



CROSSROADS
FELLOWSHIP

ROADMAP 2025



Interim



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Crossroads:

A point at which a crucial decision must be made that will have far-reaching consequences.



Fellowship:

A group of people with the same purpose.

The Crossroads Way



We are
followers of
Jesus, helping others
find and **follow**
Jesus.

**We follow Jesus
and help others
follow him
as we:**

Grow

deep in our relationship with God

Gather
with our church family

**Connect
in** **Groups**

Go

take the GOOD NEWS to the world

Give

our best to the Kingdom of God

What We Value

At Crossroads Fellowship, our values shape who we are, how we live, and how we lead. These aren't just statements—they're the heartbeat of our church family:

BIBLICAL AUTHORITY

We believe the Word of God is our foundation and guide for life.

IMPERFECT PEOPLE FOLLOWING A PERFECT GOD

We do not have it all together, but we follow the One who does.

BEING A SAFE PLACE FOR HEALING

We create space for people to bring their brokenness, finding hope and new life in Jesus.

BOLD FAITH IN A BIG GOD

We take courageous steps, trusting God for more than we can see.



BEING CONTRIBUTORS, NOT CONSUMERS

We each play an essential role in building God's Kingdom, using our time, talents, and treasures.

GIVING OUR BEST

Because God gave us His best, we joyfully offer Him our best.

BLESSING OUR COMMUNITY AND THE WORLD

We serve locally and globally, seeking to make a Kingdom impact.

ENGAGING AND WELCOMING ENVIRONMENTS

We design environments that are helpful, meaningful, and inviting.

We Do It All Because

Jesus Calls the Children of God to Build His Church

Simon Peter answered, "You are the Messiah, the Son of the living God." Jesus responded, "Blessed are you, Simon son of Jonah, because flesh and blood did not reveal this to you, but my Father in heaven. And I also say to you that you are Peter, and on this rock I will build my church, and the gates of Hades will not overpower it. I will give you the keys of the kingdom of heaven, and whatever you bind on earth will have been bound in heaven, and whatever you loose on earth will have been loosed in heaven."

– Matthew 16:16-19

We Reflect Jesus When We Love God and Love People

One of the scribes approached. When he heard them debating and saw that Jesus answered them well, he asked him, "Which command is the most important of all?" Jesus answered, "The most important is Listen, Israel! The Lord our God, the Lord is one. Love the Lord your God with all your heart, with all your soul, with all your mind, and with all your strength. The second is, Love your neighbor as yourself. There is no other command greater than these."

– Mark 12:28-31

Making Disciples Is the Mission of the Church

Jesus came near and said to them, "All authority has been given to me in heaven and on earth. Go, therefore, and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe everything I have commanded you. And remember, I am with you always, to the end of the age."

– Matthew 28:18-20

We Want as Many as Possible to Find Life in Jesus

So when they had come together, they asked him, "Lord, are you restoring the kingdom to Israel at this time?" He said to them, "It is not for you to know times or periods that the Father has set by his own authority. But you will receive power when the Holy Spirit has come on you, and you will be my witnesses in Jerusalem, in all Judea and Samaria, and to the ends of the earth."

– Acts 1:6-8

Word of
the year:

FOCUS



This year, we are choosing to live with FOCUS—fixing our eyes on what matters most. We are setting our hearts and minds on three key areas:

FOCUS

We fix our eyes on Jesus, our source of strength and hope.

"Let us run with endurance the race that lies before us, keeping our eyes on Jesus..."

– Hebrews 12:1–2

"I have asked one thing from the Lord... to gaze on the beauty of the Lord and to seek Him in His temple."

– Psalm 27:4

FOCUS

We stay committed to sharing the Good News and making disciples.

"Go, therefore, and make disciples of all nations..."
– Matthew 28:19–20

"My only aim is to finish the race and complete the task the Lord Jesus has given me..."
– Acts 20:24

PEOPLE

We love others with humility, compassion, and intentionality.

"Just as I have loved you, you are also to love one another."

