



ANNUAL REPORT

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CROSSROADS
BIBLE CHURCH

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This report is an overview of ministry at CBC from July 2024 - June 2025. Statistics are from that time frame unless otherwise stated.

BUILDING DISCIPLES WHO BRING JESUS TO OUR WORLD

OUR MISSION

OUR VALUES

BIBLICAL TEACHING
UNITED WORSHIP
PASSIONATE PRAYER
CARING COMMUNITY
STRATEGIC OUTREACH
NEXT GENERATION FOCUSED

OUR DISCIPLESHIP PATHWAY

Being like Jesus is a journey. Sometimes on that journey we can get a bit lost or even just stop and rest a bit too long in one area. To help us all keep growing in our maturity as a disciple of Jesus, we want to make the path as clear and simple as possible. We call this the Discipleship Pathway: *Planted in Truth, Rooted in Community, Reaching in Love*.

First, we desire to see people be **Planted in Truth**. For many, this is attending church on Sunday morning. People gather to worship, hear the Word of God preached, and connect with each other.



However, just attending on Sunday doesn't encompass all that church is supposed to be. That's why we want people to get **Rooted in Community** and join a Community Group. This is where people can do life together, caring for each other amidst life's ups and downs, and through it all, pointing each other to Jesus.



And it doesn't stop there either. Mature disciples should be **Reaching in Love**, which means they should be seeking to make other disciples as well as serving here at CBC, locally in our Eastside community, and even globally in some capacity.





Thank you, CBC family, for your faithfulness this year. God has used your prayers, service, and generosity to build disciples who bring Jesus to our world. I am grateful for each of you and am excited to see how God moves in and through you in the year ahead.

Love,
Pastor Keith



A YEAR OF MINISTRY

in Review

1535

Average Sunday attendance

130

Families visited CBC for the first time and are now regularly engaged

92

Baptisms

118

New members

184

Guests at Welcome Lunches

987

Total members

The Lord has greatly blessed Crossroads over the last year! He has allowed us to worship together every Sunday, celebrate even more baptisms together than in 2023-2024, and welcome over 130 new families to Crossroads. This year we were planted in truth, studying the Gospel of Mark, continuing through the book of Galatians, and covering a variety of topics such as unity, why we worship, and wisdom. God's grace and mercy have covered us as we seek to build disciples who bring Jesus to our world!

GENERAL FUND

Finance Highlights

Thank you for your faithful giving to the Crossroads general fund! Your giving helps fund the work we do at Crossroads through the individual ministries.

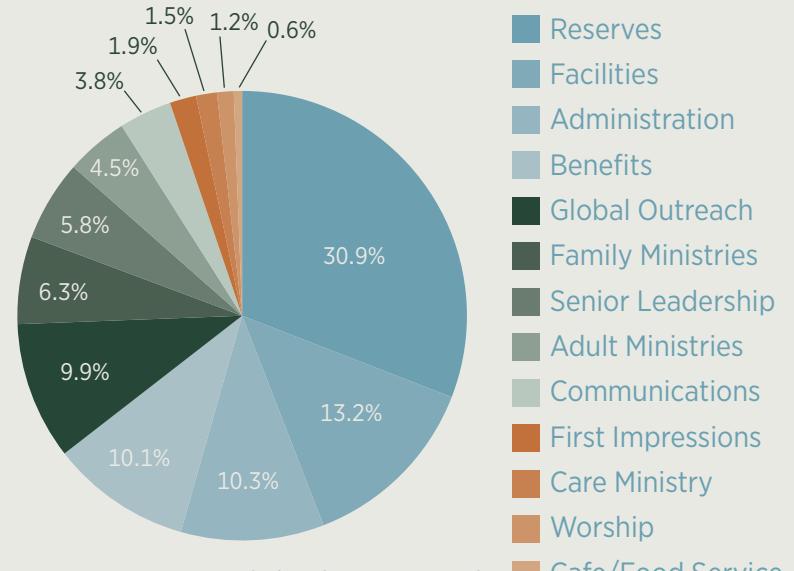
Crossroads saves money each year, which is referred to as our "reserves". The reserves are saved for emergency costs or investments in our building that may go above the usual ministry costs. These costs may include building repairs and enhancements or adjustments to the space.

