

CROSSVIEW CHURCH

2024 Annual Ministry Plan

Becoming and making disciples who embody and extend the Kingdom of God



¹⁹ I also pray that you will understand the incredible greatness of God's power for us who believe him. This is the same mighty power ²⁰ that raised Christ from the dead and seated him in the place of honor at God's right hand in the heavenly realms. ²¹ Now he is far above any ruler or authority or power or leader or anything else—not only in this world but also in the world to come. ²² God has put all things under the authority of Christ and has made him head over all things for the benefit of the church. ²³ And the church is his body; it is made full and complete by Christ, who fills all things everywhere with himself.

Ephesians 1:19–23



Some of our Corporate Celebration from 2023:

This year, we celebrate the addition of our Youth Pastor, Nolan Hodge, and our Worship Pastor, Stu Volz. We are grateful for those who were baptized who said yes to Jesus's invitation, as well as the new members who have said yes to being a part of our church family. We do not take for granted the stories we have to share that can only be told by mentioning the name of Jesus and the work that He has done and continues to do.

Proposed Dates for Congregational Meetings:

Sunday, April 14, 2024 at 4 pm.

Sunday, July 14, 2024 at 4 pm.

Sunday, October 20, 2024 at 4 pm.

Sunday, November 17, 2024 at 4 pm.



Strategy:

What follows are plans for how we as a Church and as ministry teams intend to pursue our disciple-making mission in 2024. For each ministry team, a summary statement of the team's overall purpose is given, followed by some goals or focus areas that the team has identified as priorities in 2024, as God enables and directs. Further details on each team's responsibilities are detailed in the team descriptions that the Elders maintain.

Churchwide (Elders) -

“For we are God’s masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago.” (Ephesians 2:10) In 2024, the elders are planning to:

- Provide a safe and supportive presence to hear, acknowledge, and grieve others’ difficult experiences, offering wisdom for next steps, promote safety when needed, and holistic flourishing in Christ.
- Gain a better understanding of the real needs in DeKalb County. We want to learn from current partners and look for new ways for our church family to be a blessing to those who don’t know Jesus in our community.
- Define our identity as a church and refine our vision for Crossview that will help guide our strategic thinking over the next 3-5 years.
- Strengthen the sense of community by making use of resources and ministries that foster a feeling of belonging, creating an inviting environment, and embodying a devoted attitude towards Christ.
- Nurture a harmonious community that embraces and exemplifies unity in Christ, guided by the Holy Spirit. This effort should cultivate empathy, and a strong support system among all members of our congregation.

Adult Discipleship Team - Develops and supports ministries that equip adult believers to become mature and fruitful Christ followers by way of Sunday School classes, men’s and women’s ministries, and library resources. Our 2024 goals include:

- Loving and edifying each other through Small Groups. We plan to work with the Elder Team and the Staff Team to strengthen our Small Group ministry.
- Continuing to offer Sunday School classes that provide an opportunity for all ages to dig deeper in God’s Word and allow cross-age group relationships to form while building community across generations.
- Considering our discipleship efforts as a “Tiered” approach.
- Focusing on the Library space as a resource space.
- Considering the overall structure of the Adult Discipleship Team and current model to determine the best-fit structure for the overall ministerial objectives of Crossview.



Care Team - Seeks to connect people to Christ and His community by developing and executing strategies to increase and sustain engagement of all members and regular attendees, and to share in the burdens and joys of each. The team manages the benevolence fund to express the practical, tangible love of the people in our Church. In 2024, the Care Team will:

- Continue to equip some in our congregation with financial counseling so that they can, in turn, walk alongside of those struggling to manage finances, providing financial wisdom, encouragement, and accountability.
- Regularly assign Care Team members to follow up in connecting with individuals or families who have benefited from the benevolence fund or other Care Team assistance, to foster ongoing support and to create an opportunity to form deeper and more meaningful relationships within the church body.

Children's Ministry Team - Has as its primary focus leading children to follow Christ. The Team provides for curriculum, choosing and training workers, facility needs, and equipment for all areas of Children's programming. It will strive to make Sunday morning some of the best hours of the kids week. It is responsible for the nursery and for ensuring that The Child and Youth Protection Policy is followed when new Children's workers are added. The main area of focus in 2024 will be to "abide with Jesus and thrive" regardless of the circumstances. In light of that, these are our goals:

- **Up**
 - While we have made great progress in rebuilding the Children's Programming post-pandemic, we are not yet back to where we were in regard to the number of classes offered/helpful age range classes. I would love to be able to split the ages (youngers 4yrs-2nd grade, and olders 3rd-5th grade) for the first service Children's Programming by the end of the year, which would require recruiting 4 more teachers and 4 more helpers to join a once a month rotation.
- **In**
 - We are growing! I would love to upgrade our check-in station to provide a place where parents can check their kids in on their way to church, and quickly print their check-in tags at a self-manned kiosk. We would still have our check-in table to welcome anyone that has questions or new families, but this would hopefully decrease wait time in line, and give the check-in volunteers more time to connect with new families.
 - Many Moms have voiced to me that they would love to have more points of connection with other Moms. While I'm not sure Moms Connected, a past Crossview ministry, is able to resurrect this year, I would love to have once a month connecting point for Moms and kids. This could look like lunch in the park, sledding in the winter, library hangouts, or other fun outings, but parenting can get lonely with young kids and a connecting point is needed.
- **Out**
 - VBS is our biggest event of the year. This is where we see all of the "Up, In, and Out" happen at once. God is glorified, the church is unified in mission and community, and it's an awesome on-ramp for kids to invite their friends into church. I would love to see this grow to 60 or more participants this coming year.



Community Connection Team - Helps our Church build bridges to our community through service and sharing the Gospel. Four percent of all general giving is managed by this team for the purpose of supporting and facilitating ministry within DeKalb County. Flowing from our values of faith, hope, and love, areas of focus in 2024 will be:

- **Evangelism** — Integrate sharing the Gospel with community service projects.
- **Bridge Building** — Promote awareness and opportunities for engagement with supported ministry partners, as a means of serving and connecting others to Crossview.
- **Compassion** — Share Christ's love and care with people in the community by supporting community partners and their individual ministries.

Facilities Team - Maintains optimal functionality, appearance, safety, and security of all Church property; controls operating costs; assists to maximize space utilization; and plans for future capacity for pursuing our ministry vision. The space utilization part of their role includes administration of the Building Use Policy. Areas of focus in 2024 will be to:

- Secure at least two bids for redoing the roof. Shingles are needing replacement soon. City of DeKalb said we can go over existing shingles without a tear-off one time. We are looking into metal roofing since it lasts much longer.
- Continue the crack filling on the West side of the South lot if needed.
- Consider adding landscaping to the South side of the church building.

Fellowship Team - Seeks to connect people to Christ and His community by developing and executing strategies for engaging those who visit our Church, and for integrating those who desire to become part of our Church family. Areas of focus in 2024 will be:

- To continue providing our Crossview family opportunities to fellowship together over meals and at game nights. It seems that the taco lunches have gone quite well, so we are planning on two a year (Fall and Winter).
- To continue serving through Fall Fest with Sarah's team, Thanksgiving potluck the Sunday before Thanksgiving, gingerbread houses the first Thursday of December, and Easter brunch.
- To have a "Guess who's coming to dinner" sometime in the Spring before things get crazy with pre-Summer things.
- To explore getting more involved in following up with visitors who leave their information.



Finance Team - Oversees the proper handling of all Church funds and accounts; ensures that the Church's finances are maintained according to sound legal, ethical, and biblical standards; and promotes good stewardship of the resources God entrusts to our use in His service. Areas of focus in 2024 will be:

- Working with Ministry Team leaders to identify tools/information that would provide value to their teams.
- Supporting the Building Fund tracking of income and expense as Crossview plans for and addresses facility capital improvements.

Global Connection Team - Helps our Church build bridges of influence and authentic relationships with people and communities beyond DeKalb County. Eleven percent of all general fund giving is managed by this team for the purpose of supporting and facilitating targeted ministries outside of DeKalb County. Goals and areas of focus for the Global Connection Team in 2024 include:

- **Global Partner Support**—Maintain a Strong Connection with our Global Partners.
- **Global Connection Updates**—Continue to provide Crossview with regular updates from our Global Connection partners.
- **Global Experience**—Send a short-term team to work with and learn from one of our Global partners.
- **Global Deployment**—Work with the Youth and College-age ministries to educate young people about global ministry opportunities with the goal of spurring them toward the field.

Nominating Team - Advances the ministries of our Church by identifying members who are gifted, qualified, and willing to serve in various ministry roles, as defined in the bylaws. In 2024, our primary goal will be to:

- Find and create ways to further understand, discern, and encourage the passions and giftedness of our members.

Records Team - Prepares, publishes, and retains official corporate records of the Church, tracks and interprets status and trends of the statistical life of the Church, and facilitates internal communication and coordination. Corporate records include minutes of all congregational meetings. Areas of focus in 2024 will be:

- Reviewing Records Director position description and purpose; modify if/as needed to address Church's records and statistical needs.
- Reviewing and updating Church records policies and procedures to ensure key documents and statistics are properly maintained.



