

GET READY

More than a Building

Frequently Asked Questions

Section 4

Addressing Concerns



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1. How do we balance the money we spend on building versus ministry?

Each year, CrossRoads spends over \$1.1 million on mission and ministry, and we will continue to do so. Locally, we support Central Alberta Pregnancy Care Centre, Women's Outreach, The Youth and Volunteer Centre / Big Brothers and Big Sisters as well as Hope Mission. Globally we support Haiti Arise, World Relief Rwanda programs and International Needs (IN) Uganda.

These missional efforts along with our own day-to-day ministry needs are why our journey to Get Ready and to expand requires a donation beyond our regular tithes and offerings.

In God's Kingdom, buildings and ministry have always gone together. At CrossRoads our building is missional and used by members of the community all week long.

From the Tabernacle in the Old Testament, to the Temple in Jerusalem, to church facilities which Christians have built over the past 2,000 years, permanent facilities for worship, instruction and Christian service have been integral to sharing the Gospel.

CrossRoads Church is our church and our Godly house of worship. We come to seek God, to praise Him and worship Him, here in our sanctuary. The Lord has blessed us and given us a vision of what He wants here in Red Deer and central Alberta. Our roots go back to Oriole Park Evangelical Missionary Church. Our passion to live for Jesus helped grow the congregation to the breaking point and it was at that point we stepped out in faith to build our expanded and much needed CrossRoads Church.

We will continue to honor God with our vision to see everyone in Red Deer and Central Alberta come to know Jesus Christ, and to have a personal relationship with Him. Our vision has always been for us to expand our sanctuary to accommodate more people coming through our doors. We expanded our Children's Ministry area and Youth Centre to accommodate imminent growth needs in these demographics during Phase 2 and Phase 3. Our next step is to complete the building project as we originally planned, which will be Phase 4.

2. If the church is the people, why is the building important? Why don't we just meet in homes?

The church is, first and foremost, the people. We believe, especially in our climate, that buildings are critical tools that empower our outreach and discipleship. We believe the building is just one tool that empowers people to serve God, each other and the surrounding world. Our Sunday teachings, Ministry programs and events are also tools.

Dedicated church buildings also enable ministry all week long. They minister to people by their very presence. Not only can they remind people of the deeper questions of life, but they provide a visual signal of the church's presence in the community, a place where people can come and seek hope, help and belonging all week long. A home or rental facility in a community centre or other public space can not accomplish that.

Further, our building is a blessing to the communities in Red Deer and central Alberta. Every year we have over 2500 bookings of our facilities, which includes bookings made by members of the community and over the course of the week our meeting spaces are often booked to capacity in the evenings.

This expansion will provide the necessary tools to accommodate present and future growth, and much of the community and discipleship required to grow not only larger but deeper in our walk with God.

3. Why would we allow ourselves to get bigger? Aren't we already big enough?

We believe there are roles for both big churches and small churches in advancing God's Kingdom here on earth. As a large church, we have been blessed with the unique advantage of having significant resources – each year we give hundreds of thousands of dollars to local and overseas mission projects, making an impact that would be harder for smaller churches to create. Large churches also have the advantage of higher efficiencies.

As we converse with other large churches, they have described the high cost of their multi-site churches and they have experienced the increased demands on their resources and efforts that are required to maintain the smaller venues, with less results than what the main campus has experienced.

We also believe that the resources that God has given to CrossRoads are to be shared with other churches in Central Alberta. Over a number of years, we have provided coaching and even dollars to other smaller churches and church leaders in Central Alberta. We will continue doing this at every opportunity because it will be the only way that Central Alberta can be reached – through many healthy, vibrant and flourishing churches of all sizes.

God blessed us with size and to whom much is given, much is expected. We always believe God can do more. He is not a status quo God. With 250,000 people living in Central Alberta and 100,000 people in Red Deer, God is not done with our 5,000+ congregation and He is not done with all the other churches that exist across Central Alberta.

4. How do we keep connected in community as the church gets bigger?

When a church grows to our size, it is natural to feel lost in the crowd and to feel unnoticed and uncared for. However, you can feel just as "lost" in a church of 400 as you can in a church of 5000. The answer is to get involved – either in a ministry or small group. Our aim is that as we grow bigger, we also grow smaller through small groups and ministries. We regularly hear new people give testimony to the fact that the size of our church intimidated them UNTIL they got connected in a ministry or small group. After that, they no longer had an issue with the overall size of the church.

We desire for all of us to get ready by getting involved in more loving communities sensitive to God's promptings in serving and encouraging each other and reaching Central Alberta to compassionately impact our world for Christ. Loving Christian communities are a testimony of God's love for the world

and a doorway for the lost to find Jesus. John 13:35 says “your love for one another will prove to the world that you are my disciples.”

The Bible shows us how our commitment to Christian community has a direct impact on our ability to reach more people for Christ. In Acts 2:46-47 we get a picture of what this looks like. “Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the LORD added to their number daily those who were being saved.”

At CrossRoads church, just over half of us are connected in some form of community, whether we’re meeting in a small group or Ministry group or serving together. By the end of our three-year journey we want to see an increase in the number of people belonging in some community, whether it be a small group, Ministry group or team of people that serve together.

5. Why don’t we create other campuses or plant churches?

As we converse with other large churches, they have described the high cost of their multi-site churches and they have experienced the increased demands on their resources and efforts that are required to maintain the smaller venues, with less results than what the main campus has experienced.

We believe God provided us with this land so that we would have the space to build facilities that will accommodate us as we stay together and grow together. Land is not a resource that is very affordable right now, nor is it readily available. Research also shows that churches that do plant other churches still have significant growth in their original churches.