This year, in order to care well for our space and ensure longevity in this building, we utilized part of our reserves for repairs. We replaced the roof, which cost about \$2 million (this occurs about once every 30 years), and repaired our parking lot. We also made a couple of one-time renovations to the building, such as creating a new welcome center, adding offices for staff, and updating the cafe space.

Each of these repairs and additions to our building help ensure that Crossroads is meeting the needs of the congregation, staff, and community. These costs have been covered by money in the reserve fund, which has been faithfully stewarded. In the budget and expense overview from the 2024 - 25 fiscal year, you will see the reserves separated out from the other costs in order to accurately show ministry spending.

Budget	\$6,500,000
Giving	\$6,846,184
Spending & Reserves	\$5,276,498
	\$2,362,832
	Total: \$7,639,330

EXPENSE OVERVIEW



**Percentages are rounded to the nearest tenth*

Wages for ministry staff are included in the percentage for their ministry.

Reserves include maintenance and general reserves to spend for irregular larger expenditures such as roof replacement.

Administration includes accounting, IT, HR, legal, and other administrative needs within the church.

Adult Ministries includes community groups, men's, and women's ministry.

Family Ministries include kids and youth ministries.

Facilities includes the facility team, facilities needs, and property tax on our property.

First Impressions includes staff and needs for the First Impressions team and the security team.

Senior Leadership includes hosting and resource costs for leadership, costs for the elders, and insurance.

COMMUNITY groups

Thanks to God's faithfulness, community groups have been a great place to be Rooted in Community over this last year. Community groups are a family of sent disciples who grow together in the gospel, serve one another and others in love, and send each other out to build more disciples. The goal of community groups is to come together not just for the good of one another, but also to overflow to love people in every sphere of our lives

The Lord called up six new group leaders to facilitate groups and four new groups launched this year. While our groups have been growing in size, they've also been growing in depth. The Lord used community groups to bring four people into new relationship with him this last year, and countless others found Christ-like love and support.

This year, we also hosted our second annual Serve the King campaign in March. God opened the door for over 250 people from every generation, to serve their community in meaningful ways, impacting over 1,000 people in the Eastside of Seattle through over 30 different serving initiatives.

But serving didn't stop in March! Several community groups are serving together on a regular basis, Reaching in Love as a community.

38

Community
Groups

657

Regular
participants

800+

hours served by
CBC members



1,000

community
members
impacted

250+

CBC members
participated

Every TRIBE, TONGUE, PEOPLE AND NATION

9

language &
culture groups

God has blessed Crossroads with a vibrant multicultural community over the years. Nine language and culture groups meet regularly, allowing people to join in community with others who speak their home language. This year, these groups have flourished and provided people with a place to feel at home.

Specifically, the Indo-Seattle Christian Fellowship has been thriving at Crossroads. They meet on Sundays at 2 pm every week, hold multiple all-night prayer events, and celebrate together throughout the year. It is a blessing to see how God is bringing people from all over the world together at CBC to worship Him, giving us a taste of what we can look forward to in eternity.

This year, we also recognized Rajesh Godavarthi with the title of ISCF Pastor. Raj has been faithfully serving in a pastoral role in the Indo-Seattle Christian Fellowship for 16 years. He has been teaching, baptizing, and offering care and counsel to the congregation, all while serving as an elder at Crossroads until Spring 2025. He has had an incredibly positive impact on the community, and we give thanks to God for bringing him to Crossroads!



WORSHIP



This year, our worship and tech ministry experienced amazing growth and development. We welcomed a bunch of new team members and even wrote our first song together as a team. Our youth worship team took major steps forward, growing in size and even having students serve confidently in main services. It has been a year marked by creativity, teamwork, and God giving the growth.

