

2025-26 1ST QUARTER MINISTRY/BUSINESS REPORT

Sunday, November 2, 2025, 1pm, In-Person & Online @ Crossroadsabc.live

AGENDA

1. Vote on minutes
2. Vote for Church Council Members (see below for slide and vote)
3. Quarterly Report
4. Vision Process and Timeline

VOTE FOR THE 2025 CHURCH COUNCIL

Terry Ketelsen – 1 years (1st term)
Karen King – 1 years (2nd term)
Gabe Ramon – 1 years (2nd term)
Stu Jackson – 2 years (2nd term)
Rick Green – 2 years (2nd term)
Joe Zepeda – 3 years (1st term)
Todd Dankers – 3 years (1st term)
Lorraine Hynds – 3 years (1st term)
Matt Manning – Senior Pastor
Angie Duran – non-voting member
Chris Amdahl – non-voting member

4th QUARTER MINUTES

The meeting opened with a prayer and agenda overview.

Vision & Goals Update:

The church is nearing the end of its 2020–2025 vision plan, which emphasizes connecting people to Jesus and fostering a multiethnic, multigenerational community.

Visitor Outreach: 251 new guests this quarter (900 remaining to meet the goal).

Digital Engagement: Surpassed the goal with over 10,000 digital interactions.

Baptisms: 68 baptisms this quarter (mostly from Easter); 193 total over 4.5 years.

Community Engagement: 45-person increase in community groups, with 90 new summer participants.

Church Planting: Two churches launched as part of their strategic goals.

Financial Overview:

Giving vs. Budget: General fund giving fell short by ~\$74791.97. Actual expenses only exceeded giving by ~\$18,525.50 due to controlled spending.

Savings: Savings was used to cover the shortfall. We are developing a formal reserve policy aiming for nine months of operating reserves.

Staff & Compensation: Staff transitions and a \$20,000 insurance hike contributed to budget overages. Contract labor was used to cover key roles temporarily.

Challenges: There's a mismatch between growing attendance and a slight decline in giving. Church leadership is exploring how to address this cultural shift.

Facilities:

The main campus is in good condition, but HVAC issues are looming, with full replacement potentially costing \$500K–\$1M. The Community Center requires ongoing capital improvements.

Archway Affordable Housing Proposal:

The church is considering selling 5.9 acres on the north side of its property to Archway Communities for \$1.9 million. This nonprofit would develop ~100 affordable rental units, with Crossroads retaining input into community impact. The contract structure delays payment until zoning (completed by 2026) and Archway getting funding secured, starting in 2027/2028. This ensures control of land use remains with Crossroads if the project fails. Voting on the land sale is open through the end of the day. Members were encouraged to vote online.

Leadership offered to answer questions post-meeting. Voting results will be communicated via email.



PASTOR MATT MANNING
SENIOR PASTOR

matt.manning@crossroadsabc.com

This quarter included several meaningful moments of connection and transition for Crossroads.

In July, I attended the bi-annual gathering for the American Baptist Churches USA. It was a time to reconnect with many of our missionaries serving around the world and to spend time with some of the national leaders from across the denomination. While there weren't any major developments or new initiatives to report, it was still good to be present - to listen and observe what is happening in the bigger picture of our denomination.

Throughout the summer, we officially embarked on a new vision process as our current vision sunsets at the end of this year. Over the past several years, that vision has served us well, anchoring our priorities and shaping our ministries. By all accounts we have succeeded with what God has called us to. But every vision has a life cycle, and it's time to ask fresh questions about what God is calling us to in the next season. Our process began by tracing where God has brought us so far, recognizing how our communities and cities have changed, and discerning how to faithfully meet the needs and opportunities before us. To help guide this work, we've partnered with Todd Kemp, a seasoned consultant with Convene, who is walking alongside our team to bring clarity and focus to the process.

This season has also brought some significant leadership transitions. We celebrated the retirement of Michele Gerbrandt at the end of September, whose years of faithful service have shaped many aspects of our ministry. She has done a good job of transitioning her role to other staff members. We also said goodbye to James Johnson, who accepted a call to serve as a lead pastor at another church. In the wake of his departure, we've decided to merge Pastoral Care and Spiritual Growth under the leadership of Pastor Chris, creating a more integrated approach to shepherding and discipleship. Both James and Michele have been an integral part of our team, and while we will deeply miss them, we bless them in these new chapters.

