



# 5 Year Growth Plan Proposal

Presented By:  
Membership Exploration and Research Committee  
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## The Current State of Crossroads Presbyterian Church

Crossroads has a well-known reputation for being a giving, welcoming, warm, and kind body of believers. We are known for taking care of our own, as well as extending hospitality to the surrounding community. One of the latest is setting up a closet at Redan High School that provides toiletries and clothes for students in need. Crossroads consistently supports the work of the Kingdom by supporting Missionaries locally and globally! We are a small church but by the grace of God, we do big things!

In reviewing where we are now as a church and looking to the future, two major areas stand out that can potentially affect the viability of Crossroads Presbyterian Church (CPC). They are as follows:

- 1) We are an aging population; the majority of our congregation is 65+. We have had 51 members join in the last six (6) years with the majority being over 60. We have had 11 members transition in the last 10 years. No young families or youth have joined the church in the past six (6) years. While we are aging, we remain a vibrant congregation as evidenced by the programs and services we offer to the community i.e., Kidzone, The Food Distribution, Zumba, Trunk or Treat, and not to forget the fantastic Vacation Bible School we offer each year. Unless we seek the Lord for an increase, how much longer will our aging population be able to sustain these services to the community or add to the Kingdom the seasoned, the young, and young families?
- 2) The participation of our children and youth have continued to decrease; we are currently at 15. This includes Kindergarten, Primary, Middle School, and High Schoolers. Over the last 20-plus years, a clear pattern has emerged, *most of our children have grown up, completed college, or chosen a trade, but they have also left the church* even if they live in the area. We must ask ourselves WHY!!! Are we addressing the needs of the next generation? Do we need to rethink how we are approaching the way we do church? Are we strategic enough? Prayerful enough? Are we missional-minded enough in carrying out **‘The Great Commission’? (Matthew 28:16-20)**

We know that it is God who gives the increase but if we are seeking to expand His Kingdom, scripture teaches **“Where there is no vision, the people perish”**. (Proverbs 29:18) As members of The Body of Christ we as a church in order to prepare for the future and remain vibrant as a church on the corner of Redan and Panola, the above challenges must be prayerfully addressed. The Membership Exploration and Research Committee has put together a 5-year plan for the Session’s prayerful review and consideration.

## GOAL 1: GROWING AS CHRISTIANS

In Colossians 1:28 the Apostle Paul, writing of his own ministry, says this. “[Jesus] is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ.” The principle here is that where the ministry of the gospel is taking place, there should be visible evidence of Christians growing in their maturity in Christ.

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**Five-Year Target:** *To have half of our average Sunday attendees participating in a regular small group, Bible study, or Sunday school class.*

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### Action Steps:

#### Year 1: May 2023 – May 2024

- Start one new small group each year. **Note current small groups:** *Focus, Westerners, Tuesday Mornings, Lamplighters, Parlor Group, Women at the Crossroads (WATC)*
  - 1) Establish a Small Group Planters Ministry (mature small group members of five (5) or less).  
The purpose of this ministry is to:
    - a. Seek to understand why more members and regular attendees are not members of a small group.
    - b. Meet with the current small group leaders and/or members to discuss the benefits and challenges they face as a small group.
    - c. Plant new small groups by:
      - Identifying members who are not currently in small groups.
      - Identify members within a similar demographic that might benefit from attending a regular small group.
      - Encourage non-small group members to start or become a member of a new or current small group.
      - Determine the location where non-small group members live.
      - Identify members who would make ideal small group leaders and encourage them to become a small group leader.
      - Mentor the new small group by attending its meetings until the group is well-established and comfortable managing on its own.
    - d. Similar to the Officer Nominating Committee (ONC) the Small Group Planters will:
      - Establish in writing the guidelines and processes to govern how the ministry will function i.e., the length of terms each Planter will serve, yearly goals for establishing new small groups, training, and identifying those who will serve in the ministry, etc.

#### Year 2/3: Jan 2024 – Dec 2025

- Identify young Christian adults who have verifiable training as teen counselors, or mentors who will be responsible for:
  - 1) Discipling teens on how to realistically live a Christian life.
  - 2) Starting a teen Bible study, support line, fire-side chat, etc.
  - 3) Maintaining firm and published counseling hours so that teens can reach them via telephone, zoom meetings, or in person for private and honest discussions.

- 4) Identify and approach at-risk teens falling away from the Christian faith and seek mentorship opportunities.
- 5) Youth Director to identify potential teen leaders and nurture their growth in a leadership role.

