



Crossroads  
of Crawford County

Community Outreach for Life's Journey

Winter 2022

THANKSLIVING ANTICIPATION STARTING FRESH. AGAIN

## TRANSITION

At Crossroads, and in our personal lives, it seems TRANSITION is a key element. Change—conversion—shifting—if we cannot navigate uninvited change in our lives, we know there is going to be trouble.

We wanted to cover November through January 2023 in one theme, and the word TRANSITION fits perfectly. At Thanksgiving, we are especially and intentionally thankful for the many blessings we have received through grace. And that implies **THANKSLIVING**—LIVING in thankfulness and in response to our needs having been met.

At Christmastime, it is the beauty of **ANTICIPATION** of the greatest gift we could ever receive—each day and every day, not just at Christmas. That gift is a tiny human whom God sent into the world through a miraculous plan to give fresh hope ESPECIALLY when we cannot see. We ACTIVELY WAIT in true HOPE.

And over the New Year, we refresh by **RESTARTING**—AGAIN. We only truly fail when we stop trying, and fresh starts help us pick up momentum. Getting rid of what hinders us is crucial and the new year is a time we intentionally try to do just that.

UPDATES!



DOUBLE GREAT NEWS!

DOUBLE IMPACT!

DOUBLE BLESSING!

Many of you received our *Itty Bitty Campaign* letter where we shared some game changing news for Crossroads. TWINS! Twin grandbabies were on their way into Director Janette Clausen's life, and they have

since arrived into the world, albeit 5 weeks early. While their parents juggled work and daily trips to NICU and a clingy toddler who was a little confused, Janette stepped back from some Crossroads time to assist the transition.

continue...



They are both healthy, and they came home on different days the week of the Thanksgiving holiday, so it was easy to be overflowing with thankfulness! Since, the fun and challenges of low-sleep; octopus-like skills, and overflowing campaign blessings are dominating the schedule beyond Crossroads' direct service to clients. The personal priorities and work priorities are defiantly overlapping, which is why we had earlier made an appeal for capital funds for adequate staffing.

*"A key change will be that Janette can no longer be as available to the amount of client or administrative work at Crossroads as she had been. The campaign is because we know that filling these roles will likely require higher compensation. Strengthening our mission means strengthening our small army committed to SERVING LIFE like never before at Crossroads", the board of directors asserted. "While Janette plans to continue leading the ministry, she hopes for that to be as a co-leader now. Helpers at all levels of the agency, who are passionate FOR LIFE & THROUGH LIFE, are crucial to our effectiveness as a ministry."*

We started in early August with a search for an Executive Director. As we prepared a full job description, it was evident we were "shooting for the moon" and yet we wanted to fully invite just that. From hours of job posting and email promotion of the opening, we moved into phone inquiries and brief conversations to determine overall suitability. Finally, in mid September, we arrived at interviews of the solid candidates.

Executive Director Position remains open

AND

Administrative/Clerical Assistant opening is developing

Full Descriptions will be posted on our site

Ultimately, we adjusted the position to ease some of the roles within the ED position, as no candidates were prepared to assume all duties. In October, we made a hire for a Director of Operations, who would run the day-to-day office duties including availability to clients, management of communications, budgeting needs, fundraising oversight, and staff supervision. Many of you met Niki Pots who had joined us to fill that role, excited to make a positive difference and to co-manage the rhythm of Crossroads' operations.

After several weeks of a most unusual introduction to Crossroads (due to the irregularity caused by the coat drive and including time-consuming tech and email issues which seem to plague us), Niki regretfully withdrew her plans after more fully realizing the ministry and somewhat foreign roles. She secured employment that offered the pay and realm of expertise she was accustomed to. We are grateful for the time she had given to us at Crossroads, and are thrilled that she is willing to volunteer some helping in the future.

## NOW WHAT?



The Board of Directors had little time to consider options before the twins arrived in early November and director time was more depleted than ever before.

**GOD IS ALWAYS AT WORK**, even when we cannot see the next step. What we can see now is that in the process of trying to bridge gaps in the ED roles necessary, Janette had made two connections who were prepared and equipped to offer administrative assistance alongside of her ongoing time with Crossroads.