– John 13:34–35

"In humility consider others as more important than yourselves."

– Philippians 2:3–4

2025–2026 Priorities

In alignment with our mission and vision, we are focusing on six key initiatives that help us grow deeper in faith and wider in impact:

Strengthen Our Groups Ministry

Launch new groups and a midweek program to foster connection and growth.

Establish a Community Impact Team

Mobilize our church to serve through key outreach efforts: Keizer Police Department, Cummings Elementary, and another to be determined.

Launch the Crossroads Partnership Process

Equip and empower individuals to join the mission of Crossroads as active partners.

Create a Clear and Easy-to-follow Discipleship Path

Help people take their next steps in following Jesus, wherever they are on the journey.

Complete Phase One of Our Facility Remodel

Create functional and inviting spaces that support ministry and growth.

Unify and Empower Our CORE Team

Build a leadership team equipped to carry out the Roadmap with clarity and unity.

2025-2026 Budget

	Month	Annual
Ministry	\$5,115	\$61,380
Gather		
Worship	\$100	\$1,200
Connection	\$125	\$1,500
Equipment	\$125	\$1,500
Events	\$150	\$1,800
Groups		
Kids	\$200	\$2,400
Youth	\$300	\$3,600
Small Groups	\$200	\$2,400
Grow		
RightNow Media	\$65	\$780
Leadership Development	\$150	\$1,800
Go		
Missions	\$500	\$6,000
Blessing Fund	\$450	\$5,400
Outreach	\$2,750	\$33,000
Operating Expenses	\$2,311	\$27,732
Office Supplies	\$150	\$1,800
Background Checks	\$250	\$3,000
Publications	\$500	\$6,000
Software	\$646	\$7,752
Professional Fees	\$500	\$6,000
Online Giving Fees	\$200	\$2,400
Membership & Subscriptions	\$65	\$780
Facilities	\$3,470	\$41,640
Repairs/ Maintenance	\$500	\$6,000
Janitorial	\$700	\$8,400
Insurance	\$670	\$8,040
Utilities	\$1,600	\$19,200

2025-2026

Budget Cont'd

	Month	Annual
Staff	\$18,922	\$227,064
Salaries	\$13,800	\$165,600
Health/Dental Insurance	\$1,520	\$18,240
Staff Support/Development	\$1,250	\$15,000
Expenses	\$467	\$5,604
Payroll Taxes	\$1,100	\$13,200
Workers Comp	\$560	\$6,720
Retirement	\$150	\$1,800
Payroll/HR Services	\$75	\$900
Strategic Savings	\$2,500	\$30,000
Total Budget	\$32,318	\$387,816

Meet Our Teams:

THE BOARD



Cindy Lenker

I have had the privilege of serving on the Church Board since early 2024. I am grateful for the opportunity to serve Jesus and the family at Crossroads.

My husband Bud (the high-five guy who greets you on Sunday mornings) and I have been married for 30 years. We are a blended family with four grown children and 9 wonderful grandchildren.

At age 6, during a vacation Bible school, I prayed to ask Jesus into my heart and life. I am so grateful for His unending love and faithfulness in all the seasons of my life. My heart is that the family at Crossroads will continue to grow in unity and focus as we each pursue a closer and deeper relationship with Jesus.

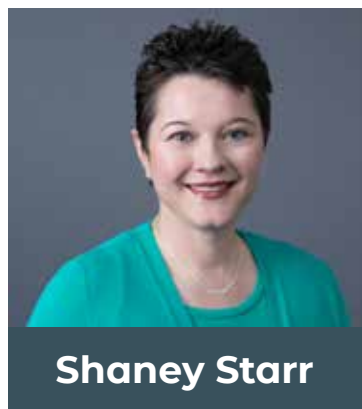


John Lilly

John has been married to Brenda for 50 years. They have three children and three grandchildren. John says, "I'm a naturalized Oregonian since I married a native." John became a Jesus-follower in his freshman year at OSU and has been learning to be a disciple of Jesus ever since. Most recently, he was one of the organizers of the Pacific NW Men's Conference. Though he's retired from state government, John now works for Jesus.

