



CROSSROADS
FELLOWSHIP

ROADMAP

2026



Content



04.
The Crossroads Way

05.
The 4G's

07.
What We Value

08.
Because

09.
Celebrate

10.
Word of the Year

11.
Priorities

12.
Invitation

13.
Budget

14.
Our Teams

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

Crossroads

Fellowship

A group of people with the same purpose.

The Crossroads Way

Helping
you
find
and
follow
Jesus

We help you find and follow Jesus through a **4G** Life:

- ✓ **GROW** deep in our relationship with God.
- ✓ **GATHER** with our church family for worship, encouragement, and to be challenged.
- ✓ **GO** take the GOOD NEWS across the street and across the world.
- ✓ **GIVE** our best to the Kingdom of God, knowing that everyone has a part to play and every part is essential.



Grow

We grow through a pathway of Attract, Attach, Adore, and Align. We call this the **DISCIPLESHIP PATHWAY**.

ATTRACT EVANGELISM

We want to help you **FIND** abundant life in Jesus



ADORE WORSHIP & GROWTH

We want to help you **FOLLOW** Jesus



ATTACH COMMUNITY

Connect with Crossroads and people who will help you take your next step



ALIGN

MISSION & MULTIPLICATION

Find your place in the mission of God



Gather



In Rows

Look to Jesus

Sunday Mornings



In Circles

Look at Jesus & Learn from Others

Through Groups



In Ministry

Together We Show Others Jesus

Through Ministry



”

We give our best to God, who gave his best to us,
by joining the team and using our gifts
for 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 are the heartbeat of our church.

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

Look Back **2**^{1/2} Celebrate **years**

We have much to celebrate

- ✔ A place to call home that will help people find and follow Jesus for generations
- ✔ Steady and continued growth
- ✔ Unity around the mission
- ✔ Changed lives

Testimonies

“ I'm thankful that Crossroads has been a place for healing, restoration, and growth. I love that there's a place for everyone who wants to get involved, and that serving each other and our community is such a vital part of what we do at Crossroads.

Natasha

“ There are many things that I love about Crossroads but one is the kind of people we have in our congregation. This is the most serving church I've ever gone to. It just makes you want to serve too. Also, I can feel God's love at Crossroads, starting from pastor Stephen and Emily as examples on how to love others.

Marcie

“ I love that Crossroads isn't just a church with four walls. Crossroads Fellowship is busy serving the community of Keizer and spreading the love of Jesus Christ!

Jennifer

“ I love the family feeling of Crossroads; the come as you are feeling; the "it's ok if I'm not ok" feeling. Most of all, I love following people who love Jesus and strive to help others find and follow Jesus.

Julie

“ What I love most about Crossroads is the genuine sense of community, belonging, and acceptance. Despite my weaknesses and faults, I have always felt welcomed, loved, and encouraged. The biblical leadership faithfully teaches God's Word and continually challenges me to grow deeper in my faith and to trust and walk with Him each day.

Christy

“ I am thankful for Crossroads for opening doors to see God work in ways I've never experienced before; for the welcoming family atmosphere; and the weekly messages that stick right to my heart in ways that allow me to stay better connected and follow God stronger!!

Steve

“ I am thankful for Crossroads Fellowship. I love that you can come as you are and be welcomed, embraced and encouraged to follow Christ no matter your background and without judgment.

Olga


“ I'm so thankful to call Crossroads Fellowship home. It's a place where you feel genuinely loved and supported, and where God's truth is shared with love and grace.

Jon

2026-2027 Focus

THRIVE

“I have come so that they may have life and have it in abundance.”
– John 10:10

 **Abundance = over and above, more than expected.**

It carries with it the idea that Jesus came so that you can thrive in this life and the life to come.

This year, we are focused on helping you THRIVE. This is more than believing or attending.

THRIVE means you live a life of abundance through Jesus.

People thrive when they:

GROW : Rooted in faith

GATHER : Connect in relationships

GO : Live on mission

GIVE : Live generously

Throughout the year, we will learn how to thrive in our faith, purpose, relationships, character, finances, health, and contentment.



2026–2027

Priorities

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

- 1 Help You Take Your Next Step.**
No one should feel stuck in their faith. We are creating a clear and simple path to help you move from curious to committed to connected to making a difference.
- 2 Make It Easy to Belong**
Walking into Crossroads shouldn't feel awkward; it should feel like coming home. We are committed to helping every person be seen, be known, and find their place. No one walks alone at Crossroads.
- 3 Be Focused.**
Everything we do will help people GROW in their faith, GATHER in community, GO with purpose, and GIVE their best. We are not trying to do more; we are trying to do what matters.
- 4 Build Strong Leaders.**
Healthy churches are led well. We are building a team of leaders who care for people, develop others, and create environments. Strong leaders create space for real-life change.
- 5 Invest in the Next Generation.**
We believe the church isn't just for today, it is for the future. We are building environments where kids and students know they are loved, learn who Jesus is, and discover their purpose. We are not just raising kids, we are raising disciples.