**Year 3-5: Jan 2025 – Dec 2027**

1. Develop Quarterly Single Mixers for Adults, such as:
  - a. Catered breakfasts with men and women together.
  - b. Single's night out events: concerts, plays, theme parks, open discussion nights, etc.
  - c. Three (3) day Holiday Getaway trips for relaxation, destressing, etc.
  - d. Partner with our sister churches (Fairfield, White Oaks, etc.) to host, increase participation, and planning/ideas, etc.
2. Explore ways as the church grows to offer Professional services to the surrounding community such as marriage counseling, suicide prevention, AA meetings, grief counseling, parenting workshops, etc. The goal is to communicate to the surrounding community we care about their total well-being.

## GOAL 2: GROWING AS A CHURCH

In **1 Corinthians 9:22**, after explaining how he tailors his ministry to reach different people groups, the Apostle Paul writes. **“I have become all things to all people so that by all possible means I might save some.”** The principle here is that we must be flexible regarding how we do church in order to reach as many people as possible with the good news of Jesus. This especially needs to be the case given that we are now seeking to reach people who have very little prior knowledge of Christianity, or experience of the church. Even as we hope for increased numbers in our congregation, we continue to look to God to ensure that in Christ we **“are being built together to become a dwelling in which God lives by His Spirit.”** (Ephesians 2:22)

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**Five-Year Target:** *To have an Average Sunday Attendance of 200 adults and 25 children.*

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### Action Steps:

#### Year 1: May 2023 – May 2024

- Create events that encourage intergenerational connection, such as:
  - 1) Quarterly men’s and women’s breakfasts with discussion questions.
  - 2) Develop a Sunday Morning Welcome Team that intentionally includes all ages.
  - 3) Be intentional about including all ages in leading worship.
  - 4) Be intentional about varying music and worship styles (order, prayer styles, amount of liturgy, different cultures, etc.) in the worship service.
- Reinstate “Share the Bread” or some other means of immediate follow-up with Sunday visitors. (Within the next 6 months).
- Continue the ministry of No One Alone.
- Invite, embrace, and enter formal discussion with the Convergence Church about their members becoming members of CPC.
- Explore with Convergence leadership how we as the body of Christ can serve each other to maximize the gifts that God has given to bring Glory to Him and service to the community.

#### Year 2/3: Jan 2024 – Dec 2025

- Plan periodic events that offer casual opportunities for members and attendees to get to know each other better such as:
  - 1) Game nights, and movie nights.
  - 2) Salt and Pepper dinners
    - a. Assign several couples or families who do not already know each other well to get together for a meal in someone’s home.
- Evaluate starting a second worship service at a different time or with a different style to determine the need, effectiveness, and available personnel for doing so.
- Explore monthly meals or periodic Taste of Crossroads Presbyterian Church events.

#### Year 3-5: Jan 2025 – Dec 2027

- If attendance becomes consistently too large for our worship space (e.g., 180-200+ each week), create a second/additional worship service at a different time, prayerfully looking to God to provide the leaders and workers.
- It is preferred that this service would have the same preacher and sermon as the other(s) so that all will be learning and growing together. (yr. 4/5).

### Goal # 3: Growing in The Community We Serve

In the New Testament (**Matthew 22:36-46**) Jesus depicts the greatest commandments: “**You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.**” This is the first and greatest commandment. And the second is like it: “**Love your neighbor as yourself.**” How then do we love the Lord? We love God by keeping His charge, His statutes, His judgments, and His commandments. Love is a part of the fruit of the Spirit (**Galatians 5:22-23**), so only through the Holy Spirit can we truly love God and ask His help to develop His love in our lives. In terms of loving our neighbor as ourselves, Christ has made it impossible for us to fail because we are pretty good at taking good care of ourselves. In our community, we desire to obey the great commission (**Matthew 28:19**) and spread the Gospel with the goal of expanding God’s Kingdom. As mentioned before, it is the Holy Spirit who gives the increase, however, we have the privilege of God calling us into His work to be His hands and feet to aid in expanding His Kingdom here on earth.

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**Five-Year Target:** *To increase the number of young families with children to equal a minimum of 50% of the congregation. Sustain our senior population at the current level or increase by 20%.*

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#### Action Steps:

##### Year 1-2: May 2023 – May 2024

- Establish a prayer team specifically to pray weekly for evangelistic and outreach efforts (**within 6 months**).
- Establish an evangelism and outreach team.
- Review evangelism curriculum options and pray for an evangelism/outreach ministry lead (**3 months**).
- Explore ways to extend invitations to the new housing developments within a 20-minute drive of the church (**6 months**).
- Hire a Director of Family Ministries to focus on developing programs to attract young families, youth, and seniors in the surrounding communities (**1-2 months**).
- Evaluate current outreach activities related to attendance by tracking the number of attendees from the community (**Immediately**).
- Explore the possibility of establishing an after-school tutoring/mentoring program for the community. (**Yr. 2**)
- Continue to host Family and Friends Sundays (**quarterly**).

##### Year 3-5: May 2023 – Dec 2024

- Expand our interactions and partnership with schools within a 5-mile radius of the church.
- Develop a communication team to develop strategies to advertise current outreach services and events.

