



Mission Study 2016

John Calvin Presbyterian Church
8102 Midcrown Dr.
San Antonio, TX 78239



John Calvin Presbyterian Church
Mission Study

October, 2016

Mission Study Contributors

Buzz Bacon
Leon Butler
P.J. Bronson
Lynn Catalina
Barbara Froebel
Peter Haas
Brenda Mata
Lisa Ringler

Table of Contents

Preface		3
Chapter One	Church History	4
Chapter Two	Cross Roads Church Today	12
Chapter Three	Community Demographics and Trends	17
Chapter Four	Writing a New Story: <i>Cross Roads Mission-Vision-Goals-Strategies-Name</i>	20
Appendix	a.1 / New Beginnings Report	

Preface

“The steadfast love of the Lord never ceases; his mercies never come to an end; they are new every morning; great is your faithfulness.” - Lamentations 3.22 – 23

On Sunday, October 9th, 2016 after nearly a year of discernment, study and discussion, the John Calvin Presbyterian Church (JCPC) family overwhelmingly approved the Session’s [CrossRoads Proposal](#), with nearly ninety-percent in favor. We pray the Proposal will facilitate a new era in the life of the CrossRoads Church family, and also provide a compelling profile to attract the very best possible pastoral candidate as our next installed pastor.

As with anything new, it takes time to warm up to the changes. As we move forward as a congregation, we will grow into the Proposal together with our new pastor. We are excited to see who God is preparing and calling so collaborate with us! We are a warm-hearted congregation, poised for a new season of growth in one of the most vibrant, fast growing, and exceptional cities in the United States.

We are praying for our next pastor and trust the upcoming months to reveal the person called by God to help lead us further into our new Mission and Vision.

We are very excited to move forward on the path toward ongoing fruitfulness as a destination church for anyone interested in experiencing God’s love more deeply, and trust this Mission Study will help you discern God’s call to help us live into this compelling new mission and vision.

On behalf of the JCPC Session, every blessing in Christ,



Brenda Mata
Clerk of Session

Chapter One

Church History

John Calvin Presbyterian Church was built by dedicated Christians who had a vision for the future and saw a purpose for themselves and their community. Fifty years ago this vision became John Calvin Presbyterian Church. That same Christian spirit is still alive in this church, now recently re-named Cross Roads Church – *A PC(USA) Congregation*.

In the Beginning: 1966 – 1968

After holding an organizational meeting in early 1966, a group of fellow interested Christians held their first worship service on April 3, 1966 (Palm Sunday) in a temporary location in Windcrest known as the "bomb shelter." The organizing evangelist, the Rev. T.O. "Top" Perrin, led worship. Major Robert Thomson volunteered as choir director/organist, and the first people listed on the church roll were members of the Walter Lusk family. By autumn of that year, attendance had grown to 100, and these dedicated believers petitioned Presbytery to officially organize their new church.

And so it came to pass on October 9, 1966, that John Calvin Presbyterian Church began ministry in this community. The following January, the church formally called Rev. Perrin as its first pastor. Presbytery donated five acres of land for the building, and ground was broken in December 1967. The new facility was dedicated in October 1968 at a cost of \$127,500 for the land, building, furniture (but not pews yet), and fixtures. It featured a stained glass window designed by artist Cecil Casebier that was later moved into the new sanctuary built in 1993. The first Women's Circle began in 1968.

The 1970s

The second pastor, 1970 Austin Seminary graduate the Rev. Duke Kilgore, arrived in 1971. Every member was asked to serve on a committee, and the first part-time music director, Janet Nyquist was hired. By 1972, the church was able to decline the remaining \$1250 Presbytery had authorized for financial aid to the fledgling congregation, and the church was able to give 115% of pledged benevolences for 1971. Subsequent growth made the existing building inadequate. Members donated pews to replace the original chairs in the sanctuary, and a piano was donated as well. Women of the Church circles were expanded and renamed for women of the Bible with Leila Meacham serving as first Women of the Church Moderator; Men of the Church continued service projects with occasional programming; and youth activities increased with added mission trips to places like Merida, Yucatan and Taos, NM. A new organ was purchased and dedicated. The number of ruling elders increased to 15 members and then to 18 in 1979, and the fellowship group "Crusaders" brought individuals together for both fun and service. The highly revered Irma McStravick was honored as our first Elder Emeritus.

Session committed to set aside 10% of all donated funds for benevolences, and the act of increasing benevolent activities and services beyond that amount soon became the norm. The Mary Ashby Fund was created in memory of the deceased daughter of members, with the interest accrued to be used to fund church-related experiences for young people. The church sponsored a Vietnamese family of six who had been residents of a refugee camp in Pennsylvania. The Pham Dinh Huong family were provided funds, a local place to live, furnishings, and employment assistance and maintained close ties with the church for many years. Locally, church members served their congregation, PCUSA, and their community by serving on the Boards of Directors for Laredos Unidos, House of Neighborly Service, Victoria Courts Child-care Center, San Antonio Urban Council of Churches, and Faith Ministry.

Before the end of the decade, church growth necessitated yet another expansion of the facilities. Ground was broken in 1977 for the parlor, music room, and Fellowship Hall/Gym, plus renovation of the administrative offices. In the midst of one of the dedication events, the infamous “San Antonio black-out” moved entertainment into the parking lot, where the headlights of four cars illuminated the remainder of the program! A second service was added to relieve overcrowding. The Fellowship Hall/Gym was kept busy by the senior high basketball team, which ended the season at 6-2, ranking second in the district. The Rev. James (Jim) Rigby was called as the first associate pastor and was ordained and installed in 1979. The church contracted with member Dick Graham Associates for bookkeeping services.

The 1980’s

When Nyquist resigned, Roger Lind served briefly as music director but resigned due to ill health. Carolyn Patterson took his place, and around the same time certain employment benefits were added to all staff members. In the spirit of ecumenical fellowship, JCPC allowed St. John Neumann Catholic Church to use its facilities while the congregation’s own building was under construction.

Following tradition, the church offered both financial and physical support to three Laotian families. Fairweather Lodge, a facility for transitioning patients at the state hospital, also received much support from this congregation over several years. “A Night in Old San Antonio,” modeled after the Fiesta event, supported our missionaries in Brazil, and a “Wall of Food” was constructed to help supply Christian Assistance Ministry(CAM) to the tune of 18 cases of food. Several JCPC members participated in building both the church and manse at Laredo Unidos in Nuevo Laredo, Mexico. Silbia Esparza facilitated congregational participation in the HEB gift card donation program with JCPC purchases, which benefitted the House of Neighborly Service.