"I planted, Apollos watered, but God gave the growth."
1 Corinthians 3:6

24

members on the
worship team

19

members on the
tech team

DINNER IS Served



In the 2024-2025 ministry year, we brought back a beloved time of fellowship for our Crossroads Family: Wednesday Night Dinners! Nearly every Wednesday night, we gathered together to enjoy a meal prepared and served by an incredible volunteer team before Wednesday night ministries began. Meals were paid for by optional donations at the door, which allowed anybody in our community to join us.

Dinner time became a space for singles, couples, families, community groups, youth, and kids to gather in fellowship. Youth leaders had opportunities to connect with their students, kids played with their friends, and families and communities were able to eat together and engage in encouraging conversations. With 150 - 300 people gathering together every week, Wednesday Night Dinners grew to be a foundational time of community for our Crossroads family.

Our Crossroads Kitchen Crew served the community with incredible joy and love this year. God assembled this team

made of people who were entirely new to Wednesday night dinners, and most had never made a meal for so many people. But they each stepped up with a willingness to learn and lean into their God-given gifts.

“Dinners became a well-choreographed dance where everybody knew their parts,” said Janelle Blevins, CBC’s Event Services Director, “but, everybody held their roles with open hands”.

Whenever something needed to get done, the team pitched in to make sure it was taken care of. From meal planning to shopping to cooking to washing dishes, this crew truly served the CBC community with incredible humility and joy.

Serving didn’t stop with Wednesday nights, though. Extra meals from Wednesdays were distributed to people within and outside of our church body. This included people who are recovering from surgery or illness, families in need, foster families, and others.

Wednesday night dinners were a space to be rooted in community, and provided an opportunity for us to reach in love this year. God assembled a gifted Kitchen Crew to design and provide delicious and healthy meals, created a space where relationships could be cultivated, and provided opportunities to serve our greater community through Wednesday night dinners.



WOMEN'S MINISTRY



346
women attended Bible Studies in 2024-2025

140
women joined a Bible study for the first time

Encouraging ONE ANOTHER

"Through the many health difficulties, injuries and sickness in my family, the study and the women in my group gave me encouragement, perseverance and most of all, gratitude. I did not have to ask for help. Like Jesus, there was just a knock at the door when I was most in need and all I had to do was open the door and let them in. It was their overflowing love that they gave from their hearts that brought me closer to understanding how much Jesus loves me."

*Caprice Lavigna
Women's Bible Study Attendee*

63
women were a part of MomCo

78
kids were part of KidCo

26
women joined MomCo for the first time

191
women attended retreat in March

"Best retreat I've ever been to. I had a great time! Lori's teaching was excellent and I am grateful for her sharing her life & experiences with us. Worship time was so good too. Thank you to everyone who made it happen!"

"Absolutely loved the retreat and all of the thoughtful details that went into it. The schedule was perfect for me. Loved having a quiet time built into the schedule with ideas of what to study."



Mens MINISTRY

115

Men are in
life-on-life
groups

25

Men joined
Life On Life
Groups for
the first time

159

Men took part in
a Bible Study

37

Men joined Bible
Studies for the
first time

324

Men attended
breakfasts in
2024-2025

3

New short-term
studies



AS IRON SHARPENS IRON

"I received a deeper understanding of the Holy Spirit and how he was an active part of the Trinity from the beginning in Genesis when the earth was created through Pentecost when the disciples received him to today we receive him when we accept Christ. An additional eye opening moment regarding the deity and humanity of Jesus. From early in Sunday School, I learned how Jesus was God, but I never wrestled with the seemingly contradictory aspects that Jesus was fully God and fully human, wow!"

Secondly, I used the men's group to maintain daily bible reading and prayer. I know these are vital to me keeping in tune with God and his direction for me, but it is hard to maintain without accountability. Along this line, I need other men in my life to help me through life's difficulties and to avoid other pitfalls by learning from their experiences."

*Terry O'Brien
One-Year Discipleship Group Participant*

ROOTED in Community

AMANDA'S STORY

At Crossroads, men and women have the opportunity to be planted in truth and rooted in community in groups throughout the week. These groups include Discipleship Classes (formerly called Bible Studies), MomCo, and Women's Discipleship Cohorts or Men's Life-on-Life groups. Over the last year, these groups have been a place where God used teaching and community to change lives.