##### Year 5: Jan 2027 – Dec 2027

- Hire a part-time children’s director.
- Create ride share/carpooling to/from church for apartment complexes, children whose parents are not coming to church, and a bus ministry for anyone needing a ride.

## GOAL 4: CHURCH BUILDING RENOVATION

How a church building looks can send a powerful message to guests (as well as regular attenders). The fact is, if a building's implicit message seems outdated or unwelcoming, people might stay away. This tendency to stay away is particularly true for youth/young adults.

Everything from a full-scale renovation to a minor paint refresh can improve and modernize our church. There are many reasons to consider updating old churches, especially when it comes to the centerpiece of the building: the sanctuary. As we look to modernize our church structure the following should guide us:

- 1) Modernizing our church sanctuary can improve the atmosphere for the congregation and help to make a positive impression on guests.
- 2) Modernizing/enhancing our church's look is not a substitute for sound biblical doctrine and teaching of the word. In the words of Pastor Rick Warren of Saddleback Church, **"Never confuse the methods with the message. The message will always remain the same. The methods and the tools for delivering that message, however, need to change with each generation, because each generation hears the message in different ways."**
- 3) Modernizing our church's appearance is not a gimmick we are using to grow numerically. It is instead a recognition by the leadership of CPC that after 45 years of existence, our worship space has become outdated and as a result may be negatively impacting how we convey the message to a new generation of believers.
- 4) The goal of modernizing our church is to create a more inviting, comfortable worship, fellowship, and study spaces for both members and guests.

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**Five-Year Target:** *To create a welcoming first impression to guests that will effectively work along with the 3 above goals in growing the body of Christ among youth and young adults at Crossroads by modernizing the exterior and interior of the physical building.*

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### Action Steps:

#### Year 1/2: May 2023 – Dec 2024

- Replace flooring (**Property Committee is already planning**).
- Refresh the Sanctuary Walls with Drywall and new paint color (*see example pictures*).
- Update the kitchen i.e., flooring, appliances, cabinets, countertops, and sinks.
- New security system and exterior cameras (**currently budgeted**).
- Redesign the children's classrooms (*see example pictures*).
- Change out the Sanctuary chairs (*see example pictures*) or re-upholster current chairs,
- Update Sanctuary lighting (*see example pictures*).

#### Year 2/3: Jan 2024 – Dec 2025

- Stain the exterior brick to refresh the look and remove black staining.
- Replace roof.
- Add sprinkler system.

#### Year 4/5: Jan 2026 – Dec 2027

- Refresh the walls throughout the building with drywall and new paint color.
- Update atrium (see example pictures)
  
- ❖ *As funding allows – The session will each year include in the budget funding for updating the church in collaboration with the property committee.*
  
- ❖ *It is understood that any plan to modernize, remodel, or alter the church building must include the input of the Property Committee.*



## A VISION FOR THE FUTURE

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**Five-Year Target Conclusion:** To grow the body of Christ at Crossroads by welcoming youth, young adults, as well as the unchurched and non-believers of all ages. To create ministries that address the real-life needs of the membership and help them to grow as believers. To invite fellow believers to worship and partner with us in discipleship and proclaiming of the gospel of our Lord and Savior.

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The primary vision of this plan is to promote discipleship growth, increase Crossroads' membership, and cultivate a worship environment where sound biblical theology is taught, learned, and practiced by believers who love the Lord and are committed to serving and worshiping Him in spirit and in truth.

The goal is for Crossroads to continue to be a place where:

- Non-believers can grow to know, love, accept and serve the Lord our Savior.
- Children, youth, and young adults are welcomed and included in leadership, planning, service, and worship.
- The worship space is aesthetically pleasing and honors God in appearance and maintenance.
- We worship as a multi-cultural, inter-generational body of believers.

This can be realized in how we love and care for one another, as Jesus commands in (**John 15:12 "This is My commandment, that you love one another as I have loved you,"**) and as we prayerfully seek to grow as individual believers and together as a church family.

In **Matthew 16:15**, Jesus commanded us to **"Go into all the world sharing His Gospel, the Good News to Everyone."** Therefore, over the next five years, this plan outlines how we will be intentional in befriending newcomers/seekers while we work to maintain and sustain the growing body of believers Christ brings into our family. We believe this plan will accomplish its goal by creating ministries, partnerships, and outreach opportunities to our community that foster growth while we fellowship, play, relax, and serve the needs of our growing body of believers.

We acknowledge that:

- CPC is currently an older congregation.
- CPC is committed, now and in the future, to teaching biblically sound doctrine.

We believe this 5-year plan, if it is God's will, offers the current aging membership at Crossroads an opportunity to continue to disciple the next generation in sound doctrine while learning from them how to change our method without changing the true message of the gospel.