



Financial REPORT

2024-2025



**I am about to do a new
thing; now it springs forth;
do you not perceive it?
—Isaiah 43:18-19**

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Gratitude Letter

Dear Crossroads Members:

We are thankful for you who truly make Crossroads a dynamic body of Christ. We are equally grateful for your past financial commitments as well as your gifts of prayer, service and presence which enables our body of Christ to make a tremendous impact in God's world.

This past year we reflected on our "church in progress" and how collectively we could encourage one another on our faith journey. We looked at how we can reflect on all the good gifts we have received from God and, in return, how we can be good stewards of our time, talents and treasure. We also acknowledged that Stewardship was an essential part of discipleship – noting that you can't have one without the other. Stewardship (giving of our time, talent and treasure) was simply our joyful response of following Jesus and his gift of salvation.

As you know, the opportunities are endless here at Crossroads and, in a world full of God's Grace, we don't have to be perfect. We simply need to BEGIN... or CONTINUE to be faithful in our response to God's call and our mission here at Crossroads to Know Christ and Bring Other To Him.

As we look ahead, the needs are great, and we ask that you might prayerfully consider how you might make a pledge or financial contribution for the first time, or continue with your generous giving to ensure a solid foundation not just for today, but for future generations.

In Christ,

Scott Samuelson, Acting Head of Staff & Associate Pastor
Elder Steve Skowbo, Stewardship Ministry Team Chair

Statistical Report

Fiscal Year July 1, 2024 – June 30, 2025

Membership

Membership on July 1, 2024.....710

Gains

- By Profession, Reaffirmation, Reinstate
 - 17 and under.....8
 - 18 and over.....8
- By Letter of Transfer.....2
- Total Gains.....18

Losses

- By Letter of Transfer.....4
- By Death.....8
- By Deletion.....6
- Total Losses.....18

Membership on June 30, 2025.....710

Baptisms

- Infants and Children.....12
- Adults.....0

Operating Fund

Balance Sheet

	For the Year Ending			Change
	June 30, 2023	June 30, 2024	June 30, 2025	2024-2025
Assets				
Cash and Equivalents	\$ 512,294	528,599	559,694	\$ 31,095
Prepaid Program Expenses	23,848	34,138	-	(34,138)
Church Premises, Furniture and Equipment 1	5,413,320	5,413,320	5,413,320	0
Total Assets	\$ 5,949,462	\$ 5,976,057	\$ 5,973,014	\$ (3,043)
Liabilities and Net Assets:				
Caravan and Great Escape Funds	\$ 19,972	\$ 25,987	\$ -	(25,987)
Youth Fundraiser Funds	9,433	12,947	-	(12,947)
Other Accruals and Payables	7,817	7,596	2,440	(5,156)
Total current liabilities	37,221	46,530	2,440	(44,090)
Mortgage Loan	-	-	-	-
Total liabilities	37,221	46,530	2,440	(44,090)
Temporarily Restricted Funds	109,359	121,662	120,005	(1,657)
Membership Investment - Cash Basis	389,561	394,545	437,249	42,704
Membership Investment - Church Premises	5,413,320	5,413,320	5,413,320	-
Total Liabilities and Net Assets	\$ 5,949,462	\$ 5,976,057	\$ 5,973,014	\$ (3,044)

Note: Historical (purchase) price. We elected to not depreciate our capital assets so have not reported accumulated depreciation on our balance sheet. We also elected to stop capitalizing assets prior to 6/30/2020.

