

A low-angle, back-view shot of several people walking on a grassy hill. The person in the foreground is wearing brown shorts and tan sneakers. The background is a bright, hazy sunset or sunrise, with silhouettes of other people walking away. The overall mood is peaceful and active.

Crossroads Annual General Meeting

November 2024

Agenda

- Introduction
- Aligning With Our Vision
- Highlights 2024
- Finances 2023/2024
- Stepping Ahead/Time of Transition
- Our Giving
- Our Staff & Volunteers
- Prayers for 2025

Aligning with our Vision

To be a loving and joyful international community
passionately pursuing God together
and growing authentic relationships
that make a difference
in our lives and in our world.

ASPIRE

Jesus is our
everything.

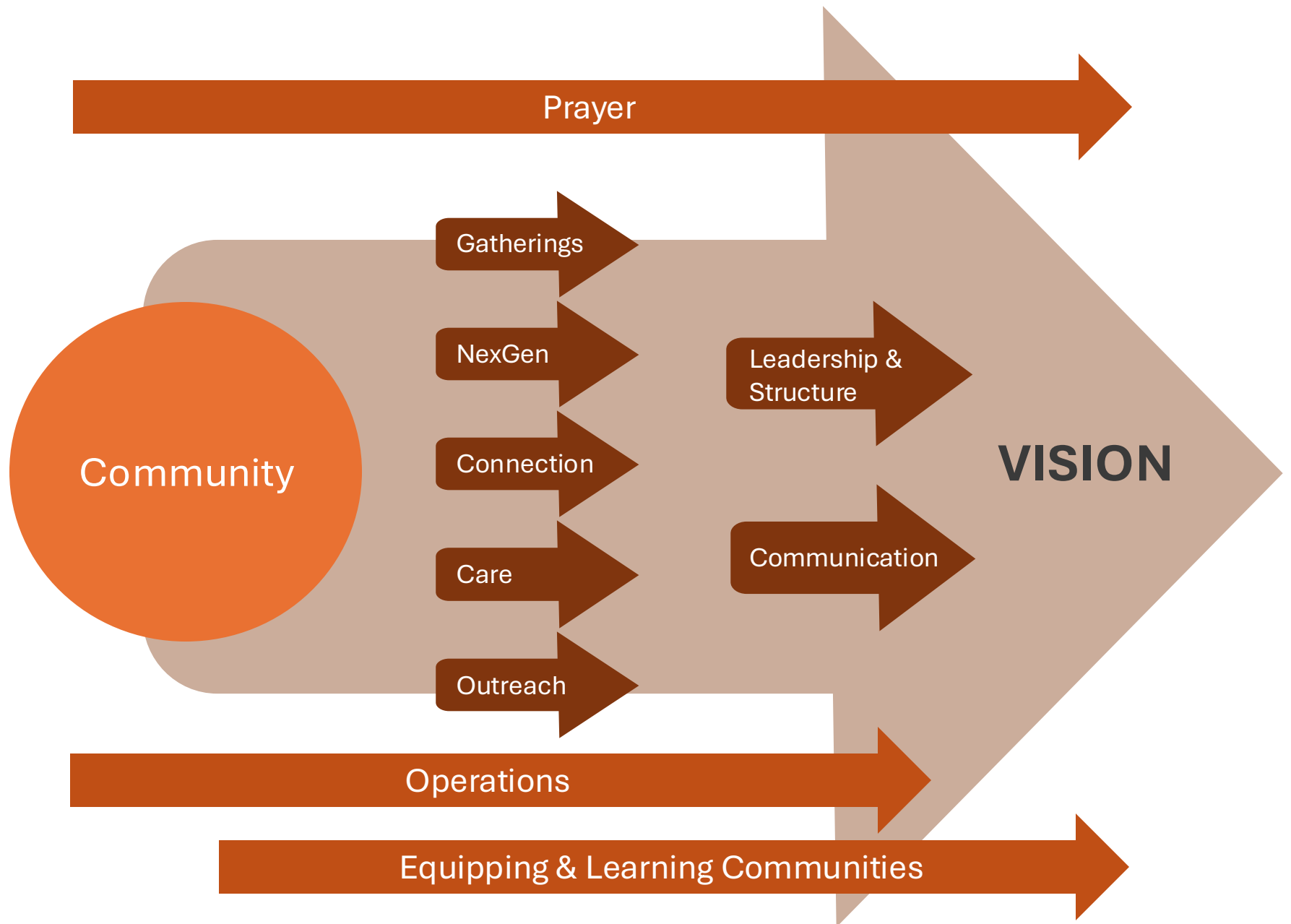
We ambitiously
experiment to
make Jesus
known.

