

Crossroads Community Baptist Church

Church Profile



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Executive Summary

Crossroads Community Baptist Church, known as “The People Place,” seeks to reach the lost in our community and around the world. We are engaged in domestic and international missions. We have worship services in English, American Sign Language, Japanese, and Spanish. Crossroads ministers to serve those in our church and outside—AWANA, Vacation Bible School, Christian Challenge for college and university students, Youth Ministry for teens, an ASL/Deaf Ministry, and many more!

Crossroads is a Southern Baptist Convention affiliated church in the liberal college town of Ann Arbor, Michigan. The presence of two large universities, a small denominational university, and a community college presents opportunities to reach new generations for Christ. It also challenges us every day to be prepared to give an explanation of our faith in a questioning and vibrant community. We are looking for a Senior Pastor to join, lead, and equip us on this mission.

Mission, Vision, and Beliefs

Mission

The mission of the Church is to lead people to a saving knowledge of Jesus Christ, see lives transformed, and grow together in Christ's love.

Vision

The Church vision is to be a diverse body of Christ-followers who together are spiritually healthy, discipleship focused, and actively evangelizing our world for Christ.

Beliefs

Crossroads uses the doctrinal statement of “The Baptist Faith and Message” as adopted by the Southern Baptist Convention in 1963 as its primary guide, while exercising its right to develop its own statement of faith to more effectively serve the unique needs of the community in which it resides. Crossroads also supplements the Baptist Faith and Message with a Statement on the Family, Christian Marriage, and Sexuality (statements available on request).

Timeline



Harmony Baptist Church begins outreach to university students and faculty
1960s

Slow but steady growth leads to planning expansion of facility
1980s

Period of rapid growth concludes, and The nickname of “The People Place” is created.
2000s

Traditional/ASL, Hispanic, and Japanese worship services and many ministries reach out to the lost in the greater Ann Arbor Area.
2023

1950
Harmony Missionary Baptist Church established

1970s
First Building completed on Packard Road in Ann Arbor

1990s
With facility and ministry expansion, Crossroads Community Baptist Church created with multiple congregations and worship in English, ASL, Spanish, & Japanese. College ministry is expanded.

2010s
Organizational structure and bylaws updated creating Leadership and Ministry Councils

Crossroads through the decades

Crossroads History

The charter members of Crossroads were those of Harmony Missionary Baptist Church who met as early January 1952. Those charter and early members came largely from Arkansas, and as soon as their charter was completed, joined the Southern Baptist Convention upon hiring their first pastor. Over the ensuing decades, the church grew, changing names to Memorial Baptist and then Packard Road Baptist, changing locations to accommodate growth in Sunday attendance and be closer to the University of Michigan campus. By 1970, Packard Road Baptist Church completed its first building, and by 1990 had added a worship center seating 200 on the main floor and 25 in the balcony, and a fellowship hall. The opening of the worship center renovation of the 1970 space led to much needed education, nursery, and office space in 1991.

Church attendance in the new worship center was about 170 in one service by late 1992, but there were soon other services in Chinese, Spanish, and Japanese, along with American Sign Language interpretation in the principal worship service. That principal service was soon expanded to separate traditional and contemporary music services, a Saturday afternoon, primarily college age, worship service, and worship at a new campus in the Lincoln school district area near Ypsilanti. Attendance at the Packard Road campus alone was over 600 on Sundays. All this growth was part of a multi-site multi-congregational concept for the newly named Crossroads Community Baptist Church at the Packard Road site. Eventually the Chinese congregation moved to its own building on the north edge of the city, and the Lincoln campus was spun off as Living Waters Church.

Crossroads began to call itself “The People Place” as it continued ministry throughout the 2000s and 2010s. The church today continues to have an Hispanic and Japanese congregation, ASL interpretation at a single blended traditional-contemporary worship, and children’s, college student, and adult education programs, and a hospitality time between worship and education classes with refreshments and fellowship.

Facility improvements in recent years have maintained the Packard Road site for opportunity for new ministry. Crossroads is positioned to be a place of great ministry opportunity for the right leadership in the decades ahead.

Location and Community

Washtenaw County

Washtenaw County covers an area of 720 sq. miles and a population of 354,000 with the largest cities being Ann Arbor and Ypsilanti. It is also home to multiple colleges and universities including the University of Michigan, Concordia University, Eastern Michigan University and Washtenaw Community College. It also includes three large hospital networks including The University of Michigan, Trinity Health Hospital and the U.S. Veterans Administration.

Washtenaw county is filled with urban, rural, and suburban settings. The land area is devoted to agriculture, business, education, and recreation. It's a beautiful part of Michigan with lots of culture and activities to enjoy throughout the year.