Operating Fund

Income & Expenses

	For the Twelve Months Ended			Change from	Budget	2024-25
	<u>June 30, 2023</u>	<u>June 30, 2024</u>	<u>June 30, 2025</u>	<u>Prior Year</u>	<u>2024-2025</u>	<u>Variance from Budget</u>
Income						
Offerings:						
Offerings	\$ 1,371,734	\$ 1,411,580	\$ 1,334,793	\$ (76,787)	\$ 1,429,801	\$ (95,008)
Offerings - Per Capita	6,570	5,250	5,431	181	6,996	(1,565)
Total Offerings	1,378,304	1,416,830	1,340,224	(76,606)	1,436,797	(96,573)
Designated Offerings	930	-	1,000	1,000	-	1,000
Use of Church & Other Income	18,398	21,353	21,852	499	19,200	2,652
Transfers:						
Transfer from/(to) Foundation	-	105,957	72,296	(33,661)	74,793	(2,497)
Transfer from/(to) Joseph Fund	(21,000)	-	21,768	21,768	28,608	(6,840)
Transfer from/(to) Preschool	3,314	7,097	20,955	13,858	-	20,955
Total Transfers	(17,686)	113,054	115,019	1,965	103,401	11,618
Program Receipts	53,681	63,921	77,821	13,900	65,000	12,821
Total Income	\$ 1,433,626	\$ 1,615,157	\$ 1,555,916	\$ (59,241)	\$ 1,624,398	\$ (68,482)
Expenses						
General and Administrative	\$ 84,589	\$ 90,017	\$ 165,507	\$ 75,490	\$ 93,400	\$ (72,107)
Denominational Giving	41,080	40,160	32,052	(8,108)	39,580	7,528
Buildings and Grounds	257,579	250,200	238,337	(11,864)	262,199	23,863
Capital Expenditures	66,525	244,731	103,178	(141,553)	165,000	61,822
Technology	30,120	28,910	37,452	8,542	34,000	(3,452)
Total Business	479,893	654,018	576,526	(77,493)	594,179	17,654
Human Resources	944,483	963,321	770,238	(193,084)	954,450	184,213
Ministry Teams (Worship, Education, Church Life)	36,737	30,774	30,764	(10)	39,650	8,886
Missions	65,264	64,765	65,293	528	65,500	207
Program Expenditures	61,310	63,940	71,625	7,685	65,000	(6,625)
Total Expenses	\$ 1,587,687	\$ 1,776,818	\$ 1,514,445	\$ (262,373)	\$ 1,718,779	\$ 204,334
Operating Surplus (Deficit)	\$ (154,061)	\$ (161,661)	\$ 41,471	\$ 203,132	\$ (94,381)	\$ 135,852

Note: Operating Fund results for the years ending June 30, 2023 and June 30, 2024 have been restated to include capital expenditures previously expensed in the Joseph Fund.

Joseph Fund

The Joseph Fund is used at Crossroads to accumulate funds for major building-and-grounds-related expenditures. The name comes from the story of Joseph in Genesis 41:29-41. Based on a vision from God, Joseph gathered resources for use as needs arose in the future.

Members are encouraged to donate to the Joseph Fund to help fund on-going capital needs. The Fund will also be the repository of the proceeds of future capital campaigns.

	As of and For the Twelve Months Ended		
	<u>June 30, 2023</u>	<u>June 30, 2024</u>	<u>June 30, 2025</u>
Beginning Cash and Grant Receivable Balance	\$ 141,486	\$ 166,300	\$ 14,988
Income			
Contributions	13,125	14,698	7,028
NSGP Grant income	62,984	-	-
Change in Restricted Funds	(7,995)	-	-
Transfer from (to) Foundation	-	78,086	-
Transfer from (to) Operating	21,000	-	(21,768)
Interest income	2,224	655	379
Total Income	91,338	93,439	(14,361)
Expense			
Administrative Expense	-	20	60
Major Building Projects	66,525	244,731	-
Total Expense	66,525	244,751	60
Surplus (Deficit)	\$ 24,814	\$ (151,312)	\$ (14,421)
Ending Cash and Grant Receivable balance	\$ 166,300	\$ 14,988	\$ 567
Temporarily Restricted Funds	505	505	505
Ending Cash and Grant Receivable balance, less Restricted Funds	\$ 165,795	\$ 14,483	\$ 62

Note: Joseph Fund results for the years ending June 30, 2023 and June 30, 2024 are as originally reported. Beginning July 1, 2024, capital expenditures are recorded in the Operating Fund.

Foundation

Balance Sheet

The purpose of the Crossroads Foundation is to administer gifts and bequests by members and supporters of Crossroads Presbyterian Church to provide financial support for special religious, charitable, educational, and benevolent projects, special missions, and ministries, and capital improvements not usually part of the normal operating budget of the church.

2024-25 Foundation Committee members: Randy Crosby, Bill Genne, Dick Janssen (Team Lead), Jeff Krygiel, Kris McKinney (Elder), Mike Miller (Staff Liaison), Steve Steidinger, Dave Stern, and Rev. Scott Samuelson (Head Pastor and Acting Head of Staff).

