



2020
VISION

Crossroads Kids 20/20

Of course 2020 Vision is a play on words. On one hand it highlights the need to be able to see clearly. And looking into the future isn't easy. So 2020 Vision is also a call to imagine what could be if we invested intentionally for the next five years- leading to the year 2020.

What would happen if we invested the next five years into creating a culture that Engages Empowers Equips and Encourages children to be passionate disciples of Jesus Christ? What would that look like?

First, we need to know what a passionate disciple of Jesus is. What will a kid who is a passionate follower of Jesus Christ look like? Borrowing from 1 Thess. 1:3, we would say that passionate followers of Jesus live by faith, are known by love and are a voice of hope to those around them.

Second, we need to know what investments need to be made in order to create a culture that fosters this kind of growth in "our kids."

Another way of asking it would be: What kind of harvest are we looking for? And therefore, what does God want us to be sowing and how do we nurture and cultivate it?

The first part of this document seeks to paint a picture of a preferred reality that describes the life and heart of one of our Crossroads Kids.

The second part seeks to articulate the way forward, discussing the team, finances, facilities and lays out a road map for Crossroads Church to move forward with 2020 Vision.

Part 1 What do the children look like in 2020?

We will look to three spheres of a disciple of Jesus.

What things do they know?

What things do they feel?

What things are they actively doing?

We will identify these spheres as the Head, the Heart and the Hands of a kid who follows Jesus.

The Head

We want our kids to Live by Faith.

In the fall of 2015 we began a new curriculum. It is a three-year journey through the Bible that helps children know the Bible and what it teaches. With The Gospel Project, Crossroads Kids will be immersed in the gospel through:

- **Christ-centered Study** that helps participants understand how all Scripture, from Genesis to Revelation, gives testimony to Jesus Christ.
- **Chronological Study Plan** that shows how the Bible is not just a collection of stories, but one unified story—God’s story of redemption.
- **Missional Application** that examines how the gospel encourages and empowers us to be mission driven.
- **Ministry Alignment** brings kids at every age along the same journey through scripture and partners with parents to lead spiritual conversations in the home.
- **Essential Doctrines** that help participants grasp the theological truths and central themes of the Christian faith.



Journey through the storyline of

YEAR 1			
Fall 2015 God the Creator (Genesis 1-11) God the Covenant-Maker (Genesis 12-50)	Winter 2016 God the Redeemer (Exodus) God the Lawgiver (Exodus, Leviticus, Deuteronomy)	Spring 2016 God the Savior (Numbers, Joshua) God the Judge (Judges, Ruth, 1 Samuel)	Summer 2016 God the King (1-2 Samuel) God All Wise (1 Kings, Job, Ecclesiastes, Psalms Proverbs)
YEAR 2			
Fall 2016 God the Revealer (1-2 Kings, Isaiah) God the Pursuer (Major and Minor Prophets, 1-2 Chronicles)	Winter 2017 God the Sustainer (Daniel, Ezra) God the Provider (Esther, Nehemiah, Malachi)	Spring 2017 God the Son (Gospels) God Among Us (Gospels)	Summer 2017 Jesus the Storyteller (Synoptic Gospels) Jesus the Miracle-Worker (Gospels)
YEAR 3			
Fall 2017 Jesus the Savior (Gospels) Jesus the Risen King (Gospels, Acts)	Winter 2018 The Spirit Who Empowers (Acts) The God Who Sends (Acts)	Spring 2018 The God Who Directs His People (Epistles) The God Who Changes Us (Epistles)	Summer 2018 God's Prisoner (Acts, Epistles) The God Who Makes All Things New (Epistles, Revelation)

Crossroads Kids intends to repeat this curriculum in Fall 2018 for another three year cycle.

The Heart

We want our kids to be Known by Love- Loving God and Loving others.

Worship:

We want to see kids worshipping - Loving God

We want to see kids who love to worship God with singing and a variety of expressions

We want to see kids whose hearts are tender towards the Lord.