Meet Our Teams:

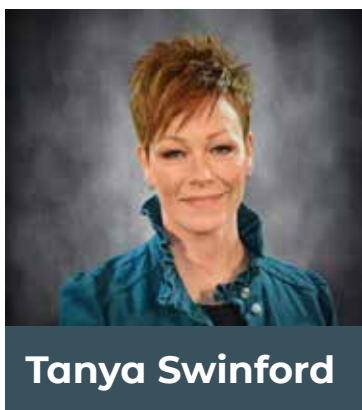
THE BOARD CONT'D



Shaney has worked in various roles in the nonprofit sector for over twenty years. Her passion is serving her community, and she specializes in working with struggling organizations to develop and grow both in impact and populations served. She's from Pendleton, Oregon, home of the world-famous Pendleton Round-Up! Shaney graduated from Northwest Christian University with an undergraduate degree in Business Administration and a minor in Speech Communications. After gaining real-life working experience, she attended graduate school and obtained an MS in Management and Organizational Leadership from Warner Pacific University.

She is the Suburban Growth & Development Director with the National CASA/GAL Association. Before moving to the national level, she served as Executive Director of CASA of Marion County for 6 ½ years, as Chair of NCASA/GAL's Suburban Leadership Council, as a member of the National Leadership Council, and as a National CASA Trainer for new CASA Program Directors. Shaney is a Board Facilitation trainer through BoardSource, a nationally recognized Non-Profit Board Management consulting leader. She received her Youth Transition Life Coach certification in 2023, focused on supporting at-risk youth transitioning into adulthood.

Shaney was appointed to the Keizer City Council in December 2021 and elected Council President in January 2023. She is currently a member of the Marion County Public Safety Coordinating Council, a board member for Community Resource Trust, and a member of Keizer Rotary. Shaney has been married to her best friend Greg for 15 years and is a bonus mom to three adult daughters and Nini to one bonus granddaughter! In her spare time, she enjoys volunteer work, reading, tending her roses, spending time with family and friends, and being a dog mom to the infamous Apollo, a medically fragile miracle dog from NW Boxer Rescue.



Tanya has been married to her husband, Brad, for 18 years and is a "Nana" to three amazing grandkids. One of her greatest joys is being actively involved in their lives and making lasting memories together. She's served in a variety of roles in church life over the years – Tech Director, Communications, Missions Committee, and Administrative Assistant. Currently she serves as Pastor Stephen's assistant, helping keep things running smoothly behind the scenes. She also works as the office manager for her parents' business in Keizer. Tanya enjoys reading, studying God's Word, spending time with family and friends, and traveling – whether it's for a mission trip, a road trip, or exploring a new corner of the world.

Meet Our Teams:

SERVANT TEAM



Greg Starr

Greg is a lifelong resident of the Oregon Willamette Valley, settling into Salem/Keizer in 1990 after graduating from the University of Oregon. Greg is a husband to his best friend Shaney Starr, has three adult daughters and a deceased infant son. Greg has been with Liberty Mutual Insurance Company for over 30 years and currently serves in the role of a regional claim manager overseeing commercial accounts. Greg is a regular platelet donor for the Red Cross, is a crisis lines volunteer at Lines for Life in Portland, enjoys the outdoors, spends time with family to include his parents in Keizer, and regularly trains in jujitsu and kettlebell fitness.

Greg was blessed to grow up in a Christian home where he was saved at age seven, and baptized at 15. In his adult lay ministry, Greg has served as a deacon, men's ministry co-lay leader, personnel director, facilities director, and elder. In the role of elder, he regularly assisted the church body through visitation to seniors and those in medical care, along with the leading of prayer and lay mediations during church services. Greg found the service of elder to be challenging, humbling, and a blessing. Greg enjoys reading both the Old and New Testaments of the Bible, with the following verses to be among his favorites: Psalm 37:4, Proverbs 3:5-6, Matthew 22:37-40; Jeremiah 29:11; Philippians 4:13; James 1:5; Matthew 6:33. Greg is both honored and excited to serve Crossroads Fellowship on its Servant Team and he pledges to daily hold up our pastor, board, employees, and church congregation, in his personal prayer devotions.