	For the Year Ending			Change
	June 30, 2023	June 30, 2024	June 30, 2025	2024-2025
Assets				
Cash (not including cash & equivalents at Northern Trust)	\$ 95,954	\$ 14,230	\$ 98,645	\$ 84,415
CD's and Short-term Investments Investments at Fair	95,305	-	169,036	169,036
Market Value	1,707,465	1,955,899	1,835,541	(120,358)
Total Assets	\$ 1,898,724	\$ 1,970,129	\$ 2,103,221	\$ 133,092
Liabilities				
Accrued Obligation to Habitat Refugee Guarantee	7,264	-	-	-
Designated Funds to be distributed	52,437	3,297	-	(3,297)
Pink Umbrella Theatre	750	750	-	(750)
Total Liabilities	\$ 60,451	\$ 4,047	\$ -	\$ (4,047)
Net Assets				
Unrestricted Net Assets 1	\$ 459,855	\$ 579,584	\$ 713,488	\$ 133,903
Temporarily Restricted: 2				
Paul Doedens Scholarship	18,865	18,065	18,065	(0)
Total Temporarily Restricted Net Assets	18,865	18,065	18,065	(0)
Permanently Restricted Assets by Donor ³	1,359,552	1,368,432	1,371,669	3,236
Total Net Assets	\$ 1,838,272	\$ 1,966,082	\$ 2,103,221	\$ 137,139
Total Liabilities and Net Assets	\$ 1,898,724	\$ 1,970,129	\$ 2,103,221	\$ 133,092

Notes

1. Unrestricted Net Assets include the earnings on investments and are available to be spent subject to the Foundation Spending Policy.

2. Temporarily Restricted Net Assets are gifts where the intent of the donor is to designate the asset for a specific use or purpose.

3. Permanently Restricted Funds are gifts received from the donor specifically designating that the principal amount be held in perpetuity.

Foundation

Income and Expenses

	For the Twelve Months Ended			Change from
	June 30, 2023	June 30, 2024	June 30, 2025	Prior Year
Unrestricted Net Assets				
Revenue				
Donations (Unrestricted)	\$ -	\$ (250)	\$ 6,860	\$ 7,110
Earnings on Investments:				
Interest and Dividends	45,728	57,308	57,065	(243)
Realized Gains (Losses)	12,525	11,286	(22,512)	(33,798)
Unrealized Gains (Losses)	136,551	153,396	187,521	34,125
Total Earnings on Investments	194,804	221,990	222,074	84
Other / Unspent Grant Distributions	-	(240)	2,506	2,746
Total Revenue – Unrestricted	194,804	221,500	231,440	9,940
Disbursements and Expenses				
Foundation Grants from Unrestricted Funds 1	73,603	75,209	72,296	(2,913)
Administrative Expenses 2	20,191	23,762	25,241	1,479
Total Disbursements and Expenses – Unrestricted	93,794	98,971	97,537	(1,434)
Total Increase (Decrease) in Unrestricted Net Assets (a)	\$ 101,010	\$ 122,529	\$ 133,903	\$ 11,375
Temporarily Restricted Net Assets				
Contributions	\$ -	\$ -	\$ -	-
Net Assets Released from restrictions	-	5,280	-	(5,280)
Total Increase (Decrease) in Temporarily Restricted Net Assets (b)	\$ -	\$ 5,280	\$ -	\$ (5,280)
Permanently Restricted Net Assets				
Contributions	\$ 700	\$ -	\$ 3,236	3,236
Total Increase (Decrease) in Permanently Restricted Net Assets (c)	\$ 700	\$ -	\$ 3,236	\$ 3,236
Total Increase (Decrease) in Net Assets (a+b+c)	\$ 101,710	\$ 127,809	\$ 137,139	\$ 9,331
Net Assets, beginning of the year	\$ 1,736,563	\$ 1,838,273	\$ 1,966,082	\$ 127,809
Net Assets – End of Year	\$ 1,838,273	\$ 1,966,082	\$ 2,103,221	\$ 137,139

Notes

1. Grant from Foundation Unrestricted Funds to Operating Fund, 2024-25: \$72,296

2. Administrative Expenses: Legacy Giving Team expenses \$6,473; Northern Trust fees \$18,146; Other \$622

The Memory Garden Fund is a separate account administered by the Memory Garden Governing Committee, invested by the Foundation. See separate Memory Garden Annual Report.

Foundation

The Paul and Connie Doedens Legacy Giving Society

“Where your treasure is, there your heart will be also.”

-Matthew 6:21

The Paul and Connie Doedens Legacy Giving Society includes those who have self-identified that a gift to Crossroads is in their will and/or estate plan. Since October 2024, the Society increased by eight individuals (growth of about 10%). With this growth, extensions for the Legacy Giving Vine have been ordered. After the new branches are installed later this month, a leaf for each new member will be installed. Regular emails and the annual Legacy Giving Generations Dinner have served to make our congregation more aware of this vital ministry. The next annual dinner is scheduled to be held October 31, 2025. In addition, semi-annual Legacy Giving Classes are scheduled to commence August 31, 2025. If you are interested in learning more about Legacy Giving and/or if you would like to notify us that Crossroads is in your will or estate plan, please contact the church office.



