson, Janet Bates, Lois Hoover. Deacons missing from photo: Melissa Berg, Melinda Bootsma, Jeff Funnell, Erin Goldschmidt, Calli Guay, Kevin Gwidt, Maria Jarvi, Dawn Nimtz, Greer Patten, Tom Ramsey, Abby Straub, Katie Straub.



Church Staff

Pastoral Staff

Senior Pastor/Head of Staff: Rev. Susan Sytsma Bratt
Associate Pastor of Discipleship: Rev. Scott D. Samuelson
Resident Pastor: Rev. Anna Langholz

Program Staff

Worship Ministry Director: Todd O'Connor
Worship Ministry Associate Director: Jenee O'Connor
Director of Children and Family Ministry: Christa Middleton
Director of Youth Ministry: Tanya Naas
Middle School Youth Coordinator: Maddy Hosni
Children's Ministry Intern: Morgan Weber (ended November 2023)
Organist: Carol Leonard

Administrative Staff

Operations Director: Carol Bird
Administrative Assistants: Louanne Hockstad, Lillian Schley, Katie Kurer
Staff Accountant: Jessie Read
Childcare Providers: Amy Accola, Jackie Buday, Kailyn Canapa (ended September 2023), Erin Goldschmidt, Jennifer Lange, Carolyn Meyer, Maya Middleton, Kim Theune

Facilities and Hospitality Staff

Facility Manager: Brad Johnson
Hospitality and Events Coordinator: Afia Allen

Crossroads Christian Preschool

Preschool Director: Maureen Leurquin
Preschool Teachers: Joan Chyko, Erika Campbell, Stacy Fernandez (ended July 2023), Jennifer Huizenga, Denyse Rebro
Preschool Substitute Teachers: Ashley Hinz, Laura McDowell, Jenee O'Connor

Pastor's Sending & Blessing



Dear Friends,

God has indeed been faithful to Crossroads over this past program year. New life takes many forms—some is evident to all, while other growth is intimate and personal. In our roles as Resident Pastor and Associate Pastor, we have seen signs of the Spirit's presence in worship, in fellowship, in classes and small groups, in service, and among Crossroadians of all ages. There is wonderful enthusiasm here for one another and for the work of God within the church walls and well beyond them. We've also seen the Spirit's gentle strength at work in individuals and families who have faced change, loss, new opportunities, and unexpected truths. Praise be to God for the incredible grace that sustains and shapes us!

By this grace of God, Crossroads is a family of faith that longs to courageously grow as followers of Jesus Christ, love friend and stranger without limit, and enjoy such a deep unity in Christ that the world can't help but take notice. We can't wait to see how the Spirit will meet us in these longings and lead us into this next season with purpose and power and joy!

Receive these words of blessing:

May the LORD take great delight in you.
The LORD quiet your heart with God's love.
The LORD rejoice over you with singing, this day and every day.
Alleluia and amen!

Grace upon grace,

Pastor Anna & Pastor Scott

Rev. Scott D. Samuelson

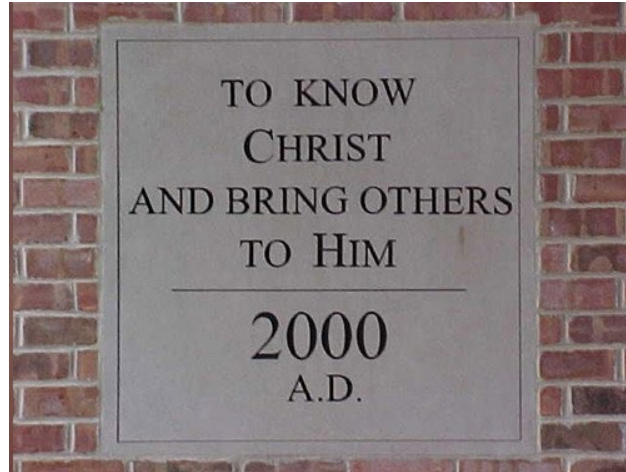
Associate Pastor of Discipleship

Rev. Anna Langholz

Resident Pastor



Crossroads Mission Statement



Inspired by God's abundant grace, Crossroads welcomes, loves, and offers all a safe place to experience authentic connection.

We love and value everyone as Christ first loved and valued us.

In an imperfect world we remember, and remind others, that all belong to God, all are redeemed by Christ's sacrifice, and all are indwelt by the living spirit of God.

Understanding the strength of a rope with many strands, we rely on our diversity of theological perspectives to bind us as a family in common purpose equipped to make a lasting positive impact locally and around the world.

Matthew 28:18–20



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