### Meet Bob (aka Pst Bob)

*"It's a privilege to be part of the Crossroads team. It energizes and engages (and challenges) me."*  
Rev. Bob Riggert



God answers prayers! Pst Bob is a perfectly-timed addition to Crossroads. Here is what he shared about himself and his decision to help us part time:



"We all find ourselves at crossroads in our lives. While I too have been at humbling and challenging crossroads, I have been blessed to more often be at crossroads of opportunity. To be a part time staff member of Crossroads is an opportunity to continue and reinforce the Biblical foundation of the organization; to offer support and direction to Janette and the board as they clarify ministry organization and direction; to work with a team committed to serving families in the community, and to meet fellow life advocates and supporters.

I occasionally hear the comment, "They won't let you

retire." (I have served in a variety of contexts since my retirement from full-time ministry ten years ago.) Crossroads is "letting" me serve in another exciting and important realm. Please contact me if I can serve you and meet you at your crossroad.

I have lived in Manning, Iowa since 1987; I have been blessed to serve over five decades in various ministry positions in the Lutheran Church-Missouri Synod with the last 40 years in Iowa. Diane and I have been married for 52 years and are blessed with four children and thirteen grandchildren."

## Meet Sara!

*Hello! My name is Sara Skinner. I work for St. Anthony Regional Hospital as the Healthy Opportunities for Parents to Experience Success (HOPES) Coordinator & Nest Manager.*



H.O.P.E.S. is an in-home visitation program teaching about pregnancy, parenting, and child development. The Nest is an educational incentive program encouraging healthy behaviors during pregnancy and after birth

providing free baby items to families. Skills from these positions will benefit me in my role with Crossroads.

I am married to my husband of 23 years, Kevin. We have 2 children. Allison is almost 15 and Andrew will be 6 this spring. In my free time, I enjoy reading, being active in our church, following sports, and being with family and friends.

*"Crossroads will greatly benefit from having Sara help further develop our Pregnancy & Parenting Resource Program! We are fortunate that she is able to share time with us!"* commented Janette Clausen.

## SO WHO DOES WHAT At Crossroads?

It is a good time to refresh you on our staff as there are a lot of part time helpers that make it appear to be a larger organization than it is, and there have been a lot of changes over the last year.

**Janette Clausen**, plans to remain the Director at Crossroads for now. She is still immediately accountable to the board of directors for all matters pertaining to Crossroads. Additionally, she serves much of the direct client time, in both Pregnancy & Parenting Resource and CoCares.



*Janette's new position, dedicated for life!*

Currently, she has significantly reduced her regular time at Crossroads while she is helping family, and she does NOT plan to return full time. God willing, an eventual

ED hire will enable her to transfer her duties to other areas of focus within the center, such as continuing direct services. She does NOT plan to leave Crossroads at any near future point, but to be flexible in what role she can serve according to the skills and passions of other new staff.

*"In addition to our CoCares clients and the Pregnancy & Parenting face-to-face time, we are fortunate to have the equivalent of 2-3 days a week administrative and direct client coverage between Pst. Bob and Sara,"* stated Janette. *"Smooth orchestration between us requires communication and we are off to a great start but after December busyness it will hopefully be easier."*

We are incredibly blessed to have the time of Rev. **Bob Riggert** to help in both administrative matters AND availability to clients. He has been helping us revisit some cornerstone pieces to our center now that we have



made some progress on our center's legal review, which is like a health exam for an agency. I have called him our **'structural engineer'**, meaning that he has much experience with what a ministry needs for solidity and effectiveness.

Spiritual support is a need we often have with our clients who can at times be very 'broken' with hurt and bitter life circumstance. He is skilled and comfortable in that role, assuming it in denomination neutral terms.

When a professional with skills in the exact service we offer is available as a team member, the blessing is considered a literal Godsend. **Sara Skinner**, Masters Social Worker, joins our staff with passion for life and already serving in a similar program through St. Anthony's Hospital in Carroll. Our programs compliment each other, and do not conflict, so she is able to give us a bit of weekly time to help us solidify our programs. First however, she will be taking on the project of finalizing our policy and procedure as a center and within our programs. She would be like a **'certified electrician'** if our organization were a physical construction project.