Under Rev. Rigby’s leadership, the youth groups grew in size, activities, and outreach ministries. Although he departed JCPC for St. Andrew’s Presbyterian in Austin in 1982, activities continued to flourish. Calvin’s Kids began for kinder-fifth grades in 1983, and the worship committee initiated a WMY (Worship and Music for Youth) program. A PNC was formed to replace Jim, but before that process got very far, Rev. Kilgore announced his upcoming departure. The PNC shifted gears and began a three-year process to call a new pastor.

By 1984, church membership stood at 391, with an average of 225 attending worship. With the proposal by Dosha Bryant and Jenny Watts, Session approved the addition of a new Christian day school, now called the Cherished Child Development Center. JCPC was served by excellent interim pastors while the search continued for a new pastor. In 1986, JCPC celebrated its 20th anniversary; the John Calvin Kirk Players were organized; and the men's basketball team won the league championship.

In 1987, the congregation called the Rev. David Renwick, Ph.D., a native of Scotland, and the church began to look seriously at its future. There followed a Long Range Plan, adopted in 1988, with visionary recommendation and General Statement of Purpose: "The purpose of John Calvin Presbyterian Church is to be a fellowship of Christians called together by Jesus Christ to love God and to make Him known through worship study, and ministry to others both within and beyond the church." Member Ann Zeigler was certified as a Christian Educator by PCUSA and became our first Director of Christian Education. The Stephen Ministry (local, not the national program) was created to visit our ill and homebound, and the Andrew Ministry called on new visitors to the church, for many years delivering a loaf a bread to each. The first pictorial directory was published, greatly assisting with name recognition.

1989 was another active year, with the establishment of a facility master plan and a building fund, the addition of portable classrooms, and the expansion of the parking lot. Member Bill Morse was elected President of the San Antonio Community of Churches, and the church hosted the League of Women Voters' "Great Decisions" discussion series for the fifth consecutive year.

The 1990's

Hearing a need for parenting support, the church hosted an "Understanding Your Teenager" seminar led by Youth Specialties in 1990, bringing in 108 from both the membership and surrounding community. Our first Alternative Gift Market gave members the ability to buy honoraria gifts for loved ones that benefitted missions and ministries both locally and around the world, and the church increased support of ministries south of the border. The first AGM generated more than \$6300.

By 1992, it was time to look toward the future again, so Long Range Plan II was adopted to cover 1993-98. As John Calvin began its 25th year, the congregation entered an ambitious expansion program—a new sanctuary and a classroom building that were dedicated in October 1993. (The discovery of asbestos, now abated, had required a change in plans from an expansion of the original sanctuary to a detached new building.) A special organ recital showcased the new organ purchased as part of this project. By the beginning of 1995, church membership stood at 464, with an average 298 in worship and 139 in Sunday School, including eight adult classes. Although Dr. Renwick announced his call to a church in Kentucky and upcoming departure in November 1994, the church did not delay the proposed capital funds campaign for very long, proceeding with plans for the next phase of the master building program.

In February 1996, the congregation called the Rev. Malcolm McQueen, D.Min., as pastor. At his request and with a vote of the congregation, the church manse was sold to the McQueen family. With a continuing need for classroom space, the congregation voted again to "rise up and build," making plans for a Christian Education and Youth building. The first floor of the new Christian Education/Youth Center building was completed and dedicated in 1998, and a new part-time Director of Youth Ministries position was established. A baby grand piano was purchased through a donation for use in the sanctuary, and positions were created for an assistant director of music and a part-time nursery supervisor.

Over several years during this period of time, JCPC helped support Scott Sunquist and his family, missionaries in Singapore, and Gerald Sseruwagi who served as a missionary in Uganda. The Ministerio de Fe, Inc. in McAllen was designated as recipient of the mission component of the Capital Funds Campaign. JCPC also joined the efforts of Mission Presbytery in funding and providing human resources for mission projects in Guatemala.

By the end of the decade, JCPC had pursued a partnership agreement with San Antonio Youth for Christ that served to benefit both the youth of our church and those at Roosevelt High School. Jason King served briefly as the Youth for Christ coordinator with our church. Later, Diane Meade was hired as Choir Director; Deni Gallagher as Youth Director; and Amy Oxley joined staff as our first paid Assistant Choir Director.

The 2000s

In an effort to revitalize the congregation, JCPC enlisted the aid of Presbyterians for Renewal to schedule a church renewal weekend February 24-27, 2000. Following the theme of our recently completed Long-Range Plan III, the event was named "Proclaim Jubilee: A Celebration of Renewal." A 14 member visiting team, mostly from Mandarin Presbyterian Church in Jacksonville, FL., led worship and small group studies over the three days, which were then followed by eight local small groups for six weeks covering a wide range of topics. Recognizing needs in our membership, a caregiving class was conducted by a professional in the field, and a Shepherd Ministry was begun in April as a way of keeping in contact with every member of the church and keeping them informed of church news and deaths. It proved effective in the days before most members were connected via email. About this same time, Jo Tippett began an informal prayer group at her home, in an effort to more regularly lift up any known needs of our congregation. This initial effort eventually evolved into one to two prayer groups meeting weekly at the church and a more intentional focus on individual members and ministries who are contacted and asked for specific prayer concerns. It also helps maintain regular contact with the church membership.

JCPC member Wayne Urbanowski was hired as Youth Director, increasing youth activities including a dinner theatre to raise funds for their mission trip, the beginnings of an annual ooze ball tournament, and participation in a 30-hour famine.

By the end of the year, a contractor had been selected to complete the second floor of the youth building with money coming from the designated building fund and special gifts, and the church upgraded from standard door keys to key cards and FOBs.

John Calvin Church celebrated 35 years of ministry on Palm Sunday, April 8, 2001, with a similar worship service format as used back in 1966 including a special skit and music. To help honor the event the sanctuary choir, directed by Diane Meade with Joan Hudgins as organist/pianist, recorded a CD of Christian music that was offered for sale.

Director of Christian Education Ann Zeigler retired from her position in May that same year, and it was then that the church believed it was time to increase ministerial staff, calling the Rev. Marti Manion Stratton as Associate Pastor in 2001. (She began as Director of Christian Education until her seminary studies were completed.) By September of that year, the upstairs portion of the Youth Center with elevator access was completed, giving youth a separate space for fellowship, games, and study, and dedication was held in September. A special prayer service was conducted following the events of 9/11. During the decade, various youth attended the Stewpot Mission Trip in June, New Wilmington Missionary Conference, and Youth Triennium. “Seeds of Hope” became the newest project in the church’s participation in the Guatemala Partnership. A new monthly Book Club was organized with Leila Meacham as first leader, and the Lunch Bunch began as a ministry to our seniors.

Feeling the call to ministry, Youth Director Wayne Urbanowski resigned upon acceptance to Austin Seminary. He became one of several Candidates under Care at JCPC. Others included Mabel Dunn “Gay” Brown, Brad van Sant, Steven Wilson, Mark Lenneville, and (sometime in 2016) Leon and Stephanie Butler.