Patty Akerland	Kenneth Keith	Mark & Patricia Weatherhogg
Nancy Arcara	Edward & Dorothy Kelley	Nancy Wiese
Jane Armstrong	Jorjan Loos	Jay & Elaine Wilcox
Frank & Susan Ball	Mike McIntyre	Jeffrey & Deborah Wolf
Bruce & Karen Barnes	Kris & Karen McKinney	4 Anonymous
Peter & Rev. Susan Sytsma Bratt	Martha Moore	James Armstrong*
Richard Brown & Betty Philipps	Miriam Patton	Sharman Brown*
Shari Brown	Diane Petersen	Douglas Dall*
Steven & Abigail Carpenter	Dawn & Roger Root	Susann Friesch*
Randy & Meredith Crosby	Catherine & John Sanders	Rev. Scott Hauser*
Jim Daley & Nancy Folkers-Daley	Dave & Mary Schigoda	Patricia Lawrence*
Beth Dall	Tom & Elizabeth Sellars	Lois Orndorff*
Michael Disabato & Nancy Ponstein	Steve & Lucinda Shallock	Robert Patton*
Sharon Elias	Stanford Smith	Michael Peters*
Harold & Nancy Follis	Theresa Sprader-Trinh & Tom Trinh	Martin Petersen*
Bill Genne & Betsy Tiedens	David & Hyndie Steck	Catherine Smith*
Drew & Jackie Glaubke	Steve & Joann Steidinger	John Wiese*
William & Lois Hoover	Tom & Karen Taylor	Albert Zuelske*
Mark Laux & Wendy Jabas	Doug & Laurie Uhl	

*Deceased

If you are interested in learning more about Legacy Giving and/or if you would like to notify us that Crossroads is in your will or estate plan, please contact the church office.

Legacy Giving Team: Randy Crosby, Bill Hoover, Michael Miller, Martha Morse, Steve Shallock

Memory Garden

The Memory Garden, located in the upper level of the church grounds just outside the Fireside Room, was constructed in 2008 and dedicated on November 2nd of that year. The columbarium has 220 niches, each able to hold two urns, and we now have 134 niches that have been purchased. The Memory Garden is available to Crossroads members and their immediate families, and we now have 82 inurned.



In this past fiscal year ending June 30, 2025, there were 4 niches purchased for a total of \$10,000. Total expenses, including maintenance, landscaping, snow removal, engraving, and investment fees totaled \$3,112. Investments are administered by the Memory Garden Governing Committee and invested by the Crossroads Foundation Committee.

An In Memoriam Service was held at the Memory Garden on Sunday, June 29, 2025, with friends and family of those inurned in the columbarium.

The fee for a niche is \$2,500, which includes two urns as well as the engraving. There are no other expenses. Having a niche can be a big part of end-of-life planning and can be especially comforting for the next generation.

2024-25 Memory Garden Governing Committee members: Karen McKinney (Team Lead), Mike Miller (Staff Liaison), Bill Genne, Diane Peterson, Cindy Siebert, Dale Thronson, and Gordon Wardius.



<u>Current Assets</u>	
Cash Accounts	\$19,732
Investments	96,252
Total Assets	\$115,984

Crossroads Christian Preschool

Balance Sheet

	For the Year Ended		
	<u>June 30, 2023</u>	<u>June 30, 2024</u>	<u>June 30, 2025</u>
Assets			
Cash	\$ 22,711	\$ 24,092	\$ 19,547
Total Assets	22,711	24,092	19,547
Liabilities			
Accounts Payable	1,212	689	-
Total Prepaid Receipts/Scholarship	10,414	10,950	-
Total Liabilities	11,625	11,639	-
Fund Principal			
Net Assets			
Temporarily restricted funds	11,086	12,453	19,547
Total Restricted Funds	11,086	12,453	19,547
Total Liabilities, Fund Principal, & Restricted Funds	\$ 22,711	\$ 24,092	\$ 19,547