We want to see kids who worship God in prayer, with praise, adoration, and dependence on God for provision and answers to prayer

Strategies to Get There

Praying with the kids

Singing with the kids

Celebrating displays of love for God

Incorporating kids into the worship atmosphere of the adults

Compassion:

We want to see kids displaying compassion – Loving Others

We want to see kids who are aware of the people around them

We want to see kids engaging the people around them by:

Articulating the story of the Gospel

Inviting others to join them at church

Touching hearts by meeting needs

Strategies to Get There

Compassion wall

Operation Christmas Child (Christmas Shoebox program)

Support pregnancy resource centers

Community building events

Creating avenues for kids to serve in the church

Creating opportunities for service projects beyond the church

Celebrating acts of compassion from the Crossroads Kids

The Hands

We want our kids to be a Voice of Hope in this world.

We want our kids to know the Bible and doctrines; we want them to have love-filled hearts towards God and others, and we also want to see them on the mission of making disciples. Crossroads Kids should be developing the ability to make disciples. Remember the tree is working to duplicate the process, within its own fruit is the potential to spread a multitude of seeds. So we invest ourselves into helping them become kids that engage, empower, equip and encourage. We will do this by emphasizing one of these qualities per quarter throughout the year. We aim to develop age-appropriate curriculum that emphasizes these qualities and skills.

Kids that ENGAGE:

Will listen to other children's stories, confidently articulate the story of the Gospel, and actively invite kids into their homes and to join them at church.

Kids that EMPOWER:

Will communicate that a person's value is rooted in what God says about who they are and what they are worth. Confidently finding security in God's sovereignty and power, they will actively love those who don't believe and enjoy fellowship with other believers.

Kids that EQUIP

Will understand that the growth process has begun and will continue towards maturity in Jesus, will enjoy pursuing knowledge of God and sharing truth in love, and will actively find ways to grow alongside others.

Kids that ENCOURAGE

Will remember that the power to live, love, and lead is found in the Holy Spirit, will depend on Him and humbly remind others to do the same; they will actively look for ways to add value to others and use a variety of means to encourage.

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Part 2

What Crossroads Kids look like in 2020

In order for Crossroads Kids to create a culture like this it will require several investments. First, it will require of a *team* of people. Second, it will require a strategic use *facilities*. Third, it will require an intentional investment of *finances*. Finally, it will require a *road map* that points us in the right direction as we shape Crossroads Kids. The following pages will clarify the scope of these investments which need to be made.

The Team

Creating the culture we see for Crossroads Kids will take a team. 2020 Vision sees the team as Crossroads Kids greatest resource. Being intentional with our team is an area of tremendous opportunity to grow. We must ask: What would happen if we kept doing the same thing we've been doing for the next five years? How easily are people discovering where they can fit in to the vision of Crossroads Kids, whether as a parent participant, classroom assistant, lead teacher or ministry director?

2020 Vision requires a team of *passionate leaders* in an *effective structure*, who have *clarity* regarding their roles and expectations and who are concerned with their own *development* and that of other volunteers.

Concerning Passionate Leadership

Passionate leaders are confident in who God is, are aware of who they are (and are not), and are faithfully following after the God's Kingdom purposes.

To attract and develop passionate leadership, Crossroads Kids must be concerned for the whole person of our volunteers, reinforcing key values, encouraging mentorship, focusing on spiritual growth (growing Deep) and practical development of skills (going Wide).