When God led us to this piece of property, it was very evident that we were just beginning a work here. As leaders, we have prayerfully sensed that God is not finished with this property yet. This land has space to effectively and efficiently accommodate more growth and we believe He’s calling us to continue what we started through to completion.

To be sure, our vision is for all Central Alberta to have an opportunity to come into relationship with Jesus and so we would do well to work with many of the surrounding churches in Central Alberta rather than compete with them. And that is what we currently do, mentoring and partnering with other church bodies. We have and continue to make invitations to support, mentor and work with churches in the surrounding communities.

In a congregational meeting in 1995 we passed a defining motion together that has set the course straight for us as we have been moving forward. Our Church History Story book reads:

*“God has been completely faithful to His people and His purposes in Red Deer and so we continue to grow. The congregation together discussed several options to accommodate growth and agreed unanimously to **‘stay together and grow together’**. Then they sang ‘Bind us Together’ and from that point forward to this very day they have been united in mind, heart and purpose.”*

On that day we all said together that it seemed good to us and the Holy Spirit that we grow together and stay together. From that time forward, we have taken strategic steps remaining obedient to that

decision, one of which was purchasing the 21 acres where we now find ourselves. Until we have fully developed this property, we have not completely fulfilled what we knew God called us to in 1995.

We started staffing for the larger growing church many years ago and this is what we are today. When we started Phase 1, we had no idea the extent to which God would use CrossRoads and it has resulted in a greater influence on children, youth, local impact in schools and social agencies, global impact with compassion and outreach results. Since we started on this path, we've discovered that God has entrusted more and more to us.

Does this all mean that the planting of churches or developing multi-sites is off the table? We honestly do not know the answer to that. If we truly believe there are many more people about to come to Jesus in Central Alberta, then we need to have open hearts and ears to what God is asking us to do well into the future. We know that we will always be engaged in multiplication of some kind because that is the Great Commission. If we feel that God led us in 1995 to rally around the statement, "*stay together and grow together,*" it means that if and when we plant or create multi-site campuses, this thought must remain in our hearts and shape how we move forward with that vision.

6. What happens if Lead Team changes during this project?

One of the duties of the board is to look at contingencies and succession planning. The Lead Team are committed to leading us through this expansion and ensuring that on the other side we are well positioned for the future and prepared for what God has in store for CrossRoads.

In the event of an emergency we have a contingency plan in place that can carry us forward 2 years so that the transitions into new leadership can happen with as little interruption as possible for our staff and for our congregation.

We are also confident that God will at some point pass the torch (His torch) on to the leaders of tomorrow to continue His work here in CrossRoads. Our vision remains the same regardless of our leaders.

7. How will CrossRoads ensure there are no significant cost overruns with this project?

Our Building Committee and User Groups (see reference in Question 18 in Section 3 for more information on who User Groups are and their roles) ensure minimal cost overruns by following best practices through learnings from our past three expansion phases at CrossRoads Church. This includes a commitment to design process that is diligent and thorough, giving us confidence that the built-in contingencies in the construction budget will not be fully used.

8. How will we pay off the mortgage? Do we have a strategy?

A significant part of our strategy for paying off the remaining \$10 million mortgage is through non-interest loans and interest-bearing loans in increments of \$100,000. These kinds of loans ensure that all funds received go directly into our build and nothing is lost to interest. In our previous building projects, Phase 1, Phase 2 and Phase 3 have only incurred a total of \$250,000 in interest.

Paying off the building may take several years. Our hope is that people can participate in non-interest loans for as long as financing is required for the building.

We will continue to have two Building Offerings each May and October until the full amount has been paid off.

9. What are we doing about traffic?

First, let's thank the Lord that we have traffic jams. This means that many are coming! And further, let's also remember our traffic challenges impact our neighbors and those using 32nd Street. Our part is to yield whenever we have opportunity to bless another driver that's not from CrossRoads.

The traffic is a problem now and we made serious considerations for improvement during our needs assessment process. Our current entrance is positioned right in the middle of an S curve on Range Road 275. The separation distance between each bend in the curve does not allow for additional entrances or exits.

We are actively looking at the traffic flows on site and how we can improve the flow before and after our services.

The bottleneck on 32nd Street at the lights remains our current challenge and we are looking at the possibility of better coordination of the lights.

We will continue to update this answer as we learn more through our work in the next couple of months.

10. Will there be a library?

Through our needs assessment and financial analysis we have decided to provide a self-serve resource library which will contain rotating content of sermons and resources.

It is important to take some learnings from other churches and most of them are moving away from a physical library, and where they still exist, the fiction books are being discontinued.

Many churches are using RightNow Media as their primary on-line resource for their congregations. We have been using it for the past year and if you would like to have an invitation, please send an email to

Pastor Jason and request access to the CrossRoads account. There are thousands of resources available. www.rightnowmedia.org.

11. Will the building be environmentally friendly?

Considering what we have been learning from the scriptures over the past couple years about creation care, we are taking seriously the opportunity of looking at how we go green wherever possible.

Part of the design has included the provision of a roof structure that will take the extra weight required to hold solar panels throughout all new roofing areas. During the tendering process we will assess how many of the solar panels can be installed in Phase 4, while fully preparing the infrastructure for a full complement of solar panels either now or in the future.

12. After this is complete, will we be continuing with the current three services?

Yes, we will be continuing with the same three services after the Phase is completed. We want to always make room for more, but also, we know that many have appreciated the flexibility on a Sunday to choose different services.