Church Consultant John Laster was hired in January 2003 to help the church seek new vision in a process to begin in May involving small group and congregational meetings. In the meantime, Session authorized Rev. McQueen and two other members to attend the Presbyterians Seeking Purpose Driven Ministries conference held in Florida the end of April. There followed the formation of a Purpose Team and a decision to become more intentional in following the vision and mission the congregation felt God was leading them toward. By September, a Purpose Statement was approved: *Gathering in Community, Growing in Christ’s Image, Giving and Serving, Going and Witnessing, and GLORIFYING GOD*. Rev. McQueen turned the former Discovering John Calvin new member class into a three-step C.L.A.S.S. (Christian Life and Service Seminars) series, and a full Vision Statement was designed by the Purpose Team and approved by Session.

By the end of the year, designated line items were established for audiovisual/multimedia equipment and a new contemporary worship service; the down payment was made on a new digital sign on Walzem Road; and the very first John Calvin Church website went online. Since Valentine’s Day fell on Saturday that year, the church held a special Renewal of Vows service that was open to the community and well attended. It was in 2004 that John Calvin Church become immersed in the Purpose theme, beginning with a 40 Days Mission and Ministry Fair in March, followed by a church-wide “40 Days of Purpose” study later that fall using Rick Warren’s popular book, *The Purpose-Driven Church*. By year’s end, approval was granted to upgrade the sanctuary sound system, paint the exterior of all church facilities, and establish a pre-school board.

Long-time bookkeeper and church member Dick Graham announced his retirement for the end of 2005, and by that time CPA Perry Deckard was hired to replace him. Outreach and

Missions Ministry decided to discontinue support of Ministerio de Fe, funneling those funds to the pre-school instead. Special funding was granted to advertise the new contemporary worship service via 10,000 copies of a worship CD to be mailed to residents in areas surrounding the church, and a Media Center Operator position was approved and funded to assist with the contemporary service as well as traditional worship. A church advertisement at Live Oak Theater ran for several weeks during the “First Look” segment prior to movies.

Rev. Stratton resigned in March, and by August the church had hired Carolyn Browning Helsel as pastoral assistant until she was ordained in mid-2006 and called as Associate Pastor. Molly Rambur joined staff as Youth director. By the end of 2006, funds were approved to replace flooring in the gym. The following year all roofing was replaced, covered by insurance due to a hail storm. Training on the newly purchased Automatic External Defibrillator (AED) equipment was provided.

Rev. Helsel requested dissolution of the pastoral relationship in March of 2007 in anticipation of her move to Princeton, NJ. By May 2007, a revised Church Information Form was approved, and Rev. Eliza Cramer was soon called as Associate Pastor. She would remain in that position until called as a solo pastor for a church in New Jersey in October of 2011. Additional church members attended the Purpose conference in Florida, and a “Legacy Funds Ministry of John Calvin Presbyterian Church” was approved. Another Guatemala mission trip was scheduled for June, and by October the church parlor had been renovated.

In 2008 planning began in earnest for the most ambitious youth mission trip in many years—to Belize, which proved a great success. In financial news, the church sought grant assistance for renovating the playground, and certain allocated funds were transferred to The Texas Presbyterian Foundation for investment purposes. In 2009, a more efficient electronic key card and FOB security system was installed.

The 2010s

Since 1984, the JCPC Preschool/Cherished Child Development Center has seen years of both struggle and success, all the while focusing on the well-being of the children enrolled. What began as a half-day preschool program offered just three times weekly, now operates as an all-day childcare facility providing care five days a week. Directors who followed Watts and Bryant are Kathye Snider, Norma Velasco, Norma Cedillo, and Susan Moore.

To honor our birthdays and generate additional income for the church, Session approved a Birthday Fund effective January 2011, to which members could donate annually. In what was to become a signature event for John Calvin, Session approved opening the church facilities one Saturday each month to provide a meal for the homeless and needy persons in the community, later named “Lunch and Love.” That program has continued successfully since then, with support from our local church groups and ministries as well as some external groups. With Rev. Cramer’s departure and finding less need and fewer resources for pastoral assistance, Session dissolved the position of Associate Pastor in January 2012.

A second round of consulting, this time through TAG (Training and Facilitated Development) began in the fall of 2012. The church continued mission work as part of the Guatemalan Partnership Fund. A Vulcan commercial stove and fire suppression system was installed in the kitchen, and the church entered into an agreement with Bexar Water Control and Improvement District #10 to rent the ball field area for a designated period of time.

By then Molly had departed, and our new Youth Director Nathan Devine initiated outreach programs with Montgomery Elementary School that evolved into a reading mentorship between students and church volunteers, and later into the church providing volunteers for the San Antonio Youth Literacy program. He chose to live in the Glen neighborhood to witness personally to that underserved community. Because of declining pool of children to fill our local Vacation Bible School program, he helped transition this ministry into a general Summer Reading Club targeting Montgomery and Windcrest elementary schools. In 2013 the book selected was *The Lion, the Witch and the Wardrobe*; 2014 became the “Summer of Seuss”; and for 2015, planners chose three books by author Patricia Polacco. The San Antonio Food Bank partnered with us to provide supper for the children participating. In another effort to reach out to the surrounding community, the church began a “small” festival in August of 2008, distributing about 50 backpacks filled with school supplies to those attending. The event evolved into the Walzem Community Festival, a much larger event that resulted in the distribution of over 1000 backpacks to more than 3000 in attendance. The event’s size and scope proved much grander than could be adequately managed by our church and ended after the 2012 festival.

Recognizing both the changing demographics in the Windcrest area and shrinking size of the congregation, Session voted in 2014 to resize and reshape itself again from 18 to 12 members. The church lost both Diane Meade and Nathan Devine during the first part of the year, and in October, Rev. McQueen announced his call to another church in Texas. In anticipation of his departure, Session established a position for Co-Coordinator of Community Ministries and hired members Leon and Stephanie Butler (both candidates for ministry at Austin Seminary) for that position. It also established Co-Directors of Music filled by Amy Oxley and Gordon Ringler and hired Sandy Delk as Youth Director. Administrative Assistant Lisa Ringler assumed numerous additional responsibilities toward keeping the church running properly. In the meantime, the interim search process brought to John Calvin a trained interim pastor, the Rev. Peter Traben Haas, D.Min., who is committed to help members determine God’s future for this church and helped lead the Session and congregation through the New Beginnings process first in the fall of 2015 with the Transition Team, and then, in the Summer and Fall of 2016, with the Cross Road’s Proposal.

Over the past five decades, John Calvin Church has been blessed with four installed pastors, four installed associates, several interim pastors, a certified Christian educator, and several talented choir directors, youth directors/advisors/sponsors, and organists/pianists. It has nurtured and supported several candidates for ministry and considered itself a *missional church* long before that term became popular. Presbytery names changed from John Knox to del Salvador, Union, and Mission. The number and style of worship services has varied, and the church has increased the use of technology.