Julie Chereck

Julie is a woman of deep faith, quiet strength, and unwavering honesty. She accepted Jesus into her heart at the age of five at First Nazarene Church in Nampa, Idaho, and was baptized as a young adult in Klamath Falls, Oregon. Her relationship with the Lord has remained the foundation of her life through every season. Married for 31 years, Julie and her husband were blessed with two miracle children—Natasha and Isaac—after being told by a Christian infertility specialist they would never have kids. These gifts from God are a continual reminder of His power and goodness.

Julie earned her Associate Degree in Science in Medical Office Systems Technology from OIT in Klamath Falls. She enjoys cooking, canning, and studying God's Word. A natural encourager who values honesty, Julie is known for her straight talk and compassionate heart. She prefers serving behind the scenes and thrives in one-on-one mentoring, where she can quietly invest in others without needing the spotlight. As the youngest of six children, Julie has experienced both deep loss and lasting love. She has walked through the grief of losing both her parents and two of her brothers, and yet she continues to declare God's faithfulness. Her life is a testimony to God's sustaining grace in every chapter.

Meet Our Teams:

SERVANT TEAM CONT'D



Bud Lenker

I am a follower of Christ that strives to show Jesus in all I do. Happily married to Cindy for 30 years. Father to four adult children and grandpa to nine perfect grandkids. My background is construction, which God has allowed me to use in various ministries, including church and school building in Haiti.

"Whatever you do, do your work heartily, as unto the Lord..."
Colossians 3:23



Marcie Walker

I was not blessed with a Christian family. My four brothers and parents slept in on Sundays except me. At 4, I would get up early on those Sundays and swing in the front yard. I always saw a white bus pass by and one Sunday I boarded it. When I got home that afternoon my mom hysterically ran up and asked, "Where have you been?" I told her I went to a place that gave me a snack, did a craft, read a story, and sang songs. I want to go again. So, after that my dad shined my shoes and put them on the hearth and I went every week. I must have looked a sight but riding that bus to Dever Conner Christian Church started my journey. I accepted Jesus when I was 13, developed many

Godly friends who I am still in contact, went to Northwest Christian College in Eugene, met Bill, got married, had three children who know and serve Jesus, have six beautiful grandgirls, and a Christian counselor, and love greeting my church family each week. It's an honor to serve.



Van Sisco

I have been following Jesus since 1972. I Graduated from the University of Idaho with degree in Sociology and Social Work in 1975. I have been married to my wife Deborah for 49 years. We have 3 children, Scott, Tom and Lina.

I worked for Les Schwab for 30 years and am now retired for 8 years. Love to go on Mission trips. I have traveled around the world and to domestic places to love people through service. My gifts are service, encouragement, and prayer.

Currently, I stay active by serving in several ways. In addition to serving with the Crossroads Servant Team, I serve with Hope Station, Backpack Buddies, Keizer Food Share, and a prayer ministry via Zoom with a dozen Missionaries.

Meet Our Teams:

SERVANT TEAM CONT'D



Linda Anderson

I have known the Lord Jesus as my Savior, trustworthy friend, joy-giver, and hope since I was about 11 years old. I have been married to Ken for 57 years, and we have four children, two girls and two boys (all redheads like Ken used to be), two granddaughters, two grandsons, and, soon-to-be, four great-grandsons!

I came from an unchurched family and was invited to church by a neighbor who faithfully brought us each week. From Mrs. Hutchens inviting us – all 5 of my siblings and my mother accepted our Lord as Savior.