We laugh loudly
and mourn deeply,
sharing our lives
with one another.

We celebrate every
person's unique and
diverse contribution
to the unity
of the body.

We are
an extra-mile
kind of people,
offering our lives
humbly, generously and
sacrificially for
God's Kingdom.

We love
beauty and
creativity,
and create beauty
from and amidst
broken things.





Highlights

2024

Gatherings

- Sunday mornings
 - Speakers' Team & Sermon Series
 - Worship Teams – Jam sessions
- Worship evening
- Christmas Eve
- Good Friday & Easter Service

NextGen

- Casey Hyman joined the Staff and leads our Children's Ministry - more emphasis on worship
- Integration in church life & empowerment of young people
- Themes covered in the adult services also part of kids and youth curriculum
- Youth Ministry – new leaders and equipping the team
- New kids graduating to the program - renting additional room to meet
- Moms of preschoolers
- Parent prayer & support group

Connections

- **Connection Opportunities**
 - Small Groups, including Young Adults Group
 - Community Meals & Events
 - BBQ, Tapas Party, International Food Festival
 - Women's Walk
 - Creative Calling Artist's Gatherings
 - Occasional Men's Events
- **Crossroads CONNECT** for Newcomers
- **New Members** Orientation

Care & Prayer

- Care in Small Groups
- CARE Team is being formed for extra practical support
- Child Dedications
- Funerals - Prayer, Care & Support for Families
- Pastoral/Mentoring Conversations
- Sunday Personal Prayer
- Prayer Week and Evening IRL Prayer Gathering
- Weekly Wednesday Online Prayer

Outreach

- Visits from our Missionaries (stories on stage) and helping some transition
- Monthly Missions focus
- Making a Difference – clothing and food collection, curtain project, shoebox project
- Fostering existing and new local ministry partners for future impact

Communications & Leadership

- Expanded Video Creation for Services
- ASPIRE Vision Series
- Large Screen Community Event Info near Connect Point
- Continue Finetuning of our Digital Communications Channels (website, app, database)
- Plans for Expanding Social Media & Updating Signage
- Leadership Community Connect Gatherings added, including young leaders
- International Pastor's Gatherings (2x per year)

Learning Communities

- **Courses & Seminars (in addition to ongoing Small Groups studies)**
 - Sacred Rhythms
 - Essentials
 - Hearing God's Voice
 - The Story We Find Ourselves In
 - Alpha
 - Fruits of the Spirit

Gratitude & Prayer

- Grateful for
 - The Season with Miriam as our Senior Pastor – 6-1/2 years of leading & shepherding our community
 - Our Current Season of Growth and Momentum
 - Staff
 - Ministries
 - New Initiatives
- Prayers for
 - Unity in our Leadership and Community
 - Walking Together in Faith – looking forward to what God has in store for us