Location and Community

Ann Arbor

Founded in 1824, the city of Ann Arbor is home to not only Crossroads Community Baptist Church and some of its members, but to roughly 120,000 people with a median age of 28. Roughly 20% of the city's residents were born outside of the U.S. making Ann Arbor a very diverse city. There is a lot of money in the town, with the median household income of \$72k and median house value of \$370k. It's a place with low crime, pollution, and unemployment.

With the University of Michigan also calling Ann Arbor home, it is a highly educated community. The most common employment industries are education (29%), health care (12%) and professional/STEM services (11%). It is a largely secular culture and tends to be more liberal than other areas within Michigan. This creates a huge opportunity for evangelism and disciple-making among residents, students, and visitors.



Staff



Doug Keasal

Worship Pastor
Interim Senior Pastor



Susan Carrell

Children's Ministry Facilitator



Adrian Lioi

Associate Pastor
Hispanic Congregation



Kendra Woody

Business Coordinator



Emily Richardson

Director of Christian
Challenge College Ministry



Rachel Lynn MacDonald

Ministry Assistant

Leadership

Crossroads is a Congregation-led church.

The Leadership Council: 9 elected members serving 3-year terms and full-time pastors responsible for the administrative and spiritual well-being of the church.

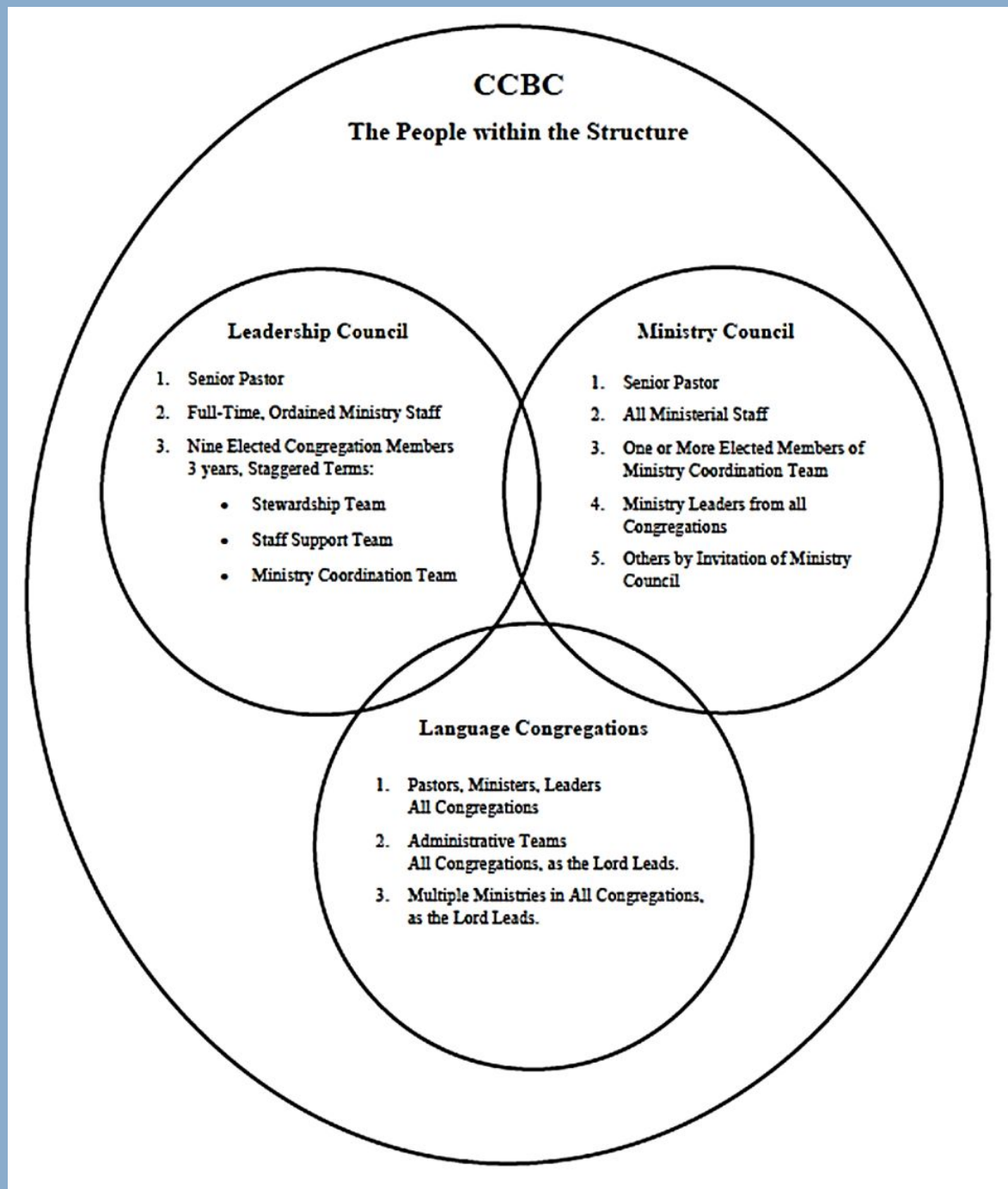
The Ministry Council: Ministry leaders, chaired by the Senior Pastor, who oversee church ministries.