*"The PSP project -policy and procedure--is a task that has been 'a monkey on our backs' for several years as we have been busy with client work and understaffed to truly finish it well,"*  
stated Janette Clausen.

**Sandy Hansohn** has been with Crossroads about half time (+/-) since late in 2019. She is an anchoring part of Crossroads because she has been through annual events now several times and is willing to pitch in wherever she can. Her regular duties include payroll, bookkeeping and



taxes, and bill payment, so she absolutely keeps things running smoothly. She has not even withheld a paycheck for anyone when we are late or inaccurate with documentation!



**Julie Dobernecker** works many hours in a week's time, and we are privileged to have her helping as a CoCares provider for some of those hours. She is well experienced in caregiving, and it is obvious that she puts her heart into it for each CoCares family.

**Judy Steffan** joined the Crossroads team this summer and helps in many ways—from general office upkeep to filing, to phone calls and handling counts for our Meals on Wheels households in Schleswig. Her tasks would take pages to fill as we keep adding as they come up, but she is fearless in trying any!



**Emily Thams** has provided huge volunteer caliber through sensitive and effective support to our parents in unplanned or difficult pregnancy circumstances. Her career experience as nurse is incredibly helpful to her being able to help connect with prenatal cares, encourage them when they are feeling defeated, and align external support to better help them. She and Janette team client needs, with the follow up oftentimes being her role.



Crossroads uses a training program called Brightcourse with the parents who want to engage in true growth as parents. Emily is becoming well-acquainted with the curriculum available, making individualized plans for the parents much more effective.

**BrightCourse**

- Accurate and medically reviewed prenatal education
- Practical parenting guidance & support
- Developmentally geared suggestions
- Spiritually based applications for all areas

**Dena Schroeder** is a part time CoCares provider, giving generously of her time to caregiver relief, dementia care, and assistance to senior citizens who need help with household tasks. Very naturally, her caregiver heart shows in her friendly spirit and passion to befriend the elderly. She even keeps our office clean which we really appreciate. We are grateful for her helping!



## SO WHAT IS THE OVERALL PLAN AT CROSSROADS?

# Rewind

# Refuel

# Rejoice

For the time, we plan to SIMPLIFY. Whenever things get overwhelming at Crossroads, we can simply backtrack to why we are here and who we can help. We know, God helping us, that we can simply be there for these two populations and thereby bring value to LIFE:

1) Those in distress about an unplanned or difficult pregnancy, and the implicated questions needing attention.

AND

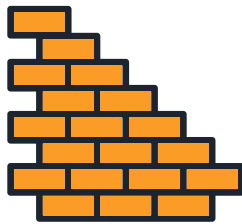
2) The elderly who need friendship or practical helping.



*Without fail, helping someone in these situations revitalizes us!*

*It's truly why we are here!*

The structure we give these services is the more complicated piece. One brick at a time, we will continue to strengthen our programs and mission. This winter season, aside from giving of ourselves to help the families and individuals who come to us, our intentional strategy is this:



**Rewind** —replay some of Crossroads history and refresh our mission and vision now that we are serving two programs as opposed to a wide range of Christian family resource that was the case when we started

**Refuel** —we want to do well at serving within our own families too. We know that to flourish in our services, we need to take care of ourselves. And we want to feed our hearts with Christian hope and promise while we pray for clarity and strengthening.

**Rejoice** —giving thanks, LIVING thanks, and reflecting on who God has been designing us to be, we want to joyfully prepare to SERVE

Our availability to clients is not compromised. We will continue to prioritize new pregnancy clients and are available by appointment.

Just call!



## Celebration & Challenge

Have you designated your Christmas and end-of-year charitable donations? Please consider a special financial gift to Crossroads!

Recently, as we were preparing to share updated results of the Itty Bitty Campaign, Crossroads was blessed with a \$10,000 anonymous gift. See below about a match challenge for it! We give thanks to God!