But the professional staff and buildings are only a part of this church. It is the *ministers*—its members and friends—who join together in continued service to the Lord that make this church what it is, whether as ruling elders or through teaching, mission work, singing, ministry leadership and participation, praying, and simply volunteering wherever needed. May God’s glory continue to shine on the faces and in the hearts of those who walk through these doors.

Chapter Two

The Church Today

Worship

The heart of the life of JCPC is our corporate worship. We gather at 9:00am for a traditional, choir and organ led worship service in the Sanctuary. And at 11:05am for a contemporary, praise-team led worship service in the Sanctuary. At both services, we use multi-media and Media Shout to enhance the worship experience.

The choir is an integral and healing part of worship. Our choir consists of approximately 25 church members and seeks to touch hearts and shine the love of God through music. The Choir meets most Wednesday evenings for rehearsal.

The Praise Team is a vibrant part of our contemporary service, and consists of church members and guest musicians.

Leadership

The church is led by a twelve-member Session board. We do not have a Board of Deacons or separate Board of Trustees. The Session is comprised of Five Teams: Christian Ed and Youth (CE&Y) Evangelism and Mission (E&M), Stewardship, Strengthening and Worship. The current elders are:

(CE&Y)

Barbara Froebel
Cameron Spitznagel (Youth Elder)

(E&M)

Silbia Esparza
Leon Butler

(Stewardship)

Lorry Houtman
Tom Delk
Jack Leonhardt
Brian Fink

Strengthening

Michelle Walter
Bev Spitznagel

Worship

Chris Deitch
Ann Zeigler

Program Staff

JCPC is blessed by a dedicated and gifted staff.

Lisa Ringer, Office Manager, is full time and oversees all church operations and is the point-person for all church programing and scheduling. Lisa is also a church member and married to Gordon Ringler.

Gordon Ringler, Co-Director of Music is part time and leads our Praise Team. Gordon is a church member and is married to Lisa Ringler.

Amy Oxley, Co-Director of Music is part time and leads our Choir. Amy is a church member.

Outreach Ministries

The Cherished Child Development Center (CCDC) is a Monday through Friday day care. It is supported by the church, but functions under a separate Board of Directors, all of whom are church members. The CCDC enriches he lives of young children by providing a safe and educationally sound, Christian learning environment where they can grow to their full potential. Susan Moore is the Director of the CCDC.

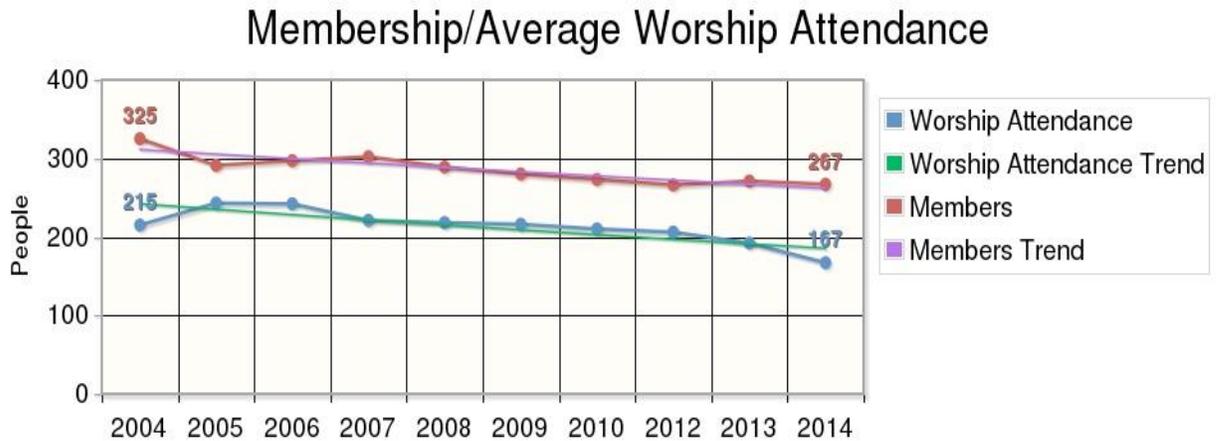
Lunch N' Love is a monthly luncheon we host for the homeless in our area; supplying food, showers and clothing for the body and demonstrating the love and open arms of Christ for the soul.

Property

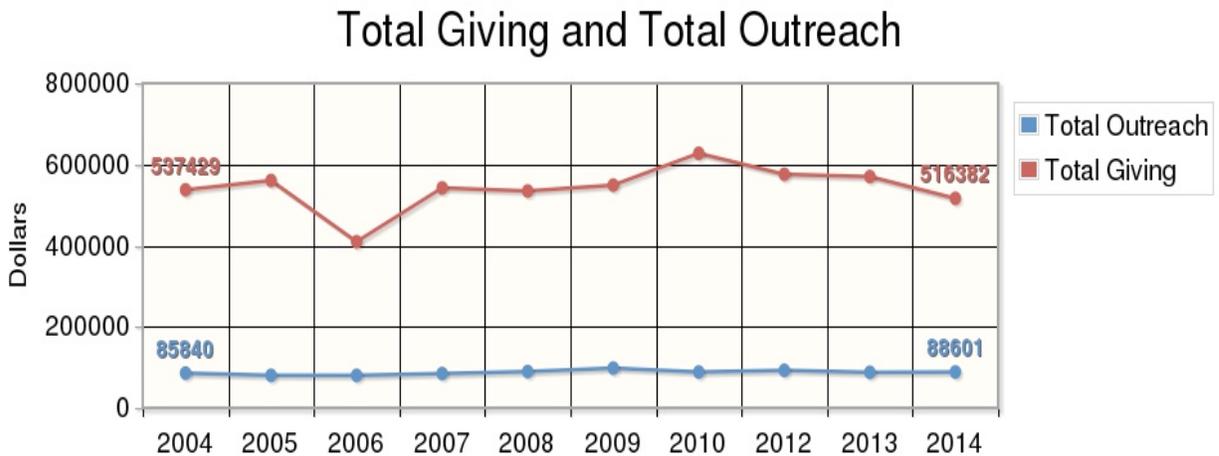
One of the blessings of JCPC is that we have a five acre campus, with room to grow. We have a large gym, fully equipped kitchen, outstanding youth buildings and multi-purpose classrooms. Our hospitality hall is ideally suited for classes, meals, events and also functions as part of our library and coffee fellowship location after worship services. The property and buildings are very well maintained and represent a significant resource for ongoing and future community ministry.