Finances

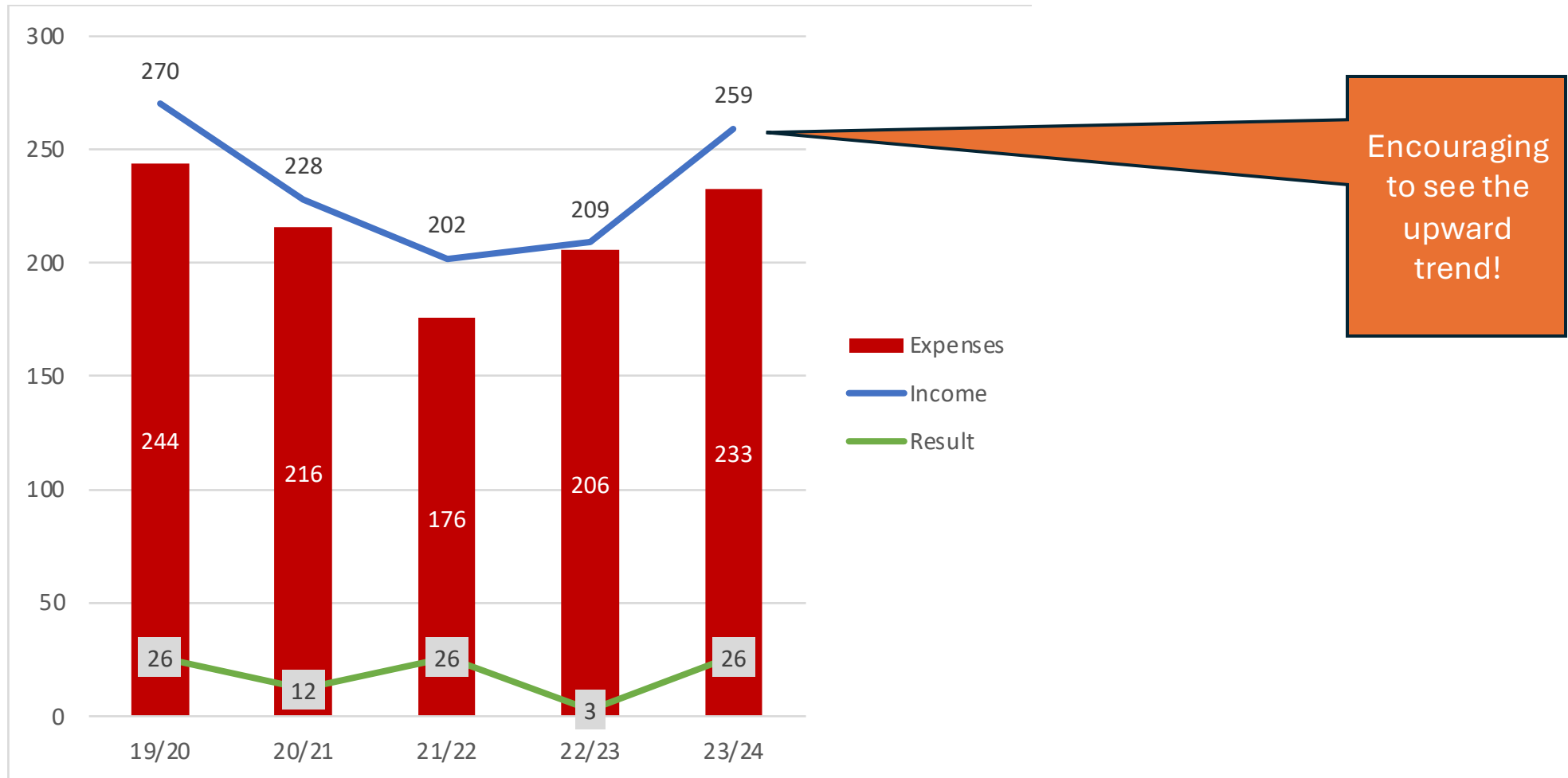
2023-2024

Financial Year: July 2023 - June 2024

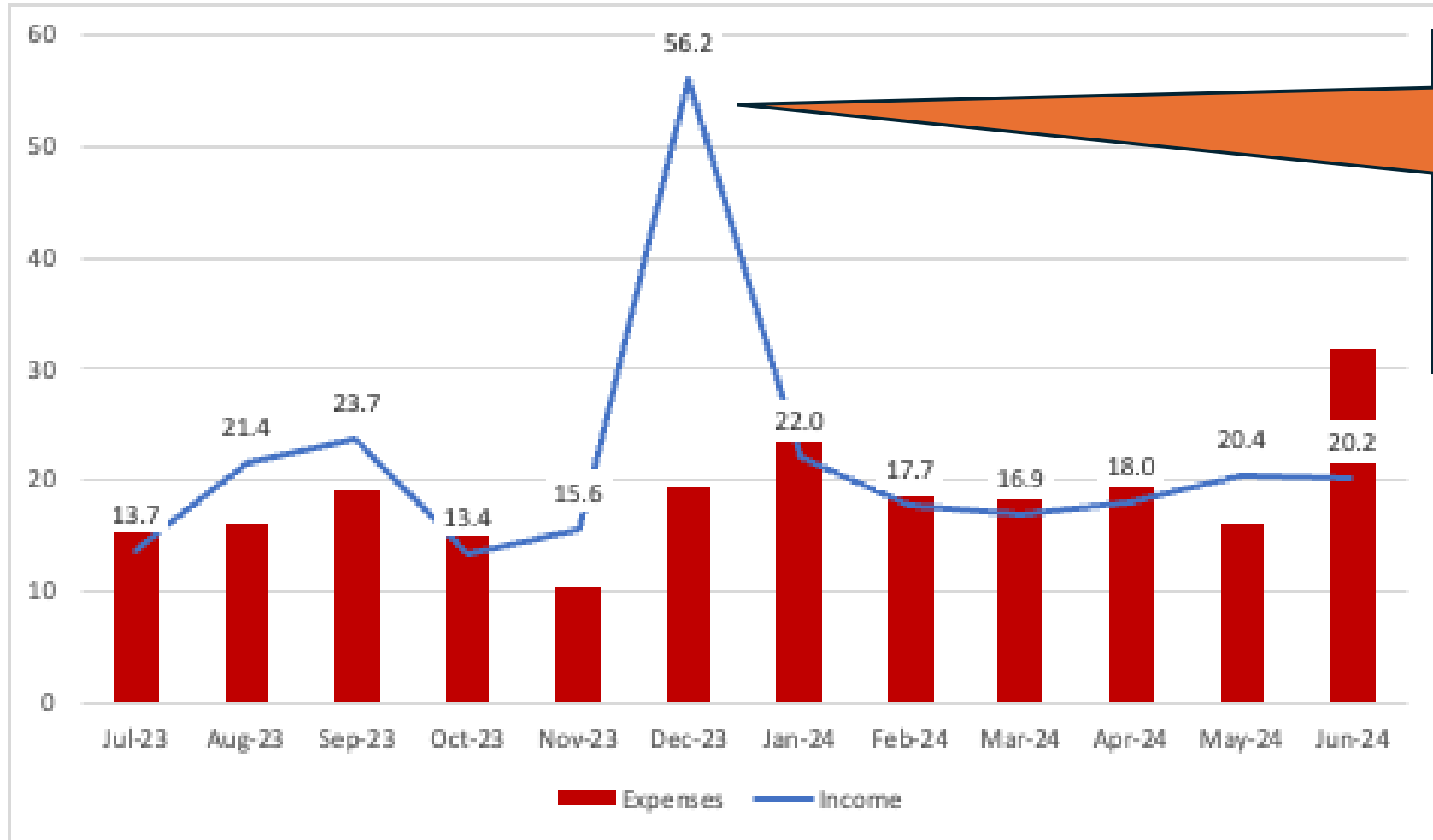
Profit and Loss Account (euro)	22/23	23/24	Change
Income	€ 208,664	€ 259,221	€ 50,557
Expenses			
Staff & leadership development	€ 143,596	€ 164,002	€ 20,406
Rent	€ 11,747	€ 28,512	€ 16,765
Missions	€ 26,728	€ 19,905	€ -6,823
Ministries	€ 3,447	€ 4,498	€ 1,051
Celebration services	€ 11,711	€ 5,995	€ -5,716
Support services	€ 6,373	€ 9,813	€ 3,440
Other misc.	€ 2,490		€ -2,490
Total	€ 206,092	€ 232,724	€ 26,632
Net Result	€ 2,572	€ 26,497	€ 23,925

Our expenses increased and so did our giving!

