



ANNUAL REPORT 2025



CROSSPOINT
BIBLE CHURCH

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2025 MEETING AGENDA

November 2, 2025

- » Opening and Call to Order
- » Voting Procedures
- » Elder Affirmation Slate
- » Ballot #1: Affirm Members for Board of Elders 2026-27 Term
- » Treasurer's Report
- » Board of Elder's Update
- » Ministry Teams Q&A
 - » Board of Elders | *Randy Lambert*
 - » Children's Ministry | *Marilyn Busenitz*
 - » Church Life and Service | *James Richardson*
 - » CoMission | *James Richardson*
 - » Deacon Ministry | *Mike Jones*
 - » Facility Stewardship | *James Richardson*
 - » Student Ministry | *Kevin Penner*
 - » Worship Ministry | *Josh Davidson*
- » 2025-26 Proposed Total Budget and Q&A
 - » *Joe Leyboldt & James Richardson*
- » Ballot #2: Approve 2025-26 Ministry Budget
- » Prayer

LEAD PASTOR'S PERSPECTIVE

Pastor Hayden Norris

"The Lord Has Done Great Things for Us" — Psalm 126:3

A Testimony of God's Faithfulness

As we reflect on this past year at Crosspoint Bible Church, one truth stands above all: God has done great things among us. In seasons of joy and sorrow, in worship and study, in every gathering and every goodbye, we have seen His faithful hand at work.

This report is more than a recap—it is a celebration of the God who builds His church for His glory.

Ministry Milestones: Worship & Media

One of the clearest signs of God's provision this year has been the addition of Josh Davidson as our Worship and Media Director.

Josh has stepped into this role with humility, excellence, and a heart for the glory of Christ. His leadership has enriched our worship gatherings and strengthened our communication as a church family—both in person and online. Whether through leading music or refining our media systems, Josh has helped lift our eyes to Jesus.

We praise God for bringing him to Crosspoint and for the ways He is already using him to bless our church.

Homegoings: Honoring a Faithful Generation

This year, the Lord called several of our beloved saints home. These faithful men and women finished their race well—leaving behind a legacy of trust in Christ and steady devotion to His church.

Though we grieve their absence, we rejoice in their eternal gain. Their lives challenge and encourage us to remain faithful, serve well, and live each day with eternity in view.

LEAD PASTOR'S PERSPECTIVE

Pastor Hayden Norris

Men's Theology for Breakfast

Theology is our breakfast. This weekly gathering of men has become a vital part of life at Crosspoint. Together, we've dug deeply into God's Word and grown in our understanding of His truth.

More than a study, this time has fostered real brotherhood, sharpened our thinking, and strengthened our hearts. God continues to use this ministry to raise up men who love sound doctrine and lead with gospel clarity and humility.

Feeding on God's Word

God's Word has been our anchor this year, and the Spirit has used our time in Scripture to form us, challenge us, and comfort us.

Revelation 2-3

We listened to Jesus speak directly to His church—words of encouragement, correction, and calls to endure. These powerful letters reminded us that Christ is not distant from His people; He walks among us and desires a church that reflects His holiness and love.

Politics & the Christian Life

This timely series helped us approach politics not from a worldly lens but through a kingdom mindset. We learned to engage culture and government thoughtfully, biblically, and with gospel-driven humility.

Ecclesiastes

We also completed a deep and sobering journey through Ecclesiastes, a book that confronted us with the reality of life "under the sun." Its raw honesty challenged our assumptions, and its divine wisdom pointed us back to the only One who gives life meaning. Week by week, we were reminded to fear God, enjoy His good gifts, and live with eternity in view.

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LEAD PASTOR'S PERSPECTIVE

Pastor Hayden Norris

Looking Back with Gratitude — Looking Ahead with Hope

From new beginnings to final farewells, from worship to study, from fellowship to mission—God has been faithful. He has guided us, shaped us, and sustained us every step of the way.

As we move forward, we do so with full confidence—not in ourselves, but in the God who has always been faithful.

“The Lord has done great things for us, and we are filled with joy.” — Psalm 126:3

To God be the glory—great things He has done.

You are loved,
Hayden Norris

TREASURER'S REPORT

Joe Leyboldt

Financial stewardship is a response to our faith and trust in God. As a church, we recognize that every resource entrusted to us ultimately belongs to Him and we are called to manage these resources with integrity, wisdom, and accountability. Faithful stewardship allows us to support ministry, missions, and care for our community. By handling finances responsibly, we reflect God's character, demonstrate gratitude for His provision, and ensure that the church's resources are used to advance the gospel and invest in discipleship.

I want to say, "Thank you," to our staff as they work hard to manage budgets and keep track of our expenses. An additional thanks is due to our offering counting team. Each Sunday, they count our offerings with accuracy and servant hearts.

This year, we witnessed God's provision through our faithful givers. Last year (FY2024), by the end of September, we were in a deficit for our budgeted income of \$112,818.51. All glory to God, we ended September 2025 by exceeding the budgeted income by \$75,051.31! Comparing September 2024 to 2025, our income was up \$141,992.83.

Although the economy has had a huge impact on the price of goods and services, we managed to keep expenses about 7.5% under budget. At the end of September our expenses were \$697,259.52 compared to our budgeted expenses of \$754,877.51.