Student Ministry Team - Seeks to fulfill the Great Commandments (love God and love people) and the Great Commission (make disciples) among all middle school and high school youth in our Church and community.

During 2024, we intend to:

- **Create a culture of prayer.** We will consistently ask God to intercede in the lives of students while aligning ourselves to the heart of Jesus. Students will have opportunities to engage and grow in prayer, especially for one another.
- **Be present and supportive beyond programming.** Our ministry should be incarnational, entering the students' worlds outside the walls of the church. We commit to attending performances, sporting events, and other student activities in our community.
- **Develop student leaders.** Students will be equipped to grow in Christian leadership and invest in the life of the church, culminating in a "Student Leadership Team".
- **Establish discipling relationships.** Space will be created for mentorship between leaders and students, leading to the formation of small discipleship groups.
- **Recruit and equip called volunteers.** We anticipate on-boarding 3-4 consistent volunteer leaders to maintain a healthy leader-to-student ratio. Leaders will regularly meet together for training, encouragement, and direction.
- **Meet needs in our community.** We seek to connect with local organizations and programs for service opportunities where our students can put their faith into action.

Technology Team - Helps to provide, maintain and support a broad range of technology tools, in order to enable staff and ministries to more effectively accomplish their missions and pursue our vision. Areas of focus in 2024 will be:

- Working with ministry teams that need technical support to maintain their goals.
- Working with any building committee to obtain everything that is needed to keep the project moving forward.
- Completing the camera move from the pole to the wall.
- Continuing to work with the elders to come up with a plan to obtain a well-rounded security system that works for the church.
- Renewing a focus on recruiting new members to my team.
- Upgrading the access points to the new norm of "6e" from "5g." This will give us more coverage for less cost and improve the speed from which we have now.
- Making Jesus Known throughout the community through the efforts of the Technology Team.

Worship Team - Leads the whole Church in glorifying God through worship, teaching/preaching the Word, prayer, music, and the ordinances. This includes supporting functions, such as technical operations, ushering, and preparation and serving of communion. Areas of focus in 2024 will be:



- **Announcements** – I would love to bring more intentionality and consistency to our announcements- both their placement in our services and how we execute them. My goal is to see announcements done with excellence and hospitality to invite those visiting on a Sunday morning, and those who are not yet plugged in, to be a part of our church family. We have the amazing privilege of being able to host and extend the hospitality of Christ to our Dekalb/Sycamore community, and part of disciple-making and our Gospel message is informing our community on how they can get connected. I have a vision of investing in 2-4 men and women to lead our welcoming and announcements during our services.

How you can be praying:

- Pray for the hospitality and kindness to be incredibly evident to our visitors on Sunday mornings.
- Pray for the 2-4 women and men to step up to lead and shepherd in this significant way.
- **Develop greeting ministry** – I plan on working with our current greeting team members to organize volunteers and provide training and vision for what this ministry can look like. I will find and collect resources to adequately equip and prepare our volunteers for their role. I also plan on incorporating our greeting volunteers into our Planning Center software (used for scheduling worship services and volunteers for worship team) to better organize this team.

How you can be praying:

- Pray that those who visit our church for the first time or for the 1,000th to feel loved and greeted by our church family.
- **Consider & research various liturgical elements** – During my short time as Crossview’s worship pastor I have already been really excited about incorporating different elements into our worship services. I plan on continuing my development as not just a music director but a leader of our entire worship service. I will continue to find various liturgical elements to incorporate into our services that allow individuals from all walks of life to worship our God during our services. The goal is to continue to form our church into one that doesn’t consume worship but engages in it.

How you can be praying:

- Would you lift me (Stu) up in prayer as I continue to adjust to this role and that the Spirit would bring resources and people into my life to guide me and continue to build me up?
- **Introduce Ash Wednesday Service** – Pastor Jeff has been leading our church family to be one that embraces lament and our need for Jesus. I believe that choosing to participate in hosting an Ash Wednesday service would honor the church calendar as well as honor where we are headed as a congregation. The aim of an Ash Wednesday service is: to meditate on our mortality, sinfulness, and need of a Savior; be mindful of daily repentance in the Lenten season; and to remember and worship that Christ has conquered sin and death.

- **Develop song catalog** – During our stint of interim volunteers for the worship ministry, there were many songs added to our church’s catalog of songs, along with the catalog that Matt Calio had developed. I believe it would benefit our congregation greatly to pare down our catalog of songs. My goal is to continue to refine our list of songs so our congregation can become better familiar with the songs we sing on a regular basis.

How you can be praying:

- Pray for discernment in editing our song catalog and wisdom for when the Spirit prompts me to add to our catalog.