Income Statement – Preschool	Actual For 12 Months Ending			Budget	Variance
	<u>June 30, 2023</u>	<u>June 30, 2024</u>	<u>June 30, 2025</u>	<u>2024-2025</u>	<u>from Budget</u>
Revenues					
Tuition	\$ 82,490	\$ 94,183	\$ 98,638	\$ 90,956	\$ 7,682
Programs	806	2,296	6,721	3,500	3,221
Total Revenues	83,296	96,478	105,359	94,456	10,903
Expenses					
General & Administrative	3,245	1,669	3,816	4,644	828
Program Expenses	1,794	3,919	2,027	3,615	1,588
Salary & Benefits	71,043	81,491	78,080	78,818	738
Total Expenses	76,083	87,079	83,923	87,076	3,153
Surplus (Deficit)	7,214	9,399	21,436	7,380	14,056
Distributions from/(to) Operating Fund	(3,314)	(7,097)	(20,955)	-	(20,955)
Distributions from/(to) Scholarship and Temporarily Restricted funds	(3,900)	(2,303)	(481)	-	(481)
Net Revenues less Expenses/Distributions	\$ 0	\$ (0)	\$ -	\$ 7,380	\$ (7,380)

Looking Ahead

Highlights of the 2025-26 fiscal year budget:

- **Offerings Increase:** The budget has a 5.6% increase in offerings from the 2024-25 fiscal year and is based on the results of our Stewardship Campaign.
- **Foundation Allocation:** The budget includes a \$90,000 allocation from the Foundation to the Operating Fund for capital expenditures. This allocation represents 4.3% of total Foundation assets as of June 30, 2025, which is within the recommended distribution range to ensure long-term growth in the Foundation's assets.
- **Human Resources:** The budget includes the cost of a senior pastor beginning January 1, 2026, and the cost of an interim associate pastor (part-time). The staff salary increase is budgeted at 2%.
- **Other Expenses:** All other expenses are budgeted to increase 3.1%. The budget includes \$110,000 in capital expenditure, the largest being roof repair (\$70,000).
- **Close to break-even budget:** The budget projects a deficit of \$11,185, which we believe can be closed with the continued generosity of the congregation, and careful fiscal management.
- **Crossroads members' generosity:** Offerings have been instrumental in supporting the ministry of the church, and it has multiplied into lives changed for Christ. We humbly invite the congregation to continue to step forward in faith – to pledge and to give – as we seek to live into our mission.

Looking Ahead

Operating Fund: Income and Expenses

Income	Actual 2024-25	Budget 2025-26	Note	Budgeted Growth Year-to-Year	
				\$ Amt.	Pctg.
Offerings:					
Offerings	\$ 1,334,793	\$ 1,409,265	1	\$ 74,472	5.6%
Offerings - Per Capita	5,431	6,538		\$ 1,107	20.4%
Total Offerings	1,340,224	1,415,803		75,579	5.6%
Designated Offerings	1,000	-		\$ (1,000)	-100.0%
Use of Church & Other Income	21,852	24,329		\$ 2,477	11.3%
Transfers:					
Transfer from/(to) Foundation	72,296	90,000		\$ 17,704	24.5%
Transfer from/(to) Joseph Fund	21,768	5,000		\$ (16,768)	-77.0%
Transfer from/(to) Preschool	20,955	-		\$ (20,955)	-100.0%
Total Transfers	115,019	95,000		(20,019)	-17.4%
Program Receipts	77,821	75,000		\$ (2,821)	-3.6%
Total Income	\$ 1,555,916	\$ 1,610,132		\$ 54,216	3.5%
Expenses					
General and Administrative	\$ 165,507	\$ 163,800		\$ (1,707)	-1.0%
Denominational Giving	32,052	39,580		\$ 7,528	23.5%
Buildings and Grounds	238,337	241,700		\$ 3,364	1.4%
Capital Expenditures	103,178	110,000	2	\$ 6,822	6.6%
Technology	37,452	38,400		\$ 948	2.5%
Total Business	576,526	593,480		16,955	2.9%
Human Resources	770,238	854,012	3	\$ 83,775	10.9%
Ministry Teams (Worship, Education, Church Life)	30,764	61,808	4	\$ 31,044	100.9%
Missions	65,293	65,500		\$ 207	0.3%
Program Expenditures	71,625	46,517	5	\$ (25,108)	-35.1%
Total Expenses	\$ 1,514,445	\$ 1,621,317		\$ 106,872	7.1%
Operating Surplus (Deficit)	\$ 41,471	\$ (11,185)		\$ (52,656)	-127.0%

Notes

1. The 5.6% increase in the offerings budget over 2024-25 is based on the "most-likely" stewardship projection.
2. Roof (\$70,000), siding (\$15,000), fascia boards (\$10,000), other (\$15,000).
3. Includes new pastor (partial year), and interim associate pastor (part-time).
4. Increase in expense due to inclusion of program expenses previously reported in the Program Expenditures line.
5. Decrease in expense due to transfer of program expenses to the Ministry Teams line.

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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