Congregational Ten-Year Trends

Over the last ten years, Average Worship Attendance (AWA) has declined, but in the last two years AWA has stabilized around 120, divided 60/40 between the 9:00am and 11:05 worship services.

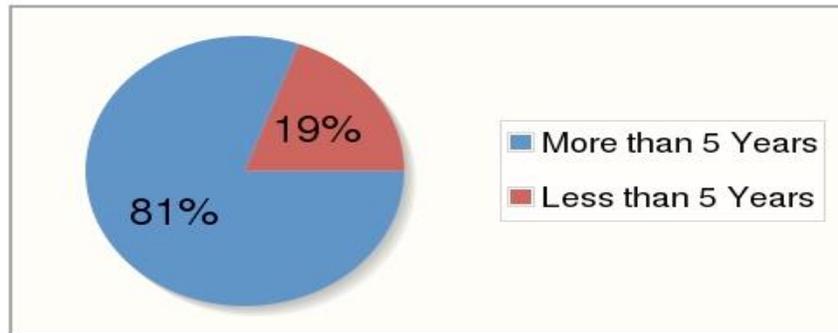


Average giving has remained mostly stable, until Rev. McQueen's departure in 2014, which led us to right-size the 2016 budget to actual anticipated giving.

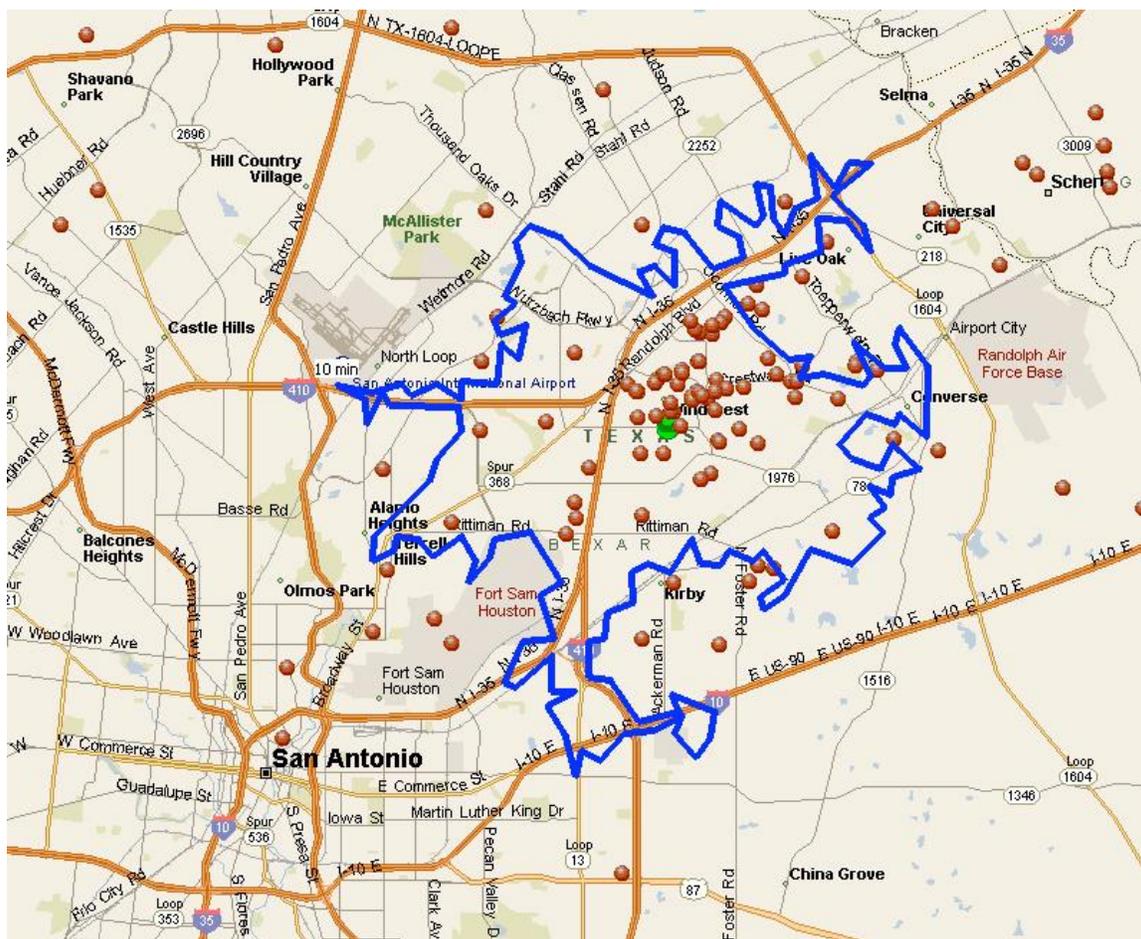


The congregation is very stable, with a large majority of the membership engaged for over five years.

Participant Tenure



The church is a regional church. Many congregational members commute more than ten miles to participate in the life of the church. A pin-map has located the home of each participant and shown them in relation to the church facility. Also note that the majority of the congregation lives north of Eisenhower Road/1976, east of I-410 and south of I-35.



Finances

JCPC is a very generous and faithful congregation. The 2016 budget is \$425,550. The 2017 proposed budget is \$451,826. The church is debt free and has a strong balance sheet:

Assets and Investments

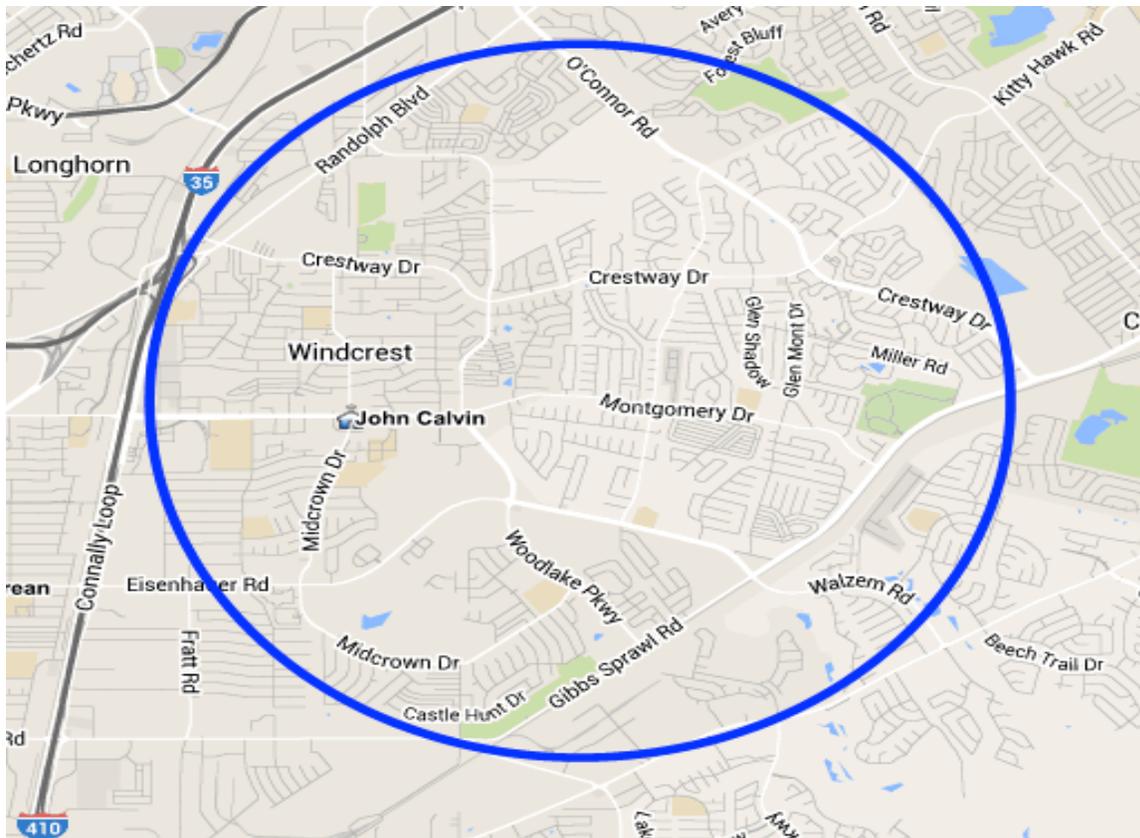
Property Value	\$4,365,350
Investments	\$172,316
Savings/Reserve	\$158,069
Memorial Funds	\$0
Endowments	\$86,448
Checking	\$61,673
Special Fund	\$72,688
Total:	\$4,916,545

For more financial details, see Appendix a.2.

Chapter Three

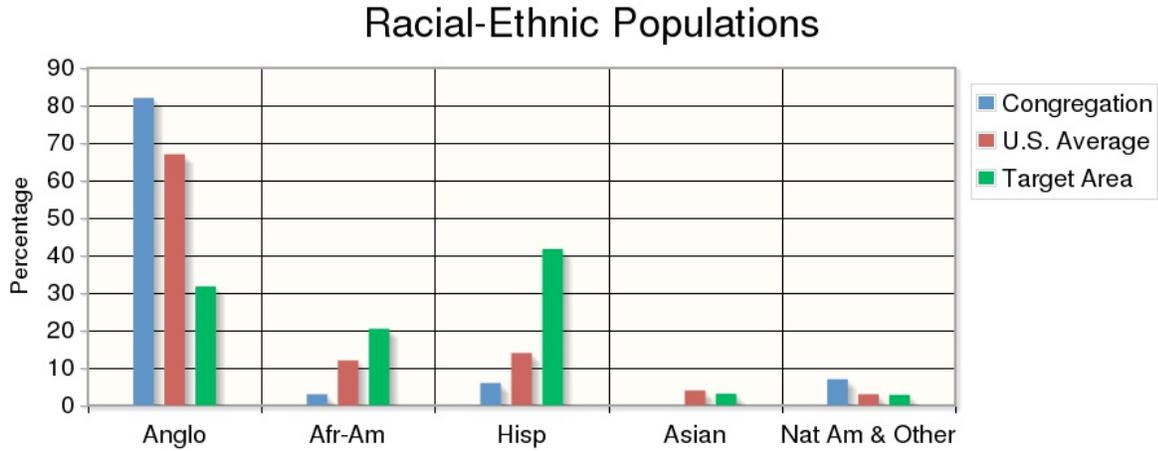
Community Demographics and Trends

John Calvin Presbyterian Church lies in northeast San Antonio, east of I-35 and north of I-10 in the incorporated town of Windcrest. This area of San Antonio has just begun to recover from the depression of the early 2000s. It has been slower than neighboring areas that have begun to grow, if not boom. Major employment in the area is military, Rackspace Managed Hosting, HEB and retail shops. The town has grown over the last ten years and projections show continued growth. Along with this growth has been a diversification of the population. While no tension among ethnic groups was mentioned, there are clear boundaries in the area, specifically east of Eagle Crest Boulevard. The church lies in the historic beginning of Windcrest, near the town offices, which is more Anglo, older and financially stable than the rest of the area. The schools are a part of the Northeast Independent School District and have a good reputation in the community. The area used for your demographics is captured in the map below: The boundaries represent, roughly a two-mile area drawn around the church. This takes into account the natural boundaries of I-35 and I-410:



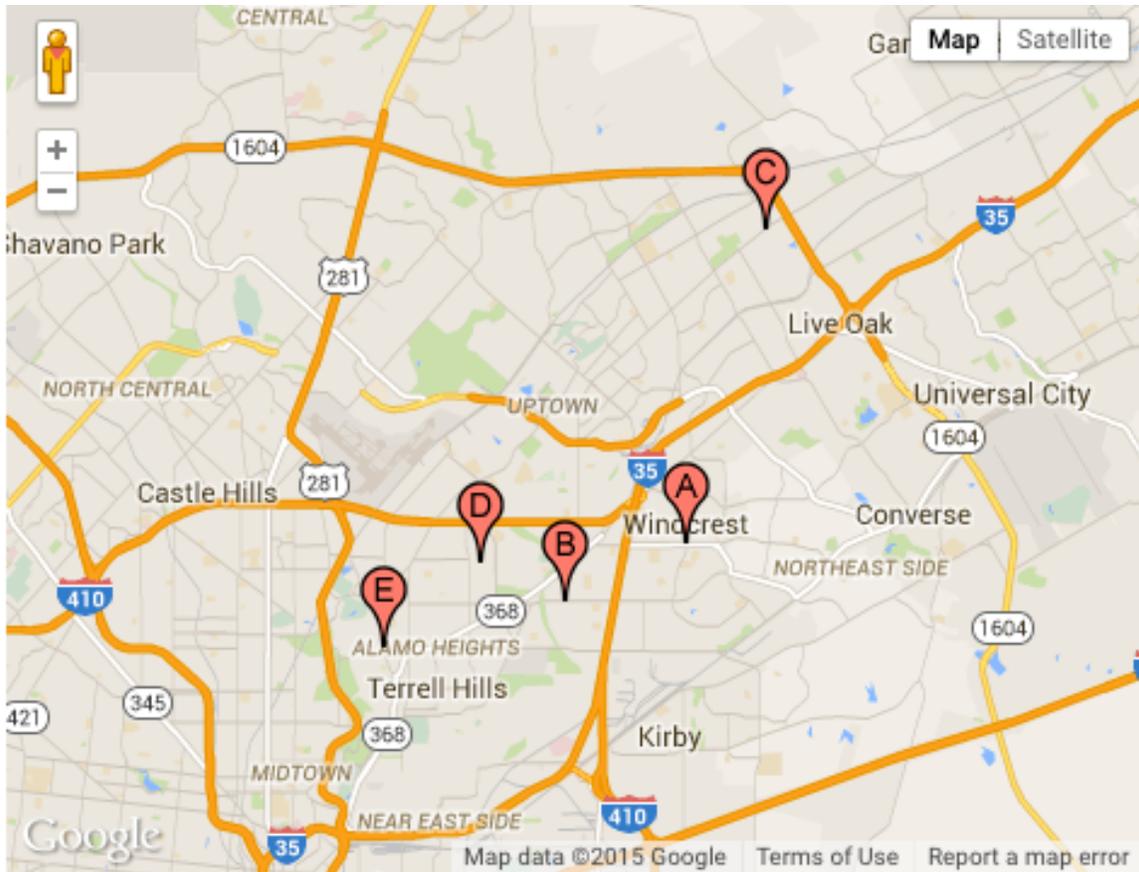
Racial-Ethnic Diversity

The target area is culturally and ethnically diverse, and over the next ten years will move more toward a 30-30-30 percent ratio between White, African American and Hispanic populations.



Other Presbyterian Churches in the area

In planning outreach to its community, a church does well to be aware of the other churches, especially its sister Presbyterians. What might you do together? How might each of you direct outreach to different Mosaic groups? The map to the left shows the location of John Calvin Presbyterian (A), First Korean Presbyterian (B), Holy Trinity Presbyterian (C), Northwood Presbyterian (D) and Alamo Heights Presbyterian (E).



For more demographic details see Appendix a.1.

Chapter Four

Writing a New Story

Cross✦Roads Proposal Summary

Mission-Vision-Goals-Strategies-Timeline-Name

MISSION

We believe that lives are changed forever when people experience God's unconditional love. Our mission is to nurture and celebrate God-centered, loving relationships in our increasingly diverse community.

VISION

We wish to become the destination congregation for anyone seeking to experience and share the love of God more deeply through life-giving worship, Christ-centered preaching and teaching, and nurturing care, through all the seasons of life.

GOALS, STRATEGIES & TIMEFRAMES

A. Goal: Become more relevant as a destination church at the crossroads of the greater metro area.

A.1 - Strategy: *Develop a Campus Utilization Team to explore how to more effectively use the existing facilities (e.g. Retreat Center, Life Skills Center, Work Space, etc.)*

Timeline: Session forms Utilization Team beginning January, 2017 prior to call of new pastor, with a goal to present final recommendation(s) to Session by December, 2017.

A.2 - Strategy: *Cultivate strategic ministry partnerships.*

For example, partner and/or collaborate with corporations (e.g., Rack-space); community organizations (e.g., YMCA); and churches, so to be a more relevant community presence. All partnerships and collaboration would be under the administration of the Session and/or a potential future Program Director.

Timeline: Session conversations begin early 2017, and continue with new pastor.

A.3 - Strategy: Provide further opportunities for dialog with the congregation regarding the new name:

Cross♦Roads Church – A PC(USA) Congregation

Timeline: Phased in over three months.

B. Goal: Increase congregational diversity and ministry fruitfulness.

Explanation: **By *diversity*, we mean connecting with all people, regardless of, for example – age, ethnicity, marital status, socio-economic status. By *fruitfulness*, we mean that through our ministries and programs lives are being changed, growing in God’s love.**

B.1 - Strategy: *Call a vibrant pastor.*

Timeline: If the way be clear, Nominate PNC by Thanksgiving, 2016. If the way be clear, call new pastor by summer, 2017.

B.2 - Strategy: *Leverage social media.*

Timeline: Session recruits volunteer social media team to develop media plan. Team begins January, 2017.

B.3 - Strategy: *Expand worship options (for example, a Saturday evening service, Morning Worship, Midday Worship, or a Wednesday evening service.)*

Timeline: Session and new pastor explore new worship options, starting fall, 2017.

B.4 - Strategy: *Evaluate and integrate the new Mission and Vision into all ministry areas and church programs, with a special focus to attract and increase young families and youth.*

Timeline: Immediately and ongoing.

C. Goal: Improve church campus.

C.1 - Strategy: *Develop plan for use of vacant church land.*

Timeline: Session and B&G explore options for the use and/or development of vacant land and accessibility to campus, beginning January, 2017. Recommendations due to Session by December, 2017.

C.2 - Strategy: *Update all church signage and branding.*

Timeline: Session and B&G develop plan for development of all church signage, beginning January, 2017. Complete new signage by August, 2017, ideally prior to arrival of new pastor.

C.3 - Strategy: *Create Task Force to explore the feasibility of new seating and configurations for worship in the sanctuary.*

Timeline: Session, Stewardship Team, and Worship, creates task force to explore new worship seating and configuration for worship in the sanctuary. Task force begins January, 2017. Complete feasibility study by Easter, 2017.

C.4 - Strategy: *Initiate five-year funding campaign to build financial reserves for existing campus maintenance and/or upgrades.*

Explanation: Cultivate strategic ministry partnerships to generate funds from rental fees, and also develop a funding campaign process with the congregation.

Timeline: Session, Stewardship Team develop funding process and goals by June, 2017. Five year campaign begins, late summer, 2017.

CrossRoads Proposal Commentary and Narrative

“Sing to the Lord, all the earth! Tell of His salvation from day to day. Declare His glory among the nations, His marvelous works among all the peoples!”

~ 1 Chronicles 16:23-24

We, the community believers, acknowledge that we have been called to serve God as members of John Calvin Presbyterian Church. We have endeavored to earnestly and prayerfully discern the will of God. We confess our brokenness, and accept our desperate need for the Saving Grace of our Lord, Jesus Christ. We have resolved to joyfully submit ourselves to follow where the Holy Spirit leads. To those ends, we set forth the following plan for the future direction of our ministry.

We affirm our trust in God and joyfully look forward to the coming fellowship with our community, within and outside the walls of the church. We seek to proclaim the Gospel of Jesus Christ through the realization of the following Mission, Vision and Goals.

MISSION

We believe that lives are changed forever when people experience the awesomeness of God’s unconditional love. So, our mission is to nurture and celebrate God-centered, loving relationships with our increasingly diverse community.

“Enlarge the site of your tent, and let the curtains of your habitations be stretched out; do not hold back; lengthen your cords and strengthen your stakes.” ~ Isaiah 54:2

VISION

We wish to become the destination congregation for anyone seeking to experience the love of God more deeply, through life-giving worship, Christ centered preaching and teaching, and nurturing care through all seasons of life.

“Then the Lord answered me and said: ‘Write the vision; make it plain on tablets, so that a runner may read it. For there is still a vision for the appointed time, it speaks of the end, and does not lie.’” ~Habakkuk 2: 2-3

GOALS and STRATEGIES

#1 - Become more relevant as a destination church at the crossroads of the greater metro area.