I am grateful for all who call Crossroads home, and I look forward to the exciting opportunities that lie ahead of us. As always, it is a joy to lead this church. We have a fantastic team who works incredibly hard to meet the challenges of this current day. Thank you.

Pastor Matt



ANGIE DURAN
CEO

angie.duran@crossroadsabc.com

Happy October! This is my favorite time of year, I think, in part, because God's purposefulness in creation is so clearly on display all around us. As I was harvesting the last round of veggies from my garden last week, I found myself overwhelmed with gratitude for God and His provision. I felt similarly as I have been reflecting on the last quarter of life here at Crossroads, and the abundant blessings He has bestowed upon our community.

Here are just a few of the details:

- **New:** We welcomed over 300 guests this quarter. What is remarkable to me is that this season, July- September, tends to see a reduction in church attendance, and yet we are sharing our highest guest attendance of the year. God continues to inspire people into our building on Sunday. This growth isn't just a number on a report; it is a visible sign of God's work in our community and a fresh opportunity to share His love with a wider family.
- **NEXT:** As we continue to see so many new guests, NEXT continues to be a vital and fruitful part of our connection process. Our heart and purpose is to help our new families find deep spaces of connection and friendship, friendships that will help them draw closer to the Lord. Again this quarter, we can share that the majority of our NEXT attendees are choosing to take a step further into a community of faith and investing into their own discipleship.
- **Connected:** In a world where isolation is common, we celebrate a remarkable and vibrant sign of God's work among us: nearly 700 people are actively involved in the life of this church community. This isn't just an impressive number; it is 700 lives being woven together. This deep level of participation shows that our church is not just a building we visit, but a family we belong to, a place where people find purpose and connection. At Crossroads, we believe that Biblical Community is the primary, and most fruitful, vehicle for life-changing spiritual transformation, so I am so encouraged to see so many people choosing to be actively involved in this space.

MEMBERSHIP

1st Quarter 2025-2026

July, Aug., Sept. 2025

TOTAL ADMISSIONS: +3

New Membership: +

Sherry Caffero

Greg Behn

Cindy Behm

Re-Activated: +0

TOTAL DISMISSALS: -

Inactivated Members: - 3

(includes 1st Qtr Inactive Members -0)

Deceased: 0

1st QTR TOTAL MEMBERS = 347

PROBATION:

Christen Brown

Tim Brown

Martha Flanigan



53 E 128th, Thornton, CO 80241

Crossroads Community Center

10451 Huron, Northglenn, CO 80234



@crossroadsabc crossroadsabc.com

BUDGET CONDITIONS

1st Quarter 2025-2026

Fiscal Year = July 2025 - June 2026

YTD GENERAL GIVING vs. BUDGET 2025-26

General Fund Giving	\$ 522,292.00
Budget	\$ 621,250.00
Excess/(Deficit)	\$ -98,957.00

YTD GENERAL GIVING vs. ACTUAL EXPENSES 2025-26

General Fund Giving YTD	\$ 522,292.00
Actual Expenses YTD	\$ 553,321.00
Excess/(Deficit)	\$ -31,030.00

Angie.duran@crossroadsabc.com

CEO

5-YEAR GOALS 1st QTR 2024-2025

- 10,000 Digital Engagements: 10,318 (+194)
- Invite 5,000 Neighbors: 4,098 (+251)
- 1,500 Baptisms: 193 (+68)
- Everyone in Community Groups: 718 (+45)
- Launch Churches: 2

Weekly attendance average

1st Qtr 2025-2026 as compared to 1st Qtr. 2024-2025
1331 (-8 YOY)

Angie.Duran@crossroadsabc.com

VISION 2025

We believe God is positioning Crossroads Church to serve people towards and connect people to Jesus by:

Expanding our kingdom impact in our communities and beyond by being a multi-ethnic, multi-generational church focused on making disciples of the next generation—our kids and grandkids.

5-YEAR GOALS

WHERE ARE WE NOW?
2025 1ST QTR

50%

5,000

10,000

1,500

1,500

2

4D

4,404
(+306)



10,488
(+170)



213
(+20)



643
(+27)



2

Invite
Neighbors

Digital
Engagement

Baptisms

Everyone in
Community

Launch
Churches