Since accepting Jesus many years ago, He has been my closest and faithful friend always. Through hardships and challenges, Jesus gave me hope, peace, and strength and has shown me unending love and forgiveness as I trust in Him. Letting others see God's love in a tangible way is my heart's desire, and to know they are NOT alone but have Jesus at every moment of every day – no matter what life looks like. Phil 4: 4-7 is one of my life verses.



John Noble

I've been a Christian for 53 years. I've been married to my wife Kristyn for 38 years. I love to worship our God and serve Him in the Joyful Hearts class, loving our special needs congregants. Kris and I believe it is important to serve the body of Christ wherever God directs us to serve. We love the opportunity we have to love on the body of Christ at Crossroads Fellowship.

Meet Our Teams:

FINANCE TEAM



Angie Wyant

I was born and raised in Salem and have lived the past 20 years in Dallas. I met Ed at church when I was 15 and we've now been married 39 years. We have three grown children, five grandchildren and two Labradors. I held many part time jobs as our children grew but most recently worked 15 years for an accountant doing payroll, bookkeeping and individual tax returns. I enjoy sewing quilts and other items for charitable organizations.



Natasha Chereck

I'm 26 and have lived in Salem my whole life. I was homeschooled through highschool before graduating from Corban University for my bachelor's degree in business with an accounting concentration in 2020. My senior year, I served as treasurer for Corban's Hoff School of Business where I helped plan events, create and stick budgets, and provide financial reports to faculty and staff. I completed my MBIA (master's degree in business intelligence and analytics - a fancy way of saying financial reporting) through Corban in 2022. I began working as an intern at Willamette Valley Pie Company in 2019 before being hired on full-time as their staff accountant. I accepted Christ at 4 and was

baptized a few years ago. Over the past 12+ years, I have served on various ministry teams to plan and facilitate events, fundraisers and ministry activities. I have lead and participated on several worship teams and led a middle school small group for 8+ years. I'm excited to see what God will do in and through me, Crossroads, and our community as we partner together to point people to Jesus!



Chris Forrette

I grew up in the Salem area and have been married to my wife, Kristin, for 22 years. We're blessed with six wonderful kids: Bekah, AnnaBelle, Maggie, Ella, Eva, and Evan. I work as a real estate broker and feel grateful to serve my church community.

Meet Our Teams:

ADMINISTRATION TEAM



Jeremy Sichley

I was born and raised in the Silverton area until about five years ago, when I married my wife Larissa. We bought a home in Keizer, where we moved together as a family for the first time with her three children Aden, Maia and Luke. At the time I was catholic, but she introduced me to being a Christian at SEC. We transitioned over to Crossroads in the very beginning of its creation and would not want to attend anywhere else. I am very excited to be part of this team and to help it grow in faith and service.



Debbie Fleming

Debbie has attended Crossroads Fellowship since February 2024. She has served in children's ministry and the administrative team. She is married to Jess and together they have six kids. Debbie is a native Oregonian and grew up attending church with her Grandparents in Portland. She credits her grandmother for planting the mustard seed of faith and was with her when she was baptized at the age of 15.

Debbie has been a Human Resources Professional for over 30 years and currently the Regional Human Resources Manager for Ingredion, Inc. Prior to Ingredion, she worked at Oregon Freeze Dry, Ivey Marketing, Nike and Express Employment Professionals in various roles. Debbie has volunteered in many organizations including serving on the board for her previous church and for the Albany Oregon Salvation Army.



Christy Anderson

I have been married to Sean for 23 years and we have three teenage daughters, who are our biggest blessings. We are an active family, and I enjoy our kids' activities and meeting new people through those events. We have 2 doodles and 4 cats who also keep us busy at home.

For the past 12 years, our family has volunteered with local shelters by fostering kittens, which has been a great experience. I also volunteer in our local school with various happenings.

I came to know the Lord as a young child and solidified my relationship with Him as a teenager. I graduated from Western Baptist College and have been working for an insurance company for 22 years, which continues to challenge me daily.

I enjoy camping, fellowship with friends, pickleball, being outside in the warm weather and traveling anywhere sunny.



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FELLOWSHIP