Pastors or elders recruited, hired, and supervised by the Congregation through the Leadership Council

Ministers and staff approved by the Congregation and administered by the Pastors

Leadership

People within the Structure



2022 Annual Church Profile

Example Program Activities

78	SS/Bible Study/Small Group Average Attendance
16	Online Sunday School/Bible Study/Sm Group Avg Participation
35	VBS Enrollment
1,000	Operation Christmas Child Shoeboxes
100s	Items Collected and Distributed to Hope Clinic

Financial

\$380,414	Undesignated Receipts
\$14,595	Cooperative Program Giving
\$5,047	Annie Armstrong Offering
\$11,960	Lottie Moon Offering
\$57,684	Total Mission Expenditures

Membership

160	Total Membership
	Total Baptisms
	a. Baptisms 11 and under
3	b. Baptisms 12 - 17
	c. Baptisms 18 - 29
	d. Baptisms 30 and up
3	<i>Total - Total Baptisms</i>
9	Other Additions
130	Weekly Worship Average Attendance
25	Online Weekly Worship Average Participation

Ministries

- **Awana:** Meets weekly and includes over 60 clubbers (ages 3rd-8th grade) and leaders for a time of worship, Bible lesson, handbook, and game time. Brings in children and parents from various churches in the area and our hope is that the children store the verses in their heart, accept Jesus as their Lord and Savior and invite others to join the fun!
- **Children's:** This ministry provides opportunities for children and their families to experience God's love, engage with His Word and be reached where they are. Opportunities are presented through AWANA, VBS, and classes on Sunday mornings during the traditional/ASL and Hispanic worship services. Our caring and devoted teachers teach age-appropriate Bible-based curriculum to children from preschool to 5th grade; the children learn through drama, music, storytelling, crafts and group discussion.



Ministries

- **Youth:** Through Bible Study, mentoring relationships, involvement in the ministries of the church, community service and authentic intergenerational friendships, we seek to love our teens well during this important season of life. We believe each young person is asking: Who am I, Where do I fit, and What difference can I make? Through encouraging, equipping and engaging, we work to lay a foundation for lifelong discipleship.
- **Christian Challenge:** We seek to build a community of mature, multiplying disciples who worship and follow Christ by evangelizing, discipling, and equipping college students in our community to bring people of every nation, tribe, and language to worship Jesus. We recruit students on the Michigan, Eastern Michigan, and Washtenaw Community campuses. We engage them in weekly worship at Crossroads, Sunday school, Bible study, and small group meetings as well as participating in serving Crossroads and community where we live.



Ministries

- **Worship:** The team includes instruments such as acoustic and bass guitar, violin, clarinet, drums, piano and various voices. Special music also occurs and is a big part of holidays such as Good Friday, Easter, and Christmas Eve. Each congregation has a worship team that leads them in worship each week
- **Audio/Visual:** Sound enhancement support, video productions, and multimedia support to our services and special events, plus live streaming via YouTube, through a tech-team of three provides system operation and technical support for equipment and music instruments.



Ministries

- **Operation Christmas Child:** A Samaritan's Purse ministry at Crossroads collecting items each month that are stored until the end of the year when the church gathers to put items in 1,000 shoe boxes to be delivered to children across the world—a joyful time at Crossroads.
- **Adult Sunday School:** Growth as disciples of Christ requires learning all that we can about God's word and understanding our own experiences in the context of a life in the Spirit. Crossroads has seven in-person classes to equip for ministry: Deaf Ministry Sunday School, Women's Bible Study, Hispanic Bible Study, Seniors Bible Study, Small Group Bible Study, Christian Challenge Bible Study, and Spiritual Growth. There is also a Wednesday night online Bible study exploring books of the Bible chapter by chapter.



Ministries

- **Men's:** To encourage the service and fellowship of men at Crossroads, the men of Crossroads connect every other month on Saturday mornings to eat and worship together, to get to know one another better, to discuss service to the church and our community, and to discover what it means to be disciple makers in the service of God.
- **Women's:** The Women's ministry brings women of all of our congregations together to grow in our relationship with God and others through times of fellowship, where all ladies feel welcome and included. Through women's events, a monthly ladies breakfast, Bible study and prayer, we get to know one another better to build friendships and create mentoring opportunities.



Ministries

- **Cards:** A group of four women have sent out over 10,000 handmade cards to members of all congregations to celebrate birthdays and other special events. This small but mighty group makes the recipients' day a little more special and is a ministry that has impacted many.
- **Hospitality/Fellowship:** After Sunday morning 9:30 AM worship service, a time of fellowship in the lower level of the building includes coffee, tea and pastries from Panera Bread. Church members pick up the goodies from Panera the night before and arrive early on Sunday to arrange the treats. In addition to fellowship during worship this provides our congregations with time to converse and pray and spend time together as family should.



Ministries

- **Hope Clinic:** Hope Clinic, located in Ypsilanti, provides care for the whole person in Jesus' name, including medical, dental, food, and behavioral health. Crossroads supports Hope Clinic with supplies and resources to make this possible. Monthly donation drives help the Clinic accumulate needed quantities of things such as hygiene items, canned goods, baby/children items, and much more.
- **ESL:** The English as a Second Language (ESL) ministry seeks to reach the not-yet-believing international members of our community through English classes (with child care), ESL Bible study, Business ESL classes, special bilingual worship services, and other outreach activities. Our volunteers are from Crossroads as well as other churches, and serve in a variety of ways.



A collection of items for Hope Clinic. Our Christian Challenge and Youth prepare the items after collection.



Ministries

- **Missions:** Following the Biblical command of going into the nations to spread the gospel, Crossroads supports OneLink Ministries, the Annie Armstrong offering, and the Lottie Moon offering, as well as direct contribution to individual missionaries. Crossroads helps to spread the gospel beyond our city limits by funding others to go throughout the world and share the message of the Gospel.
- **Deaf/American Sign Language:** The Deaf Congregation is active in the Southern Baptist Conference of the Deaf (SBCD) and the Michigan Deaf Ministries Connections (mDmc). It meets at 9:30 AM Sundays for Interpreted Traditional Worship and 11:00 AM for the Potter's Hand Deaf Bible Study class for all ages taught in ASL. Fellowship After Church Together occurs the first Sunday of every month for fellowship and a meal together after Sunday School.



Ministries

- **Vacation Bible School:** A week-long outreach to children in our church and community to help kids have a clear understanding of the gospel and to learn to talk with each other about Jesus. Volunteers from all congregations pray, prepare Bible lessons and decorate the church. Each evening, children sing and dance in worship and learn about who God is in the Bible, learning to love others through small service projects and connecting with the church through the volunteers and the friends they make.
- **Prayer Room:** Behind the stage in our sanctuary, a little room has been converted into a prayer space where one or two people pray over the duration of worship service for the message, for those serving, for those listening, and for the lost around the world as well as for the body of Christ all around the world, especially those facing persecution.



Ministries

- **Funerals:** When a church family is grieving the loss of a loved one, the ministry provides meals or food for guests after a funeral or memorial. The team is available to help plan, organize, and provide a cooked meal and other food along with buffet style service for a family's guests. A free service brings volunteers together to purchase and prepare food and set up to serve the grieving family.



Congregations

Traditional/ASL

Meets on Sundays at 9:30AM and includes traditional and contemporary worship with Sunday School at 11am with time for fellowship in between. Service is presented in English with ASL interpreting both in person and virtual presentations.

Hispanic/Spanish Speaking

Meets on Sundays at 10:30 for Sunday school and worship service begins at noon with fellowship time in between.

Worship service and Sunday school are presented in Spanish.

Japanese

Meets on Sundays at 2:00PM. Bilingual worship service is offered in Japanese and English.

ESL Bible study is offered on Mondays in addition to conversational and business/professional ESL classes.



Congregations-Traditional/ASL

Meets on Sundays at 9:30AM and includes traditional and contemporary worship with Sunday School at 11am with time for fellowship in between. Service is presented in English with ASL interpreting both in person and virtual presentations.



Congregations-Hispanic

Meets on Sundays at 10:30 for Sunday school and worship service begins at noon with fellowship time in between.

Worship service and Sunday school are presented in Spanish.



Congregations-Japanese

Meets on Sundays at 2:00PM. Bilingual worship service is offered in Japanese and English.

ESL Bible study is held on Mondays (year-long) in addition to the conversational and business/professional ESL classes (during the school year).



Thank you!

<http://www.crossroadsa2.org/>

Contact our Senior Pastor Search Team at ccbcpssteam@gmail.com for further information.