"My small group has been an incredible teaching ground," said Michelle Wilbur, a women's Bible study attendee, "I watched God bring two women to faith in Jesus and one of them was miraculously and instantly healed of an addiction."

This miraculous healing was not just over an addiction, but over a life. Amanda Holmquist, who joined a women's Bible Study for the first time in Fall of 2025 shared how God radically transformed her and her circumstances.

"I had no idea what I was getting into when I walked into the door to Bible study," Amanda shared, "I mean, I didn't even bring a Bible with me."

But God had plans for Amanda, and she accepted Jesus on her first day in the Bible Study.

"He healed my addiction; an addiction that most people don't recover from. He healed my heart from past drama and he put my life back together when it was falling apart."

Now, through this Bible study, Amanda shared that she is hungry for God and is a changed person.

"There are so many more parts of my story that was all brought on because of this Bible study. This Bible study changed my life, so much praise the Lord! I'm a totally different person because of Jesus," she said.

"He put my life back together when it was falling apart"

Amanda Holmquist

What God did in Amanda's life through this group has also had a widespread impact on the others around her.

"I am bolder to speak up and ask direct questions of people when I hear the Holy Spirit prompting me. I pray more boldly and with more confidence in God because I have seen and experienced Him working this year in amazing ways," Michelle said, "My group was a beautiful picture of the body of Christ using the individual gifts of each person to grow each other closer to God."

CHRIS'S STORY

In men's groups, God likewise worked his transforming power to build strong communities and call the men of CBC closer to himself. One member in particular, Chris Kerns, felt God's call to get involved and experienced a profound change in his life and community.

"My family had been attending Crossroads for several years but as introverts we struggled to build relationships," he shared. "My wife and I felt moved by the Spirit to become members and through the membership class realized we needed to get involved in the Church and not just be consumers."

So, he joined a men's Bible Study and eventually moved into a smaller setting in a Life-on-Life group, which allowed him to build deeper relationships with Godly men.

"My personality had always drawn me to trying to do Christianity alone, but the ministries of Crossroads and the Holy Spirit led me to invest in building meaningful friendships at CBC that are rooted in Christ and continue to grow," Chris said. "I've grown from dashing quickly out of Sunday service to spending time in the lobby with my ever-expanding CBC family and now have confidence that I have men of God I can turn to when I need support."

These two stories are a testament to how God has been transforming people's lives and building communities that encourage and support one another in Christ.

"I have men of God I can turn to when I need support."

Chris Kerns

KIDS MINISTRY



205

Kids regularly attended Sunday service

88

Kids regularly attended Rooted Kids (Wed. Night)

This year was marked by new ventures and exciting growth in Kids ministry! For the first time ever we hosted a Fall Festival with a trunk-or-treat run by youth students and community groups.

This event welcomed over a thousand members of the Bellevue community onto CBC's campus.

We also began Rooted Kids, a weekly Wednesday night program, which focused on equipping kids to understand the Word of God on their own. This program saw the growth of many kids in their walk with God, and helped establish community among the next generation.

God worked through faithful volunteer leaders and a variety of new events this year to bring kids into a relationship with Him and community with each other.



1,109

people attended Fall Festival 2024

1,073

people attended Spring Festival 2025



22

Kids gave their lives to Jesus at the Spring Festival

"Serving in Kid's Ministry strengthens my faith, delights my heart and encourages me to be bold for Christ. The kiddos that come to our program do so with open hearts and enthusiasm for the Lord. It truly fires up your spirit. Their questions and curiosity keep you on your toes and their knowledge humbles the heart. Serving for the past 3 years has allowed me to not only see kids grow spiritually but also mature into young ladies and gentlemen. This upcoming generation will be a powerhouse for the Lord and it's great to be a small part in the Lord's plan."

Elizabeth Kerns



My favorite thing
about church is...

spending
time with
family



My favorite thing
about church is...

learning about
God



My favorite thing
about church is...

We get to
read the
Bible



My favorite thing
about church is...

singing worship
songs



My favorite thing
about church is...
to learn
about
God



My favorite thing
about church is...