The Itty Bitty Campaign started this fall in response to the staffing needs at Crossroads. We are watchful and trusting God to lead us to individuals who are passionate about LIFE and LIVING LIFE well to provide professional and effective care and oversight into BOTH programs. We plan to run it through April 2023.



FOR LIFE & THROUGH LIFE



Crossroads  
of Crawford County



CROSSROADS  
Pregnancy  
& Parenting  
RESOURCE CENTER

CoCares  
NON-MEDICAL ASSISTING FOR ELDERLY  
& CAREGIVER RELIEF

**NOTE: If a service or activity we offer at Crossroads sparks your energy and passion, please visit with us. We will be creating positions that are clerical, direct time, and administrative. A combination of skills and openness to variety is especially desirable.**

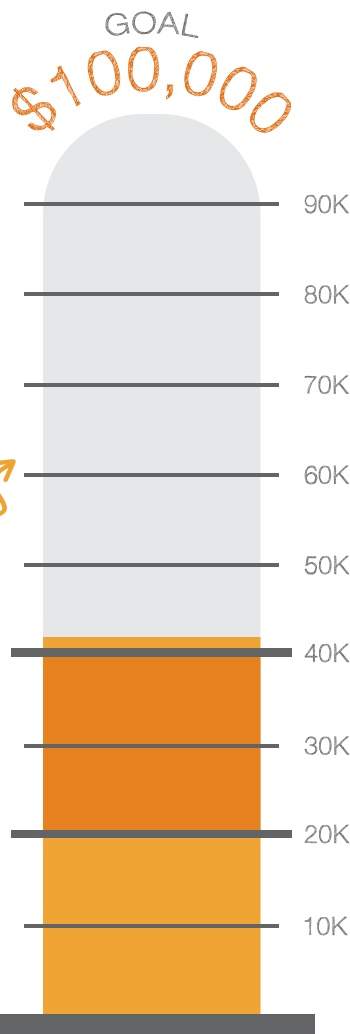
AMOUNT RAISED:

**\$51,756.00**

AS OF 12-05-2022



2022 GOAL



Crossroads' leadership challenges our ministry friends and supporters to **DOUBLE THIS GIFT** with donations. With your help, and while still in 2022, we can be past 60% of our campaign goal before it ends in April 2023.

**THANK YOU!**

*Your gifts made a difference*

**FOR LIFE & THROUGH LIFE**

*Crossroads has a 501c3 designation allowing charitable tax credit.*

A designation form can be sent to you upon request or be found on our website at:

*Another Match Challenge!*

**\$10,000** gifted by an anonymous donor now **CHALLENGES YOU** to **MATCH** it with your year-end gifting!



When hurting deeply, healthy distraction can lighten the emotional load. Annette Watkins sought ways to spread joy in memory of her daughters, Harlie and Martha. So, she reaches out to an organization each year, asking what items she can collect through public donations for their work. With the help of her friend Sue Willey, collection boxes were placed at a variety of pre-arranged sites in Denison so folks could easily make a purchase for either of Crossroads' programs that was on the list, and then drop the items in the box.



Wow, what an incredible gesture, and what heartening results! As we looked at the piles of items that filled our visiting areas, we told Annette we may need to store the items in our ceiling! Not only did we receive general cleaning and janitorial items for CoCares, but also diapers, wipes, and toys for the clients in our pregnancy and parenting program. We are so blessed to distribute the items to the families we serve! THANK YOU to Annette for this wonderful gesture, to Sue for helping her, and to all who made donations!

#### Here's who helped as collection sites:

- Family Table
- CCMH
- Rockin Hair
- Sunshine Styles
- Home Care Medical

#### Several groups did special collections on their own and contributed hugely:

- East Boyer 4-H
- Denison Girl Scout Troop
- Wesco WAVE staff & residents
- Denison Senior Center

Wesco's WAVE staff and residents were especially creative raising money for Crossroads! Every November they put out change jars and collect loose change. When the total amount reaches a set goal, they get to enjoy a pajama and pizza day. We received over \$500 from the WAVE!