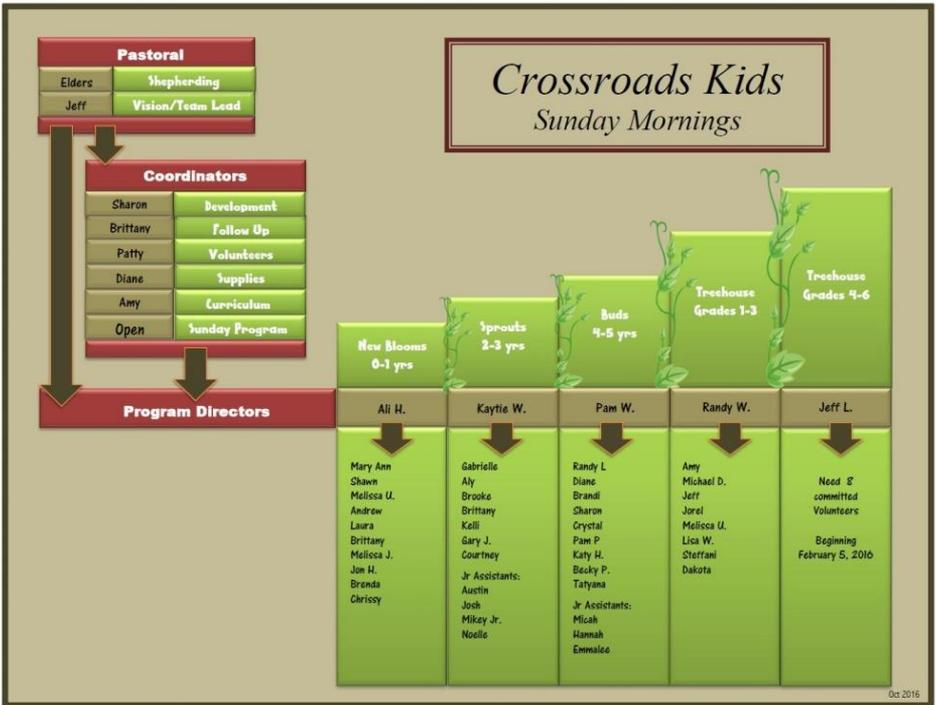
Effective Structure:

2020 Vision reveals a need for an intentional structure:

We must ask: Do we have the right roles in place to maximize our effort?

Do we have the right people in those roles?

You'll see in the following chart that currently the Crossroads Kids team is made up of Elders who support a Pastor, who support Coordinators and Directors, who are leading teams of teachers, leaders and parent participants. It has been built to spread the weight of ministry responsibility across several coordinators and directors who are volunteers.



This team looks different today than it did in 2015, and vastly different from the year before, it is still changing and growing.

We can also see with 2020 Vision that there is room for more leadership and room to improve the structure in which we operate.

We need:

- Increased Elder and Pastoral oversight – for encouragement, equipping, empowering
- Crossroads Kids needs to have a Biblically-focused, culturally-aware, strategically-minded pastoral investment that is competent in childhood education and family ministry.
- Increased support roles, specifically the Sunday Program Operations Coordinator. (This should be a compensated internship role to attract the quality of person and investment needed.)
- Additional Director role of at least one age group
- Additional Teachers and Volunteers to serve in a variety of needs

Concerning Development:

Growth, Joy and Effectiveness

As a volunteer, we want your time investing into Crossroads Kids to be highlighted by your own joy and growing effectiveness. We desire to serve alongside of you as He stretches your comfort zone. We anticipate treasured moments where you must depend on the Holy Spirit for help to do your role well, to maintain unity on your team, to interact with peace and patience with those you are serving.

We expect to serve alongside you as you grow in your understanding of God's word, as you grow in understanding who God has made you to be, including strengths, weaknesses and particular spiritual gifts.

And we desire for you sharpen your focus in the unique area that God has called you to make a Kingdom impact. We need a diversity of personalities, strengths, experiences and Spiritual gifts in as we move forward as a team into the next five years.

Going Deep - Going Wide

It will require a culture that emphasizes spiritual growth and practical development. We call that Going Deep – Going Wide

We must ask:

- How often do we identify, empower and develop new passionate leaders?
- Are we developing passionate leaders who are growing spiritually?
- How will we do this?
- How are we helping people develop skills to teach, lead, communicate and serve?

Ways to Engage, Empower, Equip and Encourage the volunteer team:

- Identify new leaders: Test drive, ministry fair, promotions, personal discipleship
- 2020 Workshops: E-groups on teaching, classroom structures, communication, Deep and Wide
- Huddles, Spiritual Growth Plan, Using MAPs to create a growth culture
- Ministry Orientation: Improving clarity at the outset of our purpose, values, mission, strategies, expectations
- Encouragement: Appreciation dinner, conversations, notes, small gifts

Crossroads Kids Volunteer Team Key Values:

1. **Character: Setting ourselves apart to be useful to Him** (2 Timothy 2; 2 Peter 1:3-11)
2. **Process: We are all “in process” Everything is a process** (Philippians 3:12; 2 Cor. 3:18-20).
3. **Humility: We serve Christ and His bride, for God’s glory** (John 13).
4. **Love: We love God and others** (Deut. 6; 1 Peter 1:22).
5. **Friendship: We build relationships and create community** (John 14:15).

The Facilities

Moving forward with 2020 Vision will require an investment into our facilities. One of our Crossroads Church values is to use our campus to make passionate disciples of Jesus. Each space in our campus should be designed to enhance our ability to introduce people to Jesus. We need to improve our facilities safety, technology, usefulness and attractiveness.

Attractiveness:

Our classrooms should create an immersive experience that creates a good feeling for children. They should be decorated to create a theme. The lighting fixtures in several of our classrooms are very old with yellowed plastic and heavy framing.

Technology:

We need to get TVs, media devices including internet service into each of the classrooms. (Crossroads Church leadership recently invested \$2500 to this cause.) Update presentation technology in the classroom.

Usefulness:

Signage and Finding Your Way – We need to implement systematic planning that enables people to get to their destinations on campus.

Dreaming for the Future

The Building:

Can you imagine the Ed Building getting a major makeover? I can imagine a gorgeous two-story building, tall, with awnings, up-lights, an inviting glass entry, large signage on the front towards Fair Oaks. It has built-in storage areas accessible to the playgrounds area (like a garage). It has redesigned electrical systems that work. It has internet accessibility throughout. It's complete with a commercial kitchen, a large room for assemblies, banquets, fellowship, with a well-functioning media center and sound system.

The Playground:

In 2020, the playground area is not only beautiful but it is a kid magnet. The new park quality playground will have a custom style and theme. There's a grassy area, park-like feel, seating for parents, tree(s) and coverings for shade. It is drought tolerant but thoughtfully landscaped. The resurfacing looks great



Outdoor Learning Space:

Seating and learning area



An Entry Way:

Make an entry way that is attractive. It points the way to where Crossroads Kids gather together to discover and feel the love of Jesus. It is intentional and reinforces our values, makes you feel like your kids are protected, and sets the tone for what to expect as you enter.



What could we do to make this communicate our love and intention to make followers of Jesus?

The Finances

Creating a culture that will Engage, Empower, Equip and Encourage children to become passionate followers of Jesus Christ will require an investment of finances.

Looking forward with 2020 Vision, it's clear that we will need to invest financially into five aspects of Crossroads Kids. These aspects are: Curriculum, Training/Development, Classroom Environments, Community Events and Support Staff.

To begin we could wisely invest finances this way

Money for curriculum:

\$2,000 a year, e.g., Gospel Project, and Seasons of Engage Empower Equip Encourage, VBS

Money for training and development of leaders/ teachers and encouragement

\$1000 a year, e.g., 2020 Workshops (materials, food, stipend for speakers)

Money to create environments that stimulate and educate, that reinforce our values.

\$500 a year, e.g., decorations, classroom upgrades, furniture, technologies

Money to create community events

\$1500 a year, for outreach strategies and events, e.g., Freedom Celebration, BBQ, V.B.S., movie night, musical production

Money for pastor(s) and support staffing

\$300-\$500 a month, i.e., stipend to empower a person to fill the role of Sunday Program Operations Coordinator.

ROADMAP

2016 Goals

Children:

- Develop ENGAGE EMPOWER EQUIP ENCOURAGE material, age-appropriate, to be repeated each year in seasonal cycles.
- Implement summer day camp programming.
- Establish Growth Goals, e.g., increase in number of kids memorizing Bible verses to 60%.

Team:

- Develop plan for 15-20 hours a week of pastoral oversight for Crossroads Kids.
- Begin journey toward filling the Sunday Program Operation Coordinator role.
- Introduce volunteer self-evaluation.
- Develop and begin 2020 Workshop Series.
- Begin class for 4th-5th graders. Assemble the team of Director and Leads.

Finances:

- Begin to invest \$400 a month towards Crossroads Kids.

Facilities:

- Begin the design process for playground and entrance connected to courtyard.
- Implement Improvement Plan for CK classrooms.



ROADMAP

2017 Goals

Children:

- Implement and refine ENGAGE EMPOWER EQUIP ENCOURAGE material.
- Begin to track progress for kids as they learn the above skills.
- Experiment with Outreach: Movie Nights, VBS, Events for Kids at church.

Team:

- Develop plan for 20-25 hours a week of pastoral oversight for Crossroads Kids.
- Sunday Program Operation Coordinator role-
 - Develops a new welcome and check-in procedure.
 - Increasing role in program development (including extra events, summer programs).
- Continue and expand 2020 Workshop Series (improve teacher self-evaluation process).
- Create internship programs.

Finances:

- Begin to invest \$700-1000 a month towards Crossroads Kids.

Facilities:

- Begin the construction process for playground and entrance.
- Implement Improvement Plan for CK classrooms.



ROADMAP

2018 Goals

Children:

- Re-launch Gospel Project for next three years.
- Continue ENGAGE EMPOWER EQUIP ENCOURAGE material and publish.
- Continue to track progress for kids as they learn the above skills, experience attendance growth as kids invite friends, cumulative effect of consistent outreach, follow up, vibrant teaching and passionate investment from the team.
- Begin development of weekday ministry for children.

Team:

- Develop plan for 25-30 hours a week of pastoral oversight for Crossroads Kids.
- Sunday Program Operation Coordinator role:
 - Maintain and improve welcome and check-in procedures.
 - Increasing role in Encouragement and Equipping.

Finances:

- Invest \$1000 a month towards Crossroads Kids.

Facilities:

- Finish the construction of playground and entrance.
- Finish Improvement Plan for CK classrooms.



ROADMAP

2019 Goals

Begin to see things growing exponentially, bringing excitement and growth pangs.

Children:

- Experience a doubling of our attendance from 2018.

Team:

- Develop plan for 35-50 hours a week of pastoral oversight for Crossroads Kids.
- Make plans for hiring additional children's pastoral and/or support staff in 2020.
- Plan and develop to Increase parent participation.

Finances:

- Invest \$1250-1500 a month towards Crossroads Kids.

Facilities:

- Begin to dream more intentionally (investigate) about increasing capacity (retrofitting the Ed Building).



ROADMAP

2020 Goals

Children:

- Numbers at a peak, character of the kids is palpable – they challenge the adults.
- They can Engage, Empower, Equip and Encourage better than you and I do in 2016.
- We are graduating 25-40 kids into the Junior High ministry.

Team:

- Develop plan for 40-50 hours a week of pastoral oversight for Crossroads Kids.
- Our team of 120 adults is full of joy and fruitfulness, growing in knowledge and love, celebrating the power of God's Word.

Finances:

- Crossroads is investing \$1500 a month through Crossroads Kids into kingdom work.

Facilities:

- We have done our very best.
- Launch a campaign for retrofitting the Ed. Building to make room for more.