Everything



My favorite thing
about church is...

crafts
and
reading
the Bible



My favorite thing
about church is...

learning
about
Jesus



My favorite thing
about church is...

Seeing my
friends



My favorite thing
about church is...

learning
about
Jesus!



thing



My favorite thing
about church is...

Wednesday night
dinners and
class



My favorite thing
about church is...

Learning
about God

YOUTH

This year in youth ministry God has used students in powerful ways to serve the church and their community. We've seen students baptize other students, which is a testament to what God is doing in and through their lives and ministry. Students are also starting and leading Bible studies in their schools, impacting their communities for Christ.

This year, students were developed as leaders through the introduction of team coordinators to the student leadership program. Now, students are teaching each other how to lead in the church, from tech to event coordination to worship. Student leaders are also serving in a variety of capacities around the church, including in Kids ministry, truly showing what it means to be a Next Generation focused church.

The Lord has been working through faithful volunteer leaders. Leaders have been hosting fun events, walking through hard times with students, and discipling them to be more like Christ.

168

students regularly attend Wednesday service

187

students regularly attend a Sunday service

Overall, God has been using Youth Ministry at CBC to develop students in the whole Discipleship Pathway, and students have truly been *Building Disciples who Bring Jesus to Our World.*



78

students attended Summit 2024

95

students attended Camp Casey



175

students attended Middle School Mayhem, and many brought friends!



Reaching in Love AT LOCAL SCHOOLS

What do you do when God calls you to lead? Three students from 612 Youth, Kristina Dang, Elijah Nassar and Ben McBride, answered God's call to start a Bible Study at their high school. Their goal: foster community where students can talk about their faith and grow closer to God.

"We really felt a need and want for community at [our school]," said Ben, "In the Christian community, a lot of people are searching for a community and group of friends that care for them in the way that Jesus does."

So, they took a leap of faith and reached out around their school to find a teacher who would host their Bible Study, invited friends to come, and started meeting weekly at lunchtime. Through inviting their friends, word of the Bible study spread, and eventually the group had grown larger than they had expected.

"Even people we didn't know, freshmen who had only been in school for a few weeks, were excited to join the club," Ben said.

Now, the Lord has blessed their efforts and grown a community that encourages one another in their faith and brings students into a deeper relationship with God.

"We even had two people get baptized this year," Elijah shared, "Just by attending [the Bible study], it brought them back into their faith and brought them closer to God."

Now, they can encourage other students to start Bible studies at their own schools.

"If a student feels alone and that they don't have any friends to start a Bible club with, I would say that they would be so surprised by just reaching out a little bit," said Elijah.

The Lord is doing powerful things through the students of 612 Youth, and a large part of that is how God is using the community fostered by the volunteer leaders.

"My friends and I started a Bible study because we felt so connected to the community at Crossroads" Elijah said, "we were looking for the next part and next step of our faith."

The senior leaders, Ed Price, Tim Shepherd, Matt Bankston, Marla Andrews, and Alison Caswell answered God's call to join the youth leader team, and have seen God do amazing things in the lives of their students.

Ed and Marla, who have been with these students since they were sixth graders, attested to the incredible growth that God has brought in the student's lives.

"Over the years, I've watched God equip the students who've engaged in the 612 youth program, our discipleship meetings, and the leadership team," Ed shared, "Many have now delivered messages, led Bible studies and worship, organized youth events and activities, served in Kids ministry and throughout our church..."

Marla agreed, saying, "They have transformed from students to leaders, serving here at CBC and also in their schools and communities. I truly believe they are on mission '*Building Disciples who Bring Jesus to Our World.*'"

Just as God uses the leaders to grow the students, He uses the students to impact their leaders as well.

"In the year that I have been with these now senior guys I have learned, grown and been encouraged by each one of them," Matt shared.

Like their students, these leaders are encouraging those around them to step into leadership in the community.

"If you're looking for a place to grow in your faith and see God working in our lives," Tim said, "invest some time with the youth at Crossroads and watch what God can do."