This is more than a plan;

it is **an invitation.**

An invitation to **grow, to serve, to step into purpose.**

When we thrive as individuals, our church thrives.

When our church thrives, our community is changed.

How You Can Get Involved

We will do everything we can to help you grow in your relationship with Jesus. Take advantage of these opportunities.

Spend time daily reading the word of God and praying. Crossroads will spiritually mature as the people who call this home mature.

As we develop our partnership process, prayerfully consider joining us. This is an opportunity for you to say I am part of the Crossroads mission. I have a part to play.

GROW
GATHER
GO,

Make the gathering a priority. When we gather to worship, support, and learn, we grow together.

GIVE,

God has blessed you with time, talents, and treasure. How are you using them for the Kingdom of God? Spend time asking God how he wants you to use what he has given you. There are several areas of priority for Crossroads:

- Kids
- Joyful Hearts
- Students
- Groups
- Technology
- Connection
- Follow up

Invite someone to church
Share your story
Go on a mission trip
Support someone who goes

2026-2027 Budget

	Month	Annual
Ministry	\$6,898.33	\$82,780
Gather		
Worship	\$583.33	\$7,000
Connection	\$333.33	\$4,000
Tech	\$375.00	\$4,500
Events	\$250.00	\$3,000
Groups		
Kids	\$583.33	\$7,000
Youth	\$375.00	\$4,500
Young Adults	\$166.67	\$2,000
Small Groups	\$533.33	\$6,400
Grow		
RightNow Media	\$65.00	\$780
Leadership Development	\$250.00	\$3,000
Go		
Missions	\$500.00	\$6,000
Blessing Fund	\$450.00	\$5,400
Outreach	\$1,666.67	\$20,000
Community Impact	\$833.33	\$10,000
Operating Expenses	\$2,783.33	\$33,400
Office Supplies	\$250.00	\$3,000
Background Checks	\$125.00	\$1,500
Publications	\$250.00	\$3,000
Software	\$541.67	\$6,500
Professional Fees	\$500.00	\$6,000
Online Giving Fees	\$416.67	\$5,000
Membership & Subscriptions	\$200.00	\$2,400
Communication	\$250.00	\$3,000
General IT	\$250.00	\$3,000
Facilities	\$4,158.33	\$49,900
Repairs/ Maintenance	\$750.00	\$9,000
Janitorial	\$791.66	\$9,500
Insurance	\$833.33	\$10,000
Utilities	\$1,416.67	\$17,000
Grounds Maintenance	\$200.00	\$2,400
Safety & Security	\$166.67	\$2,000

2026-2027 Budget Cont'd

	Month	Annual
Staff	\$26,312.50	\$315,750
Salaries	\$20,916.66	\$251,100
Health/Dental Insurance	\$2,083.33	\$25,000
Staff Support/Development	\$1,250.00	\$15,000
Employee Onboarding	\$200.00	\$2,400
Expenses	\$416.66	\$5,000
Payroll Taxes	\$1,166.66	\$14,000
Workers Comp	\$50.00	\$600
Retirement	\$208.33	\$2,500
Payroll/HR Services	\$12.50	\$150
Total Budget	\$40,152.50	\$481,830

Our Teams

THE STAFF



Stephen Heleman
Lead Pastor



Isaiah Burrell
Director of Ministry



Amber Gobet
Director of
Kids Ministry



Riley Juel
Office Assistant

THE BOARD



John Lilly



Shaney Starr



Tanya Swinford

PROVISIONAL BOARD MEMBER

Meet Josh Miller



Josh and Olga Miller have been married for 16 years and have three children: Julia, Amelia, and Jordan. The Millers have served faithfully at Crossroads in worship ministry, children's ministry, and at the food bank. They were foster parents with Marion County and took in several children for short-term, long-term, and emergency placements. Josh and Olga both come from families that have served the Lord faithfully throughout their entire lives, which led to Josh leading young adult ministries at two local churches in the past. Josh currently works for the state as a Compliance and Regulatory Manager, where he oversees teams that complete inspections in nursing facilities across the state. Josh is also currently a board member for the Hope Pregnancy Clinic and has been involved with their fundraising events.

SERVANT TEAM



Greg Starr



Julie Chereck



Linda Anderson



Suzie Brunk



Laurie Miller



John Noble



Rick Peffley



Van Sisco



Cathi Synowski



Marcie Walker

FINANCE TEAM



Angie Wyant



Chris Forrette



Natasha Chereck



Troy Hake

ADMIN TEAM



Christy Anderson



Debbie Fleming



Jeremy Sichley



CROSSROADS

FELLOWSHIP

CONTACT US



info@crossroads.email



4505 River Rd N Keizer OR 97303



www.crossroads-fellowship.church