As we recognize our own limitations, we find it wise and prudent to identify, invest and develop **one major mission area**. This mission area development is not intended to exclude all other efforts. Instead, it is intended to be a centerpiece ministry; one in which other ministries can harmoniously coexist and cooperate. Once assembled, this approach makes the most efficient use of our energy and resources. Potential choices for ministry focus areas could include:

A. A Life skills center

Such a center has endless potential as a space for: Pastoral care counseling, financial management, healthy living and nutrition education and parenting/family care seminars.

B. A Youth connection zone

Our current youth building and meeting area is ripe for reimagining as a safe space for young people to gather to engage, collaborate, play and create.

C. Senior activity center

Our campus features multiple spaces for seniors to gather, fellowship and enjoy a full spectrum of organized group and/or individual activities.

Whatever ministry focus, we choose, it will be our aim to create an “Open Campus” environment; one that is welcoming, permissive and embraces the concept of community partnerships. We wish to make our campus available for use by and for our neighbors and friends in a variety of capacities for the purpose of serving one other, encouraging each other in The Faith, and showing the Love of God. This notion is a clear acknowledgement that our mission and vision can and should be seasoned with the gifts and talents sourced from all corners of the surrounding community. Therefore, a key objective in attaining this goal shall be to **cultivate strategic ministry partnerships** to help execute our chosen major mission area. We believe these partnerships, when properly commissioned and sustained will serve as witness to God’s love and honor the New Commandment from Jesus.

“I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another. By this everyone will know that you are my disciples, if you have love for one another.”

~John 13:34-35

#2 – Increase congregational diversity and ministry fruitfulness.

In showing God's love, we find it altogether important to enthusiastically embrace the full tapestry of God's creation in all of its abundant beauty. We seek to intentionally become a more diverse community of believers; specifically in terms of race, ethnicity, and age stratification. We believe there are at least three key objectives necessary to achieve this goal:

A. Call a vibrant pastor

When the way is clear, we will commission a Pastor Nominating Committee to pray, discern, locate and call a Teaching Elder to assume the duties of Pastor. It is our fervent prayer that this new Pastor will be endowed with the specific gifts and talents needed to help our church live into this new ministry plan. In addition to having the customary gifts of preaching, teaching, pastoral care and administrative leadership skills, our new Pastor must be comfortable in leading and guiding in a variety of worship styles. We hope that she or he will and generously radiate a vibrant spirit of leadership and be comfortable in relating to people of all ages, racial/ethnic groups and socio-economic backgrounds. Our new Pastor must also have a passion for community outreach, partnership building and a willingness to continue developing/refining all other aspects of this ministry plan. We trust that God has already chosen our new pastor and we must discern God's selection while creating a welcoming space for her or him.

B. Leverage social media -

The expansiveness and wide-reaching capability of modern telecommunications technology is truly amazing. Therefore, we seek to leverage our existing in-house knowledge base in order to harness the power of several key social media platforms. Our aim would be to connect with a wide audience for the purposes of worship, fellowship, information sharing and partnership building. A particular emphasis item of note, would be to reach both younger & home-bound populations. We believe this is an area where progress can quickly be realized.

C. Expand worship variety

Our two current worship services honor distinct, congruent styles of worship; traditional and contemporary. We recognize that some members have expressed a sincere faithfulness and dedication to their preferred style of worship. We affirm that both styles represent true expressions of Christian worship as they are understood from the Holy Bible, our Reformed Tradition as well as our Book of Order. Nonetheless, in the near future, we may consider uniting into a single service; ushering in a period of more intimate fellowship. If so, we will strive diligently to honor our two current worship styles as well as expand to include additional styles. This new service could potentially lead to future re-expansions in the form of weekday spin-off services where particular worship styles could be emphasized. Regardless of the configuration of service styles and days of worship, we shall remain committed to proclaiming a true worship expression of the Gospel of Jesus Christ.

#3 - Improve church campus.

Our church campus is a tremendously generous blessing from God and a key asset component in our strategy for future ministry. Nonetheless, we are keenly aware of the mounting list of maintenance issues that must be eventually addressed in order to ensure functionality, safety and security. To that end we intend to leverage internal resources as well as community partnership to achieve the following

A. Upgrade campus accessibility, branding & signage

We would seek to empower our Building & Grounds committee to explore a variety of ways to upgrade accessibility to and within the church campus, such as a resurfaced and repainted parking lot, as well a coordinated billboard/ signage system upgrade. This strategy could also involve a re-imagined configuration of our “front lawn” facing Walzem. One idea may include the creating of a gathering area designed to naturally lead foot traffic to the sanctuary.

As we ponder the physical aspects of branding and signage, we should recognize that many members have expressed a desire to rename the church. Such a decision could serve to reflect a more updated appeal to the community while retaining key aspects of our Christian Reformed heritage.

B. Modify sanctuary configuration

Our sanctuary is the centerpiece component of our church campus. That said, it reflects a design concept that may lean towards a more old-style flair. As we continue to ponder ideas to improve accessibility, enhance a welcoming atmosphere and create worship space flexibility, we could consider replacing the pews with chairs. Such a decision would drastically improve worship configuration flexibility and give us the ability to, literally, reshape worship experiences to fit seasonal observances.

C. Build capital improvement reserves

Most if not all of our idea proposals come with a cost. While we are currently blessed with a healthy budget and nominal reserves, membership projections indicate the possibility of future financial hardship. Therefore we should take steps now, to improve our current and long term capital reserves. First, to address pressing campus maintenance concerns. Second, to fund and provision many of the aforementioned proposals. In addition to finding innovative ways to increase congregational giving, we have the opportunity to leverage our proposed future partnerships. Some if not all partners who wish to utilize our church campus, could be steered towards mutually beneficial, revenue producing relationships. Such a strategy could be set up to seamlessly align with our ministry objective as well as our financial requirements.

As we work to implement this proposal, we should be mindful of our firm and steadfast commitment to remaining faithful to the Gospel of Jesus Christ. We will strive to be bold in our thinking while being sensitive to those who may disagree with our ideas; remembering to surround all thoughts, words and deed with LOVE. In doing so, we can rest assured that God will continue to guide us and be with us as we journey into a new chapter into our church's ministry. We have a magnificent opportunity to continue experiencing the fellowship of going to church, while simultaneously living out the commandment of being The Church. We will do so while making new friends, exploring new ideas, and learning new skills; all the while marveling at the wonder of our God's Love and Grace. What an exciting time to be a member of the body of Christ! What and amazing prospect to be a part of our new direction, following wherever the Holy Spirit leads!

Appendix

Rather than attaching the paper report, which is nearly 80 pages, please click the link below for a digital PDF.

a.1 / [New Beginnings Report](#)