No matter the generation, whether God's calling is to start a Bible Study for your peers or lead a younger generation, students and student leaders alike encourage stepping out in faith and seeing what God will do.

CARE MINISTRY

In the 2024-2025 ministry year, our Care Ministry team met the needs of many people in our community and congregation through pastoral care, hosting and serving at memorials, running care groups, and prayer.

This year, the deaconess team and members of CBC staff served faithfully at memorials, met the needs of grieving members of the Crossroads community and shared the love of Christ to attendees in a challenging season.

"I witnessed God working through the deaconesses as they tenderly cared for grieving families and communities with compassion and grace," said Dori Caswell, who was chair of the deaconess memorial team during the year, "I was blessed to serve alongside women who deeply love our Crossroads Bible Church family."

Care was also offered to our community this year through continued Care Groups. We continued our five care groups from last year and have seen them grow in stability and robustness. These care groups are a place for participants - who range from Crossroads members to unchurched individuals - to find healing, community, and hope.

CBC's partnership with New Ground Counseling has also flourished this past year. New Ground is a Christian counseling organization that partners with churches to offer community members Christ-centered counseling. Multiple counselors are hosted in the building during the week and CBC members are offered a discount on counseling session costs.

Finally, our prayer teams — made up of deacons, deaconesses, and staff — have been continually covering our community with prayer. Through praying with people under the cross after Sunday services and receiving prayer requests through our online prayer submission forms, this team has been praying powerfully for our community.

431

prayer requests
submitted to our
prayer team

211

prayers shared with
our prayer team
under the cross

CARE GROUPS

GriefShare

Comfort and community for those who have experienced loss

DivorceCare

A safe place for those going through divorce to share, listen, and find support

Betrayal & Beyond

A place for women to learn and process their husband's infidelity

Healing Tide

An abortion recovery program where women can find healing and forgiveness

TraumaCare Support

A healing space for women who have experienced trauma

Caring COMMUNITY

Lorie Dankers' Story
Shared In Her Own Words

"Do not fear, for I have redeemed you; I have summoned you by name; you are mine. When you pass through the waters, I will be with you; And when you pass through the rivers, they will not sweep over you. When you walk through the fire, you will not be burned; the flames will not set you ablaze."

Isaiah 43: 1b - 2

These words from Isaiah remind us that God is present during our most difficult days, just as He was with the Israelites during their afflictions when these words were written more than 2700 years ago.

In February 2025, my husband of 30 years, Jeff Johnson, suffered a massive cardiac event at Spokane International Airport, moments after boarding a flight to Seattle. We had spent the day in Pullman, Wash., attending a Washington State University men's basketball game. We planned to return home that evening. Instead, Jeff was transported to the cardiac ICU at Sacred Heart Hospital in Spokane. Jeff never regained consciousness and passed away five days later. He was 59 years old.



In an instant, my life changed forever. My husband had not been ill or feeling poorly, lived an active life and had hoped to retire next spring. I went from anticipating the next chapter of our lives together to the reality I was a widow. Our daughter, Bridget, a graduate student at University of North Carolina-Chapel Hill, lost her father at the age of 24; his parents lost their much-loved son; and the world lost someone who showed kindness and reflected Jesus' love to everyone he met.

While I never doubted God's presence as this unfolded, the suddenness and sadness from his death were real. That is when the Crossroads community, without hesitation, stepped in. The response was overwhelmingly kind and assuring.

The Care Ministry under the capable leadership of Pastor Alex Kato came alongside Bridget and me to help us put together a memorial service at the church in March to honor Jeff's life. No ask we made was too big or too small. We are forever grateful to those who stepped forward. From the events service director, graphic artist for program design, the deaconess memorial committee, the AV team and likely many others seamlessly handled logistics for the memorial service, which was a fitting tribute to Jeff.

In the days and weeks following Jeff's death, the deaconesses called and prayed with me, sent cards and offered meals during this difficult time. I had people at church who I had never met approach me telling me they had learned of Jeff's passing, and they had been praying for me. The pastoral staff checked on me.