Financial Year: Trends Over the Past 5 Years

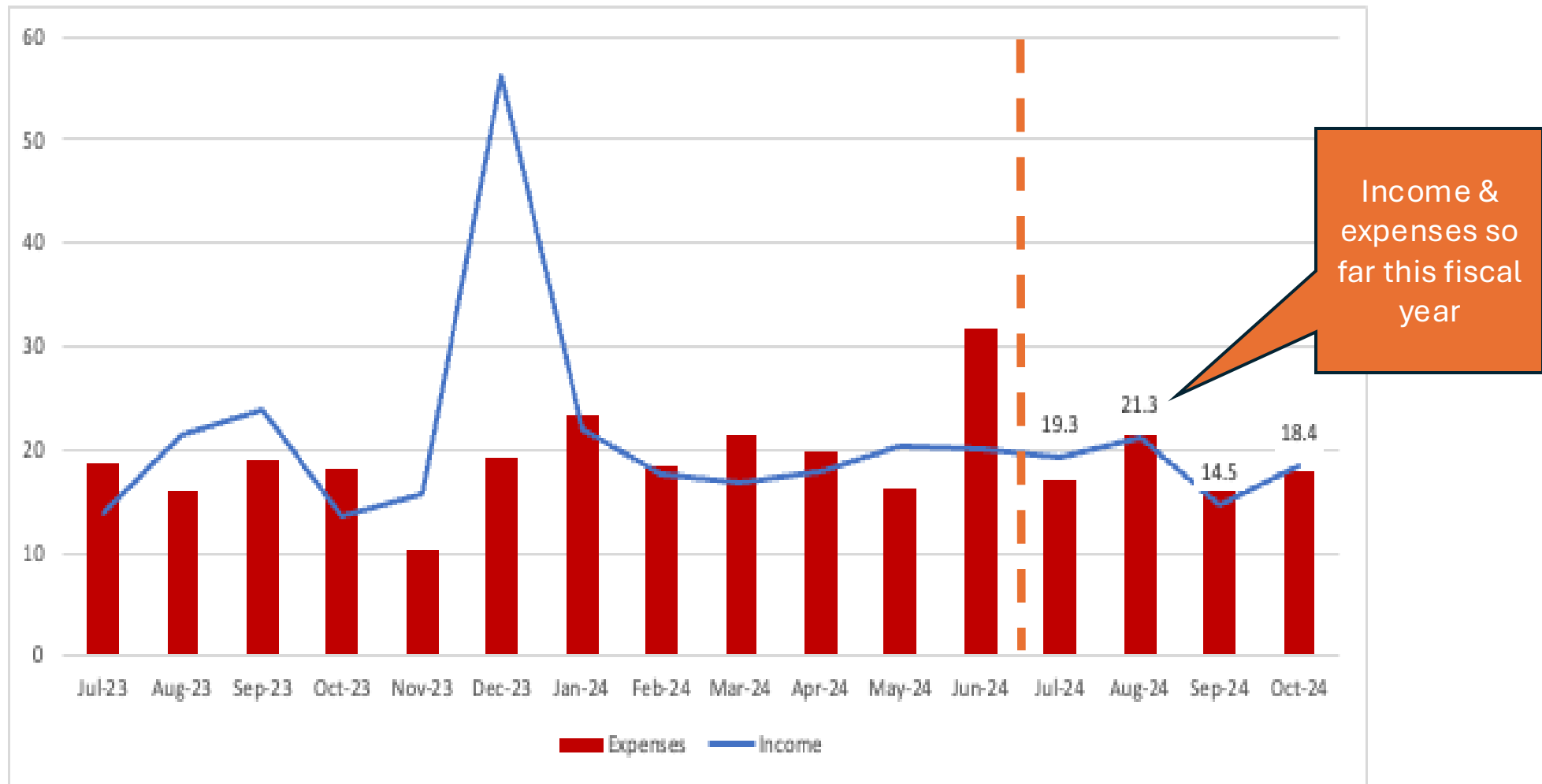


Financial Year: Income & Expenses per Month

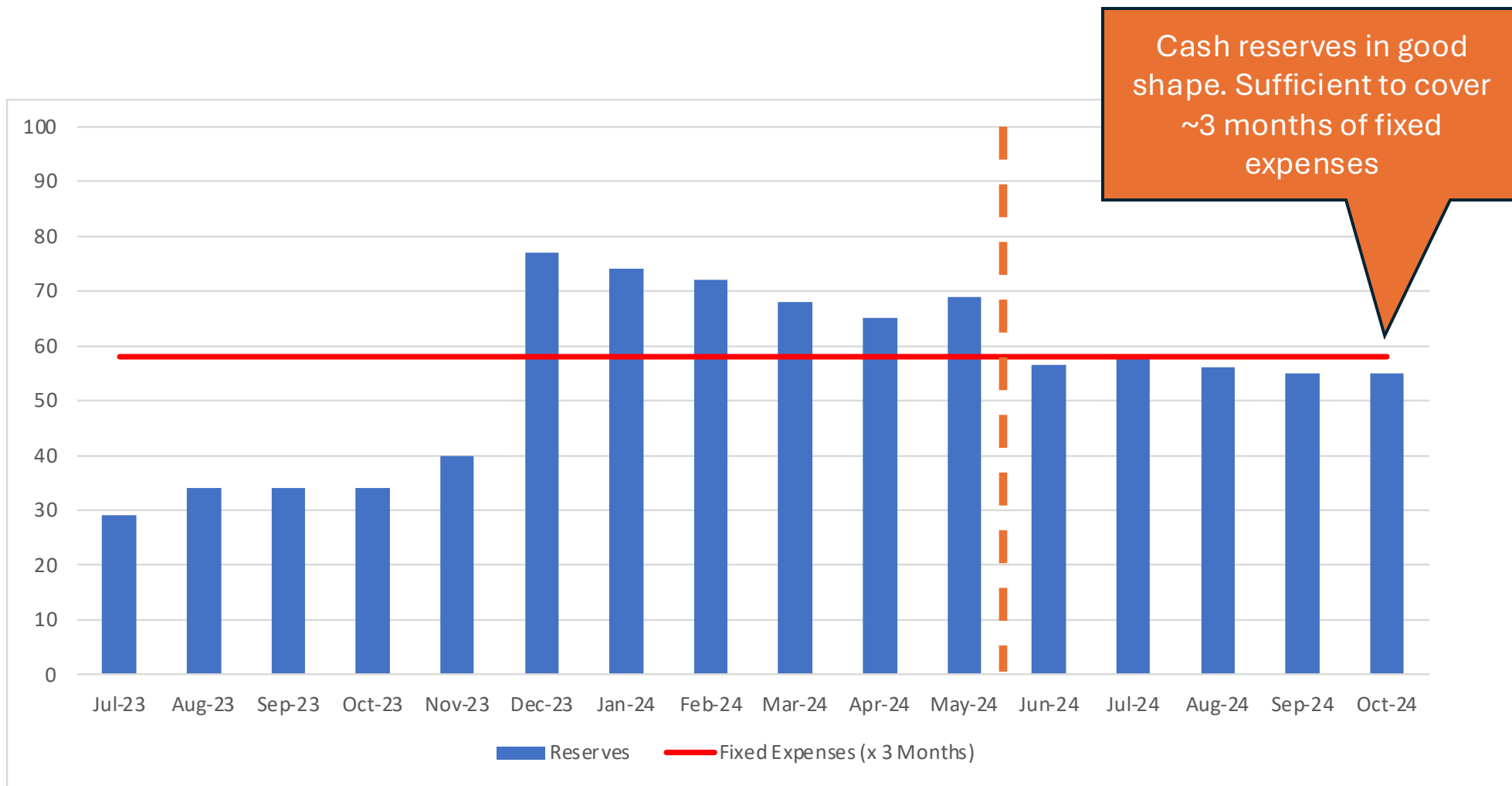


Year end giving still important to cover all fixed expenses later in the year

Update (Jul-Oct 2024): Income & Expenses



Update Jul-Oct: Cash Reserves



A black and white photograph showing the lower legs and feet of several people walking across a grassy field. The image is taken from a low angle, focusing on the ground and the movement of the feet. A large, semi-transparent orange rectangle is centered over the image, containing the title text in white. The background shows a bright, hazy sky and the silhouettes of people in the distance.

Stepping Ahead

Time of Transition

Where We're At...

- Staff and Elders are working with Miriam as we prepare for her to step down in Jan 2025
- **Succession Plan for a new Senior Pastor**
 - Opportunity Profile: Identifying who is needed
 - Pastor Search Team in place by the end of the year
 - Andy Shaffer has agreed to Chair – details to come
 - Investigating Budget Scenarios
 - Interim period with Staff
 - Senior Pastor Salary
- **Community Centre Venue Team** in place and actively looking at options
- **Staff Pensions** approved and plans offered soon (retroactive to July 2024)
- **Staff Salaries** adjusted with PKN scales

IBAN

BANK ACCOUNT NUMBER:

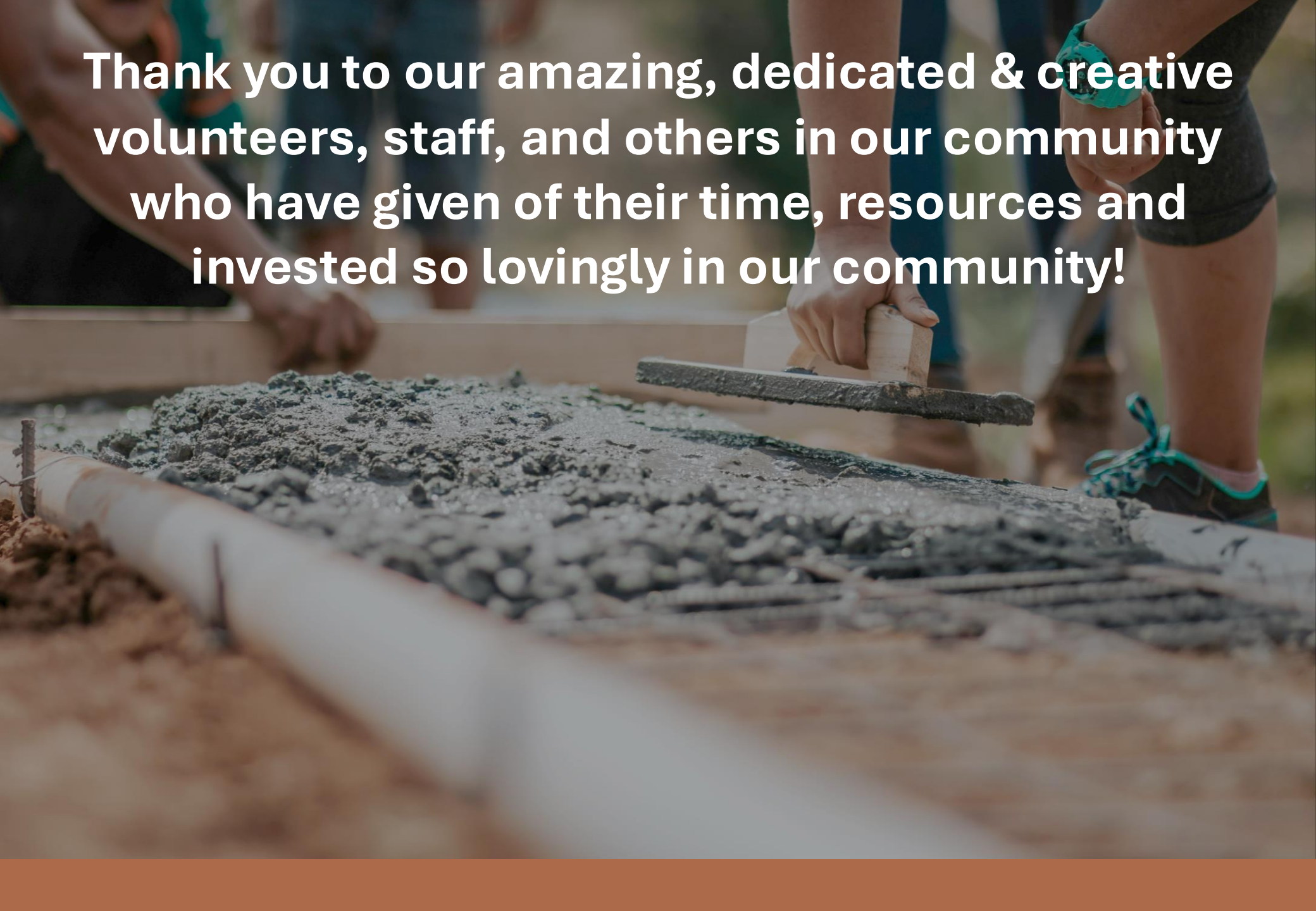
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**Giving as
Worship**



Thank you to our amazing, dedicated & creative volunteers, staff, and others in our community who have given of their time, resources and invested so lovingly in our community!



THE STAFF



MIRIAM PHILIPS
Senior Pastor



CAROLINE ZWART-CANDELARIA
Associate Pastor



ALLEN BAATSEN
Associate Pastor



CASEY HYMAN
Kids Ministry Leader



SZASZI BENE
Theological Specialist

THE ELDERS



(left to right) **Peter, Miriam, Lisa, Samson, Anne Camile, André**

A black and white photograph showing the lower half of several people walking across a grassy field. The image is high-contrast, with bright highlights and deep shadows. A large, solid orange rectangle is centered over the image, containing the word "VOTE" in white, bold, sans-serif capital letters. The people are walking away from the camera, and their shadows are cast on the ground.

VOTE

Vote

Art 5.6.a. of the Constitution: *discharge of Board, releasing the Elder Board from the responsibility for the policies pursued during the financial year in question.*

YES = green

NO = red

A black and white photograph of people walking in a field, with a large orange rectangle overlaid in the center containing the text 'Prayers for 2025'.

Prayers for 2025