

Church Council Minutes
April 1, 2020

The following people were present for the Zoom meeting:

Chris Amdahl	Matt Manning
Bruce Boelter	Justin McDonald
Laura Broseghini	Gavin McKelvey
Chip Case	Steve Snow
Loretta Dudley	Jeff Tompkins
Michele Gerbrandt	Ron Veatch
Rick Green (trustees)	

Absent: Angie Duran (due to youth ministry meetings)

Gavin opened us with prayer.

Matt gave us updated information on the impact of the corona virus. We will continue having church on-line at least through April and possibly longer depending on government requirements. We will expand our on-line presence to Monday and Tuesday. Even with meeting restrictions lifted, we will not be able to have full sized meetings so the plan is to continue having on-line services for two months. This will mean the Disrupted series will continue through Easter. We'll then have a four week series called "The Quarantine." The topics will include redeeming time, navigating parenting, navigating marriage, and how to be resilient. This will be followed by a series on what it looks like to follow Jesus, taking us through June 14.

Michele designed yard signs for inviting people to our on-line Easter service.

It was decided that VBS will be canceled this year because there is not adequate time to recruit volunteers and prepare the needed materials. The Children's ministry is working on alternative activities.

Giving is at 50-70%. As of April 1, hourly employees are being furloughed. Crossroads will pay them 50% of their wages for one month and then reevaluate. We applied for a government care package to help cover payroll. This will hopefully become a grant rather than a loan.

Matt will continue sending an e-mail with information on all that is happening every Thursday.

Chip asked what we can do to help 1st responders. \$20,000 has been released from the benevolence fund (not going just to 1st responders, but to whoever applies and qualifies). Fifty people are now available and trained for the Care Team per Chris. The benevolence Fund is now known as the Compassion Fund.

Matt covered the latest with the Unstuck process. They had the first retreat on-line. (This resulted in a \$2000 refund from Unstuck which Crossroads donated to Cold Weather Care since CWC had to place guests in hotels due to the shelter in place order.)

The first topic of discussion was determining our goals. They decided on:

- Determine our future direction
- Alignment
- Unity and Clarification
- Answer the question regarding who is best for us to be reaching.

This was followed by a 90 minute conversation on why the the church exists.

Answers included-

- Equipping people to do ministry
- Sharing the gospel
- Teaching people to follow Jesus and developing maturity
- Equipping people to share the Good News
- Making disciples
- Encouragement and building each other up

They looked at a demographic study developed by Kingdom Analytics. This focused on the Northglenn campus with included the area within a 20 minute drive from the campus.

- In 2019 that included 528,000 people
- The 35-54 age group is the fastest growing group
- Education: Northglenn residents: 60% have less than 2 years of college. Most finished high school.
- Income: higher than the state average. \$50-100,000 annual income
- Family make-up: 69% married
- Ethnicity: 60% white and 40% minority (33% Hispanic)

Based on this information, we have work to do to have the campus reflect the community. One of the challenges is affordable housing.

Matt shared an important statistic:

If a child accepts Jesus, 3% of families follow

If the mother accepts Jesus, 17% of the families follow

If the father accepts Jesus, 93% of the families follow

They discussed needs for new members in the 30-45 year age group.

-Authentic connection

Solution= community groups

-Independence, free to make their own decisions

Solution= a digital strategy that is robust

-Time. How are they supposed to do everything expected of them

Solution= simplify our ministry strategy

-Successful adulthood which is now happening later in life

Solution= practical teaching from the pulpit

-Purpose. Does my life matter?

Solution= Equip to serve and engage in a bigger calling

Gavin suggested putting together some focus groups.

Other Unstuck topics include:

-What does a disciple look like?

-What does the Crossroads discipleship path look like?

-Growth engines for Crossroads

-Five year vision for the church

-What are culture shaping behaviors at Crossroads?

=We don't take ourselves too seriously which leads to humility.

-Vital signs

-What needs to be accomplished in the next year?

1. Clarify our vision statement- Matt

2. Identify vital signs- Bruce

3. Identify our values- Chris

The staffing and restructuring retreat will take place on April 21 and 22.

Alex Stadler has applied for licensure. There will be a Zoom call on Sunday to interview Alex. Matt, Gavin, Jeff and Loretta will be on the call asking questions. Matt stated that any other Council members who wish to participate are welcome. Alex will have his statement of faith completed by Friday and it will be distributed to Council.

The meeting was closed with prayer.