I have witnessed how the Care Ministry selflessly extends itself and is present for many members of the congregation and our local community. When I joined the spring GriefShare sessions hosted by Crossroads, I met others from the greater east side of Seattle who had also suffered loss and trauma. The friendships that formed and the life lessons we shared were practical and provided comfort. I was grateful for this form of support.

Perhaps what is most remarkable to me is that prior to Jeff's passing, I was vaguely familiar with the Care Ministry. Now, I see it as an indispensable part of Crossroads that is available when it is needed most.

While we can find comfort in Isaiah 43, we are also comforted knowing that God is using the Care Ministry at Crossroads to come beside those who are afflicted. I am eternally grateful for this support.

BENEVOLENCE

The Benevolence Fund exists to invest into ministries that are doing the work of the Kingdom here in Washington and around the world. This fund is also a way for us to care for members of our own church community that have financial needs or hardship beyond their control.

This year, the Benevolence team supported families and individuals in emergency situations, provided ongoing support to ministry partners, and provided support for local and global disasters. They also gave \$34,500 to CBC's meal packing event in December, sending 100,000 meals to kids in Sierra Leone, Africa.

16%

Increase in Benevolence contributions since 2023-2024 fiscal year

400

Volunteers took part in our 2024 meal packing event in December

\$35,000

Given to disaster relief

\$56,825

Assistance provided to individuals & families

REACHING IN LOVE

Thank you for your faithful giving! Your giving allows the benevolence team to support our ministry partners. Here are some examples of how we supported our ministry partners this year:

Provided funds for training and mentoring Antioch Adoptions families, assisting with 4 infant adoptions

Supported Salvation Army's Street Level Van program housing 1100 people in the last year.

Contributed to a mobile care unit for CareNet.

MINISTRY PARTNERS

The benevolence fund gives a total of \$17,250 monthly to our ministry partners



GLOBAL OUTREACH



Thank you to everyone who supported short-term teams over 2024 & 2025. With the funds given by these individuals and families, we were able to send teams out to support ministry partners and church partners around the world.

Global IMPACT

Before Kyrgyzstan, I was very set on my own plan and desires for my career and personal life, but God has given me an unexplainable peace that comes from knowing I will go and do whatever he wants me to. This leads me to how I will live life differently. Kyrgyzstan put into perspective how big the world is and how vastly different each human experience is. Because of that, I will have the humility to love people even when it's hard, because I don't know their heart or what they've been through. I will continue to pray for all of the people I met in Bishkek, that God would continue to work, continue to change them, and continue to spread his love and gospel throughout the country. I believe miracles are happening in the hearts of the Kyrgyz people because of the camp, and I am so blessed to have been there to witness and experience everything.

Kristina Dang, GO Kyrgyzstan Short-Term Team Member



CBC's GO Kyrgyzstan team

I often get asked, "How can we partner with you in Slovenia?". I always say, "You can pray, give or go". Often people will gravitate to one of those options, and occasionally they will feel called to two of them. But the Crossroads community has been faithfully praying, giving and sending teams to Slovenia since 2009. I don't think it's possible to overstate the impact on numerous pastors, missionaries, and communities around Slovenia. Crossroads has continually gone above and beyond to care for their global workers, and we couldn't do what we do without them. In the last year alone, CBC hosted an amazing retreat to bless and encourage all their global partners, gave generously to several communities and missionaries across Slovenia, sent a missions team that served and blessed four different churches (including mine!), and above all, prayed faithfully each month for our ministries. As we celebrate all those who gave their lives to Christ in the last year, we can honestly say it couldn't have happened without the faithful partnership of Crossroads.

David Bordner, CBC GO Ministry Partner, Koper, Slovenia



CBC's GO Slovenia team helps lead games for a camp hosted through David Bordner's church in Koper, Slovenia

INTERNATIONAL NETWORK FOR LEADERSHIP DEVELOPMENT

Launched in January 1999 by the Elders of Crossroads Bible Church, INLD is one of several global outreach tools used by the leadership of CBC. INLD provides a platform for the church to form strategic partnerships with select global workers who align with CBC's goal of *Building Disciples Who Bring Jesus to Our World*. It operates like a missions' sending agency for supporting missionaries, who we call global ministry partners. INLD provides oversight, support, encouragement and necessary resources for a global ministry partner to fulfill their vision and goals for the ministry to which they have been called. The Elders of CBC have delegated the administration of INLD to the Global Outreach Task Group.

INLD currently supports seven Ministry Partners. Some of these partners are sent from the US to global locations, while others are national pastors working in their local cultures. All have demonstrated a strong commitment toward planting or strengthening local churches and developing leaders in their communities.

The funding for the ministries and projects of the INLD Ministry Partners come through donations made by their supporters. This includes support from the CBC General Fund, as well as individuals who regularly donate to these ministries. INLD maintains a dedicated fund for each ministry partner used to pay their salary and reimbursable ministry expenses. Occasionally, special projects arise, and dedicated funds are created to receive and disburse approved funding to fulfill each project's needs, with appropriate oversight.

Some examples of ongoing special funds managed within INLD include the INLD Benevolence Fund used to assist critical needs of believers who work with our global ministry partners. The Building Fund is used to assist in the purchase and construction of churches and leadership training buildings. The Transportation Fund is used to

help global ministry partners whose vehicles need repair or replacement. Other funds exist to support events such as seminars for training and encouraging church leaders around the globe. A budget is set for ministry partners, which can be seen below. No budget is set for special project funds.

More information can be found at cbcbellevue.com/inld

GIVING & SPENDING OVERVIEW

Ministry Partner Budget \$723,292

Ministry Partner Giving \$702,012

Ministry Partner Spending \$762,316

Total Giving (Includes Special Funds) \$1,136,461

\$329,035 \$807,426

From General Fund From INLD Specific Giving

Total Spending (Includes Special Funds) \$1,217,041

EXPENSE BREAKDOWN

From Total Spending

Ministry Partner Expenses

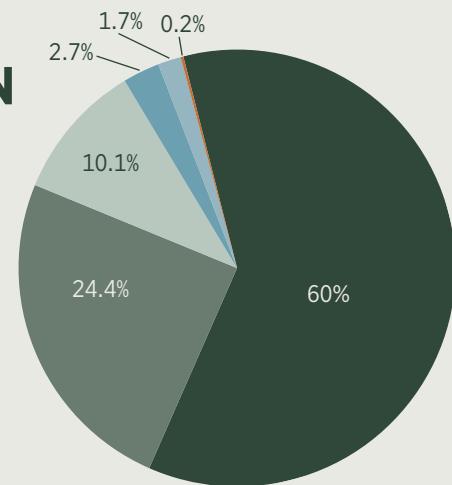
Projects

Building Fund

Administrative

Transportation Fund

Benevolence Fund



LOOKING AHEAD

God has shown his goodness to us over this last year as we have continued to pursue the mission of *Building Disciples Who Bring Jesus to Our World*. We've seen a growth in baptisms at Crossroads, which is a testament to how God is drawing people closer to himself. We've also seen lives changed for Christ through youth and kids events, adult Discipleship Classes and small groups, and in our worship services. God has truly been faithful and gracious to Crossroads in the last ministry year.

As Crossroads has continued to grow, God placed an exciting vision in the hearts of the elders for a project to expand our facilities to reach the next generation and the community: Sow to Reap. Sow to Reap seeks to improve our Kids spaces and create new community group spaces in our current building.

God greatly blessed us in fall of 2025 through your commitment to give over \$16 million to Sow to Reap. As we look ahead to 2026, we are excited by the changes to the building and how that will equip Crossroads to better meet the needs of our community and reach the next generation.

As we celebrate what God has done through Crossroads in the last year, and what He has already provided during Sow to Reap, we also look ahead with anticipation. We pray that this building, which has been stewarded faithfully for 20 years, will become a place where many more people will trust in Jesus for the first time, and where the next generation can echo Psalm 71: 17, "O God, You have taught me from my youth, and I still declare Your wondrous deeds". We pray that Crossroads will be a place where a vibrant multi-generational and multi-cultural community can continue to grow and thrive, and where God can be glorified in an even greater way on the eastside of Seattle.