The past couple of years we asked our ministries keep their budgets the same as the previous year since our income had been decreasing. However, as God has provided for us, our budget for the 2025-26 fiscal year will be increasing. An area of highlight is our Facility Stewardship budget since it will have the greatest increase in budget. As prices have increased (utilities, contract services, office goods, etc.) it is wise for our budget to reflect those increases. Additionally, several of our other ministries are seeking a slight increase in budgets as we want to facilitate more discipleship opportunities.

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TREASURER'S REPORT

Joe Leyboldt

For details, please see the tables in this Annual Report for our current income, expenses, and fund balances.

Each year, our church conducts an internal review of our financial practices as part of our commitment to stewardship and transparency. The Elder Team is in the process of assembling this year's audit team, which will complete its review soon. As in past years, the team will provide helpful feedback and perspective to ensure that our financial practices continue to honor God and serve the church well. Once their work is complete, the church will be notified, and a summary of their findings will be available through the church office.

As we move forward this year, we remain grateful for the generosity and faithfulness of our church family. Your giving makes ministry possible and reflects a shared commitment to honor God with all that we have. We look ahead with confidence, trusting that He will continue to provide and guide us as we steward His resources for His glory.

Joe Leyboldt

Treasurer

MINISTRY REPORTS

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BOARD OF ELDERS

Randy Lambert

This past year at Crosspoint has been one of renewal and unity, which is hard work! When we look back at where God has led us, it's remarkable to see how faithfully He continues to guide our church family. Each challenge has been met with God's grace, and every step forward has been taken together. I sincerely appreciate each person's contribution to our ministry at Crosspoint.

At the start of the year, we set our focus on strengthening our financial position, finding a new Worship Director and AWANA commander. We are grateful for Josh Davidson and Joe Leyboldt for faithfully answering the call. What has followed is a season of renewed participation and energy across ministries. Our decision to move to one worship service could have been disruptive, yet it instead deepened our sense of community. Worshipping together has been energizing and allowed us to grow in connection, care, and shared purpose. Attendance in Sunday school has more than tripled, and that renewed engagement has helped us pursue our goal of deeper discipleship with momentum. As more of our congregation connects in smaller, intentional gatherings, we see real spiritual growth and fellowship taking place.

Financially, the church has continued to experience God's provision through the faithfulness of our members. We challenged one another to increase giving by 10%, and the congregation responded in ways that exceeded expectations. Through this generosity, we've been able to strengthen key ministries and feel the blessing of financial discipline. Pray for our leadership and ministry leaders that we would find way to use His money in ways that honor our God.

BOARD OF ELDERS

Randy Lambert

Looking ahead, our mission remains steady: to glorify God, grow through equipping and encouraging each other, and going into our places of influence and proclaiming the gospel. We will continue to equip and care for our body through small groups, intentional discipleship, deacon ministry, and a heart of generosity. These efforts will serve two purposes, to carry forward the gospel message and help every person at Crosspoint know and reflect Christ more deeply in their daily lives.

As I reflect on the past year, I'm deeply grateful for the encouragement, positivity, and faithfulness of our church. I would be remiss not to mention my gratitude for Kevin Stone and his serving our church faithfully as the interim Worship Director. It's a privilege to serve alongside such a committed body of believers. Thank you for your continued prayers, stewardship, and support.

Randy Lambert

Chairman of the Elder Board

CHILDREN'S MINISTRY

Marilyn Busenitz

It's Fall, y'all—full of football, pumpkins, colorful leaves, cooler nights, and, of course, writing our annual Crosspoint Kids Ministry report!

It's been a good year with a few ups and downs along the way. Last **Awana** year was wonderful, with around 140 kids registered—about one-third from Crosspoint, meaning we're reaching kids throughout the Omaha community. It was also our last year with longtime commander Ryan Means. We miss him but thank God for providing Joe Leyboldt, who has stepped into the commander role and is doing a great job. Tim Ratliff took on the Truth & Training (3rd–6th grade) director position, and I'm so thankful for the strong leadership in each age group: Aimee Hoffman for Sparks and Katie Paziak for Cubbies. Many thanks to them and all our faithful helpers on Wednesday nights.

VBS this past summer was fantastic—we “rounded up” a herd of 100 kids each day at Wonder Junction, where they learned to “wonder who Jesus is.” Throughout the week, we covered His birth, childhood, ministry, death, resurrection, and future return. Our theme verse was *Psalm 113:3*:

“From the rising of the sun to its setting, the name of the Lord is to be praised.”

A huge thank-you to our amazing adult leaders and junior helpers who made the week run so smoothly—and, of course, to *Sheriff Sam* for keeping everyone on the up and up!

Summer Sunday School ran for eight weeks as we learned to listen to God by studying how different people in the Bible responded to Him. The kids concluded that obedience is the best response to God. “Can you hear Him now?”

We had a beautiful day for **Celebrate Crosspoint** in August—full of food, fun, and fellowship—as we kicked off our fall events on September 7th. This was my first year planning the ministry calendar without Diane Hooley, whose years of service we deeply appreciate.

CHILDREN'S MINISTRY

Marilyn Busenitz

We're now back to having Pre-K, Kindergarten, 1st-4th, and 5th-6th grade classrooms, with wonderful teachers discipling these kids.

Our **missions project** this year supports Elwyn and Linda Goossen and their radio ministry in Brazil. Funds will help purchase small radios that tune into their gospel broadcast, enabling people in remote areas to hear the Good News.