**THANK YOU to all of you who 'MADE CHANGE'!**

Our winter newsletter arrives with our staff wishes for a Merry Christmas to you and your family

Wishing you a *blessed* Christmas!

May our *hearts* prepare Him room

Our *lives* reflect His presence

Our *homes* radiate His Peace



## How many coats did we collect this year over the week-long coat drop off?



Well, we don't know...we forgot to count them. Again. Things get so busy that week between pizza pick up, coats to sort, and staff in different directions. We do know that the week of handing out coats, Nan at H&R Block felt more individuals were able to receive a coat, and estimated 200 count. We also brought over 90 to West Central, so approximately 300! PLUS the Denison Rotary again sponsored purchase of new coats through Operation Warm, a rotary project for coats for communities where they purchase in large quantity.

Thank you again to H&R for helping out community by generously spending a week with distributing coats!

This year, Anderson Ethanol donated money toward the coat costs as well which helped the Rotary costs significantly! Crossroads checked with all schools in the Denison District and those that have boundaries within proximity to help determine any student in need. Mike Pardun noted that the families who receive these coats are grateful, and thanked Crossroads, Anderson Ethanol and Denison Rotary. We are grateful for the combined efforts, it simply is a great way to meet a need in the communities of Crawford County.

December 6, 2022

RE: Winter Coat Drive

Crossroads of Crawford County, Anderson Ethanol and Denison Rotarians;

On behalf of our students, families, and our school district, I wish to extend our deepest appreciation for your support of the winter coat drive. Thanks to your efforts many of our students will be warmer this winter. It seems unfair that you do all the hard work, and we get to see the smiles of our students when we present them with a much-needed coat, hat, gloves, or mittens thanks to your generosity. We have already handed out many of the items you purchased, but we are fortunate to have a number in reserve that we will store until the need arises with one of our students. It seems like as winter progresses, a need will pop up here or there for a student or family. Thank you again for your support, kindness, and dedication to making a difference today and every day in our community and county.

Respectfully,

Michael L. Pardun, Superintendent



**We break for  
PIZZA!**



**Thank You** to so many who purchased Pizza Ranch pizzas when we did the take and bake campaign! We sold a total of 279, and THANKS to Pizza Ranch we profited \$1,154 PLUS nearly \$200 cash donations in lieu of pizza or that was gifted upon payment.

THANK YOU Pizza Ranch for your generous donation from the sales and your extra hustle to manage all those pizza on time!



ALSO, special thanks to Dave at Home Design for helping us set a freezer to keep the pizzas frozen solid!  
We appreciate your extra mile for us!



## SAVE THE DATE:

### Annual Banquet FOR LIFE

*'Unpacking Grace'* with author and speaker **Deborah Moerke**

**March 7, 2023 | Time: TBA**

at the Stables at Copper Ridge in Denison

Catered meal by Staley's Catering

We hope you can join the fellowship and fundraising!

We are requesting for event sponsorships of \$1000 to cover expenses. Please let us know if you or a group, a church, or a business you are connected with can help!



Are you (or someone you know) passionate about Crossroads and life affirmation?

Do you love attending to details?  
Do you enjoy engaging with people?

Crossroads is seeking an EVENT MANAGER for the March 7th fundraiser & celebration for Crossroads' friends and supporters. This is a temporary position running from January through April 2023. Contact Director, Janette Clausen, for more information 712-393-4673 or [Director@crossroadsofcrafordcounty.org](mailto:Director@crossroadsofcrafordcounty.org)




## God's Itty Bitty & Great Big!

Ephesians 3:20

God is able to do exceedingly abundantly more than we ask or think

(Translation: Not only does God give us what we need, He is working on more than we have even imagined!)



**We are praying you can join our journey to being  
a resource for local families and communities—  
through volunteering, donating, joining as staff,  
become a board member, or be a prayer warrior!**

*Be a part of God's Itty Big & Great Big.*



**Crossroads**  
of **Crawford County**

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• Pregnancy & Parenting Resource Center • Christian Family Resourcing & Referral Assistance • CoCares - Creative helping for elderly & caregivers