The **new Sunday schedule** has brought some adjustments, especially with the addition of Children's Church during the latter part of our worship hour and updates to our nursery team. We're still adapting—thank you for your patience!

Thank you for your continued support of Children's Ministry at Crosspoint. God is so very faithful!

"The One who calls you is faithful, and He will do it." — 1 Thessalonians 5:24

Marilyn Busenitz

Children's Ministry Director

CHURCH LIFE

James Richardson

Success in ministry is measured not by the number of events or programs our church hosts, but by how individuals are maturing and how we, as a church, are growing together in unity around the gospel. While we hosted many events this year, our focus is on the stories of how Christ is at work in our lives. Here are a few ways we grew:

Men's Ministry

IronSharpener's Men's Ministry exists to encourage and challenge men in their walk with Christ, and this year's events exemplified that mission.

We hosted several men's breakfasts featuring testimonies from men in the church and guest speakers who offered both encouragement and challenge. We also served families in need through a *Sleep in Heavenly Peace* (SHP) project, delivering and installing beds. Fellowship and fun were another focus, with events like Burgers and Cornhole and Go-Karting providing time to build relationships.

Our annual Men's Retreat at *Hidden Acres* in Dayton, IA, the third weekend in September, featured speaker Brian Classen on the theme "Guardrails." He encouraged men to guard their hearts, build spiritual guardrails, and experience the peace, freedom, and influence that come from walking faithfully with God. God's presence was evident throughout the year! -Tom Petersen

Women's Ministry

Women's Ministry gatherings, held monthly on the second Thursday, aim to strengthen relationships with God and one another, grounded in His Word. Last year's theme encouraged women not to waste the season God in which God had placed them. Speakers shared how God worked in their lives, offering challenges and encouragement for our own journeys.

CHURCH LIFE

James Richardson

The spring retreat was a highlight, with five Crosspoint ladies sharing testimonies of God's faithfulness and opportunities for vulnerable conversation. This year, the focus is on the Psalms, with an eight-month group reading plan. We also anticipate our annual Friendsgiving outreach in November, inviting friends and neighbors to experience the gospel.

The Fun Committee (Emily Berry, Tonya Ratliff, and Abbie Wilson) organized activities designed for fellowship and fun, including the now-traditional December mugging party. Bible studies (led by Paula Folkers and Kathy Isgro), baby and bridal showers, and Crosspoint Quilters (guided by Dianne Kliever) continue to offer additional spaces for women to connect and support one another. -Keli Brindamour

Women's Ministry Team: Keli Brindamour, Paula Folkers, Aimee Hoffman, Amy Klaassen, Lisa Leyboldt, Heather Norris, and Shelley Regier

ABH and Connections Groups

This year, engagement in ABH and Connections groups increased significantly. New Connections groups filled quickly, demonstrating a desire for smaller communities that strengthen relationships with Christ.

The shift from two Sunday morning services to one also boosted Adult Bible Hour participation. Additional Bible studies and weekly engagement opportunities—such as First Place, Wednesday night prayer, PrimeTimers, Precept studies, and Theology for Breakfast—provided more ways for members to grow in faith and fellowship.

James Richardson

Executive Pastor

COMISSION

James Richardson

The 2024–25 ministry year was very exciting! From *Hearts for the Harvest* to a missions trip, we witnessed God working through Crosspoint this year.

During our annual missions event, *Hearts for the Harvest*, several of our missionaries encouraged us to pursue relationships for the gospel through hospitality. Although most of the featured missionaries were not in Omaha, we were inspired by videos they sent, explaining how they use hospitality in their ministries. The Gaonas, Harders, Paulys, and Shuberts shared examples from their lives, showing how we can pursue this in our own communities. It was a great night, and over the course of the month, we raised more than \$21,000 to support their continued efforts to make the gospel known through hospitality.

We also had the pleasure of welcoming several missionaries home throughout the year. After church, we typically create opportunities for them to share about God's work in their ministries. Many in our congregation leave encouraged and excited about how God is moving in people's lives across the world. This year, we were visited by the Colegroves (Germany), Harders (Lithuania), Paulys (Italy), Shuberts (Singapore), Stoeszes (Kansas), and Wunderinks (Czech Republic).

To engage more with our missionaries, we encouraged our Connect Groups to adopt a missionary, praying for them and encouraging them throughout the year.

In June, we sent a team to Forest Springs Camp and Conference Center to work alongside Ira and Marcia Beasterfield. Our team had a wonderful time learning about the ministry and helping with camp upkeep. While we were able to bless the camp, everyone who participated left feeling even more blessed themselves.

COMISSION

James Richardson

Additionally, we had several opportunities to serve locally in Omaha. We assisted at Open Door Mission's Diaper Unloading Party in December and their Celebration Carnival in September, and we also served at Assure Women's Center in the spring. We love supporting local ministries as they work to bring the gospel to our community.

A major project this year was moving and redesigning our missions wall. We are excited that it is now front and center in our church, offering a way for people to become more familiar with our missionaries.

2025 CoMission Team: Rich and Deanna Duerksen, Waldo Goossen, Heather Ingraham, Jesse Regier, and James Richardson

FACILITY STEWARDSHIP

James Richardson

It has been a quiet year for our Facility Stewardship Team and that means we have been blessed. Bad weather inevitably means that there will be some project going on at the church. However, this year, the weather was very kind to us and we did not have any major repairs or projects around the church.

A couple of relatively minor updates around the church have been our new missions wall in our foyer. This was completed just before we hosted the *FEBC Connect Conference* in early July. Additionally, we turned room 204 into our new prayer room. It is our hope that people would utilize this room for prayer with one another and that it would be a comfortable and private space.

Our annual Church Workday was held later than usual this year. On October 4th people came to church to help with some updates and maintenance around the campus.

2025 Facility Stewardship Team: Jeff Abdo, Richard Colegrove, Dave Norton, and James Richardson

STUDENT MINISTRY

Kevin Penner

This past year, we continued meeting with High School students on Sunday nights and Jr. High students on Wednesdays. We journeyed through the book of 1 Peter, studying what it means to live as exiles, and ended the year exploring spiritual warfare. Students also had opportunities to ask questions and discuss a variety of topics throughout the year.

We seized opportunities to attend conferences and engage with our community. Our **High School Ministry** attended the *Stand to Reason Apologetics Conference* in November, where students were equipped with logical arguments for their faith and participated in several breakout sessions. A special thank-you to Jeff Kliever, Ryan Friesen, Ben Brindamour, and Amy Hemje for volunteering their time to drive and chaperone!

Our **Jr. High Ministry** traveled to the *Ignite Conference* in Des Moines in March. Students engaged with culturally relevant topics and were inspired by impactful speakers. Breakout sessions focused on how Jesus connects with every part of life.

High schoolers also enjoyed an unforgettable summer camp experience at *Ascend*, a vital time to strengthen faith, build community, and be encouraged to stand firm in a world that challenges their beliefs.

This year, our High School students volunteered at *Open Door Mission*, serving dinner to those in need and gaining valuable perspective through hands-on ministry.

On Sunday mornings, Matt Sampson led the Jr. High students through Genesis, while the High School group learned how to study Scripture—observing, interpreting, and applying God’s Word in small groups.

STUDENT MINISTRY

Kevin Penner

Beyond conferences and camps, we shared in plenty of fun and fellowship through putt-putt, movie nights, airsoft, and hangout nights—building lasting friendships and community along the way.

A heartfelt thank-you to our dedicated volunteers who made it all possible: Megan Wenger, Christina Richardson, Brandi Wilmot, Allie Penner, Chris Klaassen, Drew Glanzer, Ben Brindamour, Larry Regier, Kenny Acevedo, and Matt Sampson.

And to all the parents—thank you for your continued support, prayers, and encouragement. You make it a joy to share Jesus with your students.

Thank you all for investing in the lives of our youth and being such an essential part of this ministry.

Here's to another year of growth, faith, and connection!

Kevin Penner

Youth Pastor

WORSHIP MINISTRY

Josh Davidson

Having arrived at Crosspoint in early July, I'm still finding my rhythm. Yet, from the very beginning, it has been an incredible season of learning, growth, and God's grace in action.

Within the first two weeks, I had the privilege of planning and leading worship for the *FEBC Conference*. Though it was a whirlwind, it helped me quickly learn the technical side of the role, build relationships with the team, and begin shaping vision for the ministry.

Since then, the focus has been on small but meaningful improvements to enhance our Sunday worship gatherings:

Visual Excellence

We've have been working to overhaul our lyric projection and slides. The goal is that everything we do be marked by "undistracting excellence." This includes enlarging lyric text for readability, simplifying slide layouts, and choosing backgrounds that enhance rather than distract. We want every member of our congregation, regardless of age or ability, to be able to participate fully in worship.

Audio Clarity

We've improved stage organization, cable management, refined the mix, and worked toward a more balanced, intelligible sound. As we continue to pursue greater excellence in Sunday morning production, my ultimate desire is that nothing would distract from God's glory. I pray that every note, lyric, and sound would serve to magnify Christ.

Worship Through Song

God is the ultimate storyteller, and His Gospel is the greatest story. To that end, our song library has been prayerfully refined from 250 songs down to about 60. Each song has been carefully selected for its Biblical truth, Gospel hope and congregational value.

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WORSHIP MINISTRY

Josh Davidson

A smaller, more focused library allows us to repeat songs more frequently, helping us to internalize these truths we proclaim. My hope is that these songs will echo in our hearts throughout the week, serving as reminders of God's goodness and grace.

Looking Ahead

In the coming months we'll update older instruments, move to a digital lightboard, and acoustically treat the sanctuary. I'm also forming a Worship Ministry Team to pray, plan, and align our efforts around the mission of glorifying God through corporate worship.

It's my prayer that as we gather, we not only sing truth-filled songs but sing passionately, as people captivated by the greatness of God.

Emily and I are deeply grateful for the warmth and generosity you've shown us in this new season. Thank you for welcoming us into the Crosspoint family.

"To him who sits on the throne and to the Lamb be blessing and honor and glory and might forever and ever!" - Revelation 5:13

Josh Davidson

Worship & Media Director

FINANCIAL REPORTS

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CASH-ASSET BALANCE SHEET

through Sep 30, 2025

	A	B	C	D	E
		Sep 30, 25	Sep 30, 24	\$ Change	% Change
1	ASSETS				
2	Current Assets	383,918.48	230,401.85	153,516.63	66.63%
3	Fixed Assets	7,309,525.00	7,309,525.00	0.00	0.0%
4	TOTAL ASSETS	7,693,443.48	7,539,926.85	153,516.63	2.04%
5	LIABILITIES & EQUITY				
6	Liabilities				
7	Current Liabilities	-3,404.09	-1,709.55	-1,694.54	-99.12%
8	Long Term Liabilities	186,191.33	191,509.05	-5,317.72	-2.78%
9	Total Liabilities	182,787.24	189,799.50	-7,012.26	-3.7%
10	Equity				
11	13398 · DSG/RES - BOE or Building Funds				
12	16100 · RES - BOE - Memorial Funds	6,094.40	5,988.49	105.91	1.77%
13	16220 · DSG - BOE- Pastor Missions Trip	3,724.54	3,724.54	0.00	0.0%
14	16230 · RES - BOE - Love Offerings	1,186.53	1,186.53	0.00	0.0%
15	Total 13398 · DSG/RES - BOE or Building Funds	11,005.47	10,899.56	105.91	0.97%
16	13399 · DSG/RES Funds (Other)				
17	16300 · DSG – Student Ministries	5,034.02	5,496.84	-462.82	-8.42%
18	16400 · DSG – Adult Ministries	58.60	58.60	0.00	0.0%
19	16500 · DSG - CoMission	8,024.65	4,933.26	3,091.39	62.66%
20	16600 · DSG – Facility Stewardship	35,801.71	26,412.95	9,388.76	35.55%
21	16655 · DSG – Church Life	14,787.72	10,997.72	3,790.00	34.46%
22	Total 13399 · DSG/RES Funds (Other)	63,706.70	47,899.37	15,807.33	33.0%
23	14000 · Retained Earnings	7,280,475.75	7,392,168.20	-111,692.45	-1.51%
24	3001 · Opening Bal Equity	22,789.39	22,789.39	0.00	0.0%
25	Net Income	132,678.93	-123,629.17	256,308.10	207.32%
26	Total Equity	7,510,656.24	7,350,127.35	160,528.89	2.18%
27	TOTAL LIABILITIES & EQUITY	7,693,443.48	7,539,926.85	153,516.63	2.04%

DSG = Designated Account

RES = Restricted Account

DESIGNATED-RESTRICTED FUND

through Sep 30, 2025

	A	B	C	D	E
		Beginning 11/1/2024	Expenses	Deposits	Ending 9/30/2025
1	Board of Elders/Building Funds				
2	16100 · RES - BOE - Memorial Funds	5,988.49	1,152.34	1,258.25	6,094.40
3	16220 · Escrow Pastor Missions Trip	3,724.54	0.00	0.00	3,724.54
4	16230 · Love Offerings	1,186.53	500.00	500.00	1,186.53
5	Total BOE or Building Funds	10,899.56	1,652.34	1,758.25	11,005.47
6	Student Ministries				
7	16335 · Youth Mission Trip	1,378.18	0.00	0.00	1,378.18
8	16340 · High School Student Min.	2,965.00	6,000.00	4,465.00	1,430.00
9	16350 · Jr. HS Student Min.	0.00	0.00	800.00	800.00
10	16390 · VBS Project	733.66	733.66	780.84	780.84
11	16510 · AWANA	645.00	0.00	0.00	645.00
12	Total Student Ministries	5,721.84	6,733.66	6,045.84	5,034.02
13	Adult Ministries	58.60	0.00	0.00	58.60
14	Total Adult Ministries	58.60	0.00	0.00	58.60
15	CoMission				
16	16520 · Missions Month Project	4,427.19	23,886.86	27,024.29	7,564.62
17	16521 · Participant's Account	0.40	0.00	0.00	0.40
18	16525 · Short-term Missions & Projects	380.00	3,131.04	3,085.00	333.96
19	16530 · Children's SS Missions Project	125.67	318.24	318.24	125.67
20	Total CoMission	4,932.86	27,336.14	30,427.53	8,024.25
21	Facility Stewardship				
22	16634 · Foyer Decorating	364.77	0.00	0.00	364.77
23	16641 · Jaynes St Rental Deposit	500.00	0.00	0.00	500.00
24	16642 · Fort St Rental Deposit	2,000.00	0.00	0.00	2,000.00
25	16650 · Wedding Use Fund	1,651.93	10.15	0.00	1,641.78
26	16651 · Building Rental	21,241.10	4,822.63	13,976.88	30,395.35
27	16659 · Approved Renovations	899.81	0.00	0.00	899.81
28	Total Facility Stewardship	26,657.61	4,832.78	13,976.88	35,801.71
29	Church Life				
30	16660 · Benevolence Fund	11,207.72	0.00	3,580.00	14,787.72
31	Total Church Life	11,207.72	0.00	3,580.00	14,787.72
32	Total Designated/Restricted Funds	59,478.19	40,554.92	55,788.50	74,711.77

MINISTRY BUDGET SUMMARY

through Sep 30, 2025

	A	B	C	D
		2024-25 Income/Expenses Thru Sept 2025	2024-25 Annual Budget	Proposed 2025-26 Annual Budget
1	Income			
2	17000 · Contributed Support	790,030.29	785,102.32	844,106.39
3	18000 · Earned Revenues	39,908.16	38,400.00	41,285.94
4	Total Income	829,938.45	823,502.32	885,392.33
5	Gross Profit	829,938.45	823,502.32	885,392.33
6	Expense			
7	19000 · Board of Elders	53,569.83	40,485.00	48,395.00
8	19999 · Church Life	2,059.19	1,815.00	1,815.00
9	20000 · Student Ministries	13,869.24	24,000.00	26,400.00
10	21000 · Adult Ministries	514.42	6,838.25	7,338.25
11	23100 · CoMission	108,817.43	123,445.00	123,580.00
12	24000 · Facility Stewardship	156,476.83	157,900.00	187,400.00
13	25000 · Worship & Media	3,298.94	9,937.50	10,937.50
14	26000 · Salaries & Related Expenses	358,653.64	459,081.57	479,526.58
	Total Expense	697,259.52	823,502.32	885,392.33
	Net Income	132,678.93	0.00	0.00

MINISTRY BUDGET DETAILS

through Sep 30, 2025

	A	B	C	D
		2024-25 Income/Expenses Thru Sept 2025	2024-25 Annual Budget	Proposed 2025- 26 Annual Budget
	Income			
1	17000 · Contributed Support			
	17200 · INC - General Offerings	790,030.29	785,102.32	844,106.39
	18000 · Earned Revenues			
2	18100 · Interest-Savings/Short-Term Investments	3,058.16	4,800.00	5,160.74
3	18200 · Rental House Income	36,850.00	33,600.00	36,125.20
4	Total 18000 · INC - Earned Revenues	39,908.16	38,400.00	41,285.94
5	Total Income	829,938.45	823,502.32	885,392.33
6	Gross Profit	829,938.45	823,502.32	885,392.33
	Expense			
	19000 · Board of Elders			
7	19050 · Communion Supplies	52.84	175.00	175.00
8	19100 · Administration	744.62	250.00	500.00
9	19200 · Online Transaction Fees	3,461.58	2,800.00	3,500.00
10	19250 · FEBC Convention - Workshop	-3,700.15	1,000.00	1,000.00
11	19350 · Pastor/Staff Retreat	0.00	800.00	800.00
12	19450 · FEBC Ministries	24,382.49	25,000.00	30,000.00
13	19475 · Heartland Ministries	522.50	570.00	570.00
14	19500 · Leadership Training	0.00	200.00	200.00
15	19550 · Pastor Cont. Education	1,527.17	3,200.00	3,200.00
16	19600 · Pulpit Supply	500.00	750.00	750.00
17	19710 · Get Acquainted Lunch	0.00	200.00	200.00
18	19730 · Search & Candidating	20,824.16	0.00	0.00
19	19740 · Payroll and Tax Services	4,780.00	3,540.00	5,500.00
20	19850 · Staff Service Recognition	79.62	450.00	450.00
21	19910 · Security Equipment	0.00	500.00	500.00
22	19920 · Security Training	395.00	1,000.00	1,000.00
23	19930 · Security Background Checks	0.00	50.00	50.00
24	Total 19000 · Board of Elders	53,569.83	40,485.00	48,395.00
	19999 · Church Life			
25	24150 · Funeral Expenses	1,804.51	1,140.00	1,140.00
26	24175 · Care Ministries	254.68	475.00	475.00
27	24180 · Grief Counseling	0.00	200.00	200.00
28	Total 19999 · Church Life	2,059.19	1,815.00	1,815.00
	20000 · Student Ministries			
	20001 · Children's Ministries			
29	20100 · Children's Program	0.00	300.00	300.00
30	20200 · Community Sunday School	2,339.13	3,200.00	3,200.00
31	20210 · Route 56	0.00	150.00	150.00
32	20450 · Nursery	24.58	250.00	250.00
33	20500 · Preschool Sunday School	233.79	500.00	500.00
34	20600 · Special Events	393.45	500.00	500.00
35	20650 · Summer SS Materials	329.72	100.00	500.00
36	20700 · VBS	3,424.29	3,000.00	3,500.00
37	20710 · Security Check-in System	63.01	250.00	250.00
38	23220 · AWANA	-1,098.41	4,750.00	4,250.00
39	Total 20001 · Children's Ministries	5,709.56	13,000.00	13,400.00
	20002 · Jr/Sr High Ministries			
40	20250 · High School ECHO	6,350.48	7,600.00	9,600.00
41	20350 · JHS Generation Impact	1,491.54	2,850.00	2,850.00
42	Total 20002 · Jr/Sr High Ministries	7,842.02	10,450.00	12,450.00
	20003 · Shared			
43	20400 · Leadership Training	189.00	100.00	100.00
44	20800 · Miscellaneous Expenses	116.71	250.00	250.00
45	20825 · Audio Visual Equipment	0.00	50.00	50.00
46	23226 · Background Checks	11.95	150.00	150.00
47	Total 20003 · Shared	317.66	550.00	550.00
48	Total 20000 · Student Ministries	13,869.24	24,000.00	26,400.00

Continued on next page...

MINISTRY BUDGET DETAILS

through Sep 30, 2025

	A	B	C	D
	21000 · Adult Ministries			
49	20050 · ABH	69.11	300.00	300.00
50	20125 · Library	45.95	500.00	500.00
51	20150 · 1828 College/Career	0.00	475.00	475.00
52	21100 · All Church Activity	1,748.99	2,000.00	2,500.00
53	21300 · IronSharpeners	-1,682.16	888.25	888.25
54	21400 · Connections	0.00	300.00	300.00
55	21600 · Collective - Women's Min	332.53	2,375.00	2,375.00
56	Total 21000 · Adult Ministries	514.42	6,838.25	7,338.25
	23100 · CoMission			
57	23110 · Corporate Support	100,309.00	113,465.00	113,600.00
58	23115 · Ministries & Org. Support	7,315.00	7,980.00	7,980.00
59	23125 · Conferences, Trips & Projects	1,193.43	2,000.00	2,000.00
60	Total 23100 · CoMission	108,817.43	123,445.00	123,580.00
	24000 · Facility Stewardship			
	22000 · Information Systems			
61	22100 · Sys. Management (Ascend)	14,225.50	12,000.00	15,500.00
62	22200 · Hardware	3,874.20	4,500.00	4,500.00
63	22300 · Software	0.00	300.00	300.00
64	22500 · Web Hosting Fees	0.00	200.00	200.00
65	22600 · Services/Licenses/Fees	3,656.29	6,500.00	6,500.00
66	Total 22000 · Information Systems	21,755.99	23,500.00	27,000.00
67	24050 · Capital & Maintenance Projects	3,256.09	13,000.00	13,000.00
68	24200 · Insurance	24,240.50	15,000.00	22,000.00
69	24225 · Contract Services	40,275.84	29,000.00	45,000.00
70	24250 · Maintenance - Recurring	13,467.48	11,000.00	14,000.00
71	24350 · Office Expenses	6,218.62	11,000.00	11,000.00
72	24400 · Escrow - Real Estate Tax	6,875.00	7,500.00	7,500.00
73	24410 · Fort St House Mortgage	12,265.00	13,400.00	13,400.00
74	24550 · Supplies	3,269.45	5,000.00	5,000.00
75	24600 · Utilities - Church	24,852.86	29,500.00	29,500.00
76	Total 24000 · Facility Stewardship	156,476.83	157,900.00	187,400.00
	25000 · Worship & Media			
77	19886 · Media	2,502.97	4,750.00	4,750.00
78	25200 · Music	101.67	537.50	537.50
79	25400 · Worship Center Decor	536.04	600.00	600.00
80	25500 · Worship Development	43.26	550.00	550.00
81	25700 · Capital Expenses	0.00	3,000.00	4,000.00
82	25800 · Music Equip Maintenance	115.00	500.00	500.00
83	Total 25000 · Worship & Media	3,298.94	9,937.50	10,937.50
	26000 · Salaries & Related Expenses			
84	26100 · Payroll Expenses (Intuit)	0.00	650.00	650.00
85	26200 · Staff Salaries/Wages	210,100.45	246,769.61	266,936.59
86	26250 · Housing Allowance	104,230.47	140,000.00	140,000.00
87	26300 · Pension Plan Contribution	6,419.72	6,605.38	8,000.00
88	26400 · Staff Expenses	5,469.38	12,699.99	12,699.99
89	26500 · Payroll Taxes	6,057.41	15,000.00	15,000.00
90	26600 · Health Insurance	26,376.21	37,356.59	36,240.00
91	Total 26000 · Salaries & Related Exp	358,653.64	459,081.57	479,526.58
92	Total Expense	697,259.52	823,502.32	885,392.33
93	Net Income	132,678.93	0.00	0.00

CROSSPOINT MEMBERS

191 Total Members

Active Resident Members

Connie Abdo
Jeff Abdo
Kenny Acevado*
Tina Acevado*
Amy Anderson
Barbara Anderson
Carl Anderson
Dallas Asher
Marilyn Asher
Boots Backens
Esther Bartsch
Jim Bartsch
Mark Brim
Sharon Brim
Bob Brindamour
Keli Brindamour
Yolanda Burgos
Marilyn Busenitz
Randal Busenitz
Marcia Christensen
Tim Christensen
Helen Cloyd
Richard Colegrove
Tammi Colegrove
Cindy Crowley
John Crowley
Emily Davidson*
Josh Davidson*
Ben Deaver*
Marietta Deaver*
Deanna Duerksen
Rich Duerksen
Kendra Eveland
Tim Eveland
Linda Ewert
Reg Ewert

Paul Folkers
Paula Folkers
Lillian Frey
Debbie Friesen
Joyce Friesen
Ryan Friesen
Darrel Giesbrecht
Marcy Giesbrecht
Don Gillett
Shirley Gillett
Karen Gingerich
Ken Gingerich
Lynette Goossen
Waldo Goossen
Sue Hamilton
Ryan Hanson
Sarah Hanson
Jason Hetrick
Jennifer Hetrick
Aimee Hoffman
Keith Hoffman
Lonnie House
Heather Ingraham
Jennifer Ingraham
Kayla Ingraham
Lee Ingraham
Therese Ingraham
Ben Isgro
Kathy Isgro
Bill Janzen
Doris Janzen
Jayne Janzen
Diane Johnson
Leonard Johnson
Judie Jones
Mike Jones

Beckie Kalina
Charlie Kalina
Larry Kirkpatrick
Marge Kirkpatrick
Amy Klaassen
Chris Klaassen
Dianne Kliever
Jeff Kliever
Kim Kliever
Leon Kliever
Christi Krehbiel
Don Krehbiel
Gary Krehbiel
Greg Kroeker
Hulda Kroeker
Judy Kroeker
Martina Lambert
Monica Lambert
Randy Lambert
Riley Lambert
Joe Leyboldt
Lisa Leyboldt
Carol Lind
John Lindsey
Sherrie Lindsey
Amy Mattox
Gregg Mattox
Karla McPeake
Ted McPeake
Rachael Means
Ryan Means
Karol Nelsen
Nancy Nelson
Hayden Norris
Heather Norris
Dave Norton

CROSSPOINT MEMBERS

191 Total Members

Cheryl Orange
Thomas Orange
Carleene Paine
Janice Paulson
Doug Paziak
Kathy Paziak
Katie Paziak
Allie Penner
Kevin Penner
Pat Perkhiser
David Petersen
Dianne Petersen
Linda Petersen
Rhonda Petersen
Tom Petersen
Chad Peterson
Barbara Quiring
Robert Quiring
Jesse Regier
Larry Regier
Nancy Regier
Norm Regier
Shelley Regier
Christina Richardson
James Richardson
Dave Rollins
Judy Rollins
Brynn Ruby
Marc Ruby
Carol Salter

Matt Sampson
Nancy Schmidt
Jan Schubert
Kady Schubert
Fred Scott
Kathy Scott
Donna Shonkwiler
Julie Sibert
Randall Sibert
Deloris Skogman
Carol Smith
Kevin Stone
Melissa Stone
Doug Swartz
Laura Swartz
Heidi Van Voorst
Steve Van Voorst
Don Vesely
Willia Vesely
Arla Vohnout
Gary Vohnout
Megan Wenger
Trevor Wenger
Luke Wiese
Phyllis Wiese
Brandi Wilmot
Rex Wilmot
Anthony Yates
Susie Yates

Missionary Members

Ira Beasterfield
Marcia Beasterfield
Bryon Brock
Sandy Brock
Katarina Colegrove
Matthew Colegrove
Dee Kuzanah
Elwyn Goossen
Linda Goossen
Ivan Goossen
Mary Goossen
Suanne Harmon
Tony Harmon
Keith Heppner
Olivia Heppner
Alicia Holbrook
Cherie Martin
Jesse Pauly
Monica Pauly
Lois Reimer
Roger Reimer
Jeannette Shubert
Ben Watson
Gladys Watson

MEMBERSHIP SUMMARY

167 Active Resident Members

24 Missionary Members

191 Total Members

* Added since October 2024

2024 MEETING MINUTES

from Nov. 3, 2024

Crosspoint Bible Church on November 3, 2024 at 6:30pm

Full Resident Members: 181 (Total Membership 205)

Required: Ballot #1: 25% resident membership with $\frac{2}{3}$ majority vote

Ballot #2: 25% resident membership with 50% "Yes" vote

Members signing quorum sheets: 98 (*quorum requirement exceeded*)

1. **Call to Order** at 6:30pm | Randy Lambert
2. **Prayer**
3. **Lead Pastor's Perspective** | Hayden Norris
4. **Voting Procedures** | Randy Lambert
5. **Elder Affirmation Slate** | Randy Lambert
6. **Ballot #1**
 - 6.1. Randy Lambert & Rob Quiring | Elder candidates for 2025-26
 - 6.2. **Motion:** Affirm proposed elder candidates for 2025-26
Motion: Bob Brindamour. Second: Riley Lambert. Passed.
7. **Treasurer's Report**
 - 7.1. Questions: Various regarding worship pastor/director salary and Shepherd's Staff fees. Encouragement to be generous.
8. **Board of Elders & Search Update** | Randy Lambert & Joe Leyboldt
9. **Ministry Q&A** | Randy Lambert
10. **Presentation of Budget** | Randy Lambert
 - 10.1. \$823,502.32 Budget proposed
 - 10.2. Questions: Various financial questions
11. **Ballot #2**
 - 11.1. **Motion:** Approve proposed budget for Fiscal Year 2024-25
Motion: Jeff Abdo. Second: Carl Anderson. Passed.
12. **Meeting Adjourned**
Motion: Doug Paziak. Second: Keith Hoffman. Adjourned.
13. **Honor of Dave Norton**
14. **Prayer**
15. **Communion**

Submitted by: James Richardson - Board of Elders Secretary

SAMPLE BALLOTS

Sample Ballot #1

Sample Ballot #1: 2026-27 Board of Elders Affirmation

NAME:

Gary Krehbiel

Doug Paziak

TERM:

2 Years

2 Years

YES*

NO

☐	☐
☐	☐

Board of Elders Members Continuing:

- » Randy Lambert
- » Hayden Norris
- » Rob Quiring
- » James Richardson

Note: 25% minimum resident membership quorum and a 66.67% "Yes" vote required for affirmation.

*I am aware of no scriptural reason that these individuals should be disqualified from serving; therefore, and in accordance with the recommendation of the Board of Elders, I affirm the appointment of these individuals to serve.

SAMPLE BALLOTS

Sample Ballot #2

Sample Ballot #2: 2025-26 Ministry Fund Budget Approval

Approve 2025-26 Ministry Fund Budget

YES*

NO

☐☐

Note: 25% minimum resident membership quorum and a 50% “Yes” vote